Shaler Soccer Club

Annual General Meeting

11/10/2022 – 6:30PM – 8:00 PM

Shaler Township Building – In Person

AGENDA

Call to Order – Nick Druga – 6:30PM – Have quorum

Growing pains – excellent strides and excellent progress – continuing to learn and grown

Steadily increased our numbers of the last couple of years, this year is no exception.

Overall, we can’t have growing pains unless we are growing.  
  
Presentation of and motion to accept the Minutes of the last General Meeting  
- Acceptance of those Minutes Motion – Jim Spagnolo, Jim Marsula accepted  
  
Reading of the annual Reports (Treasurer, Secretary, Registrar, Administrators, TOPSoccer, PDC)

- Treasurer financial report – Josh reporting, wrapping up his first year as treasurer

Making sure we remain in good fiscal shape

Taxes completed for Fiscal year July 1-June 30

* From a balance sheet perspective, 90K in the bank
* Reviewed budget with the VPs
* Increase in rates to align with increase in cost.
  + $85 for developmental – Early Bird discount is $75,
* Recreational – remain the same the upcoming season $85 standard, $130
* TOPSoccer - $28 to increase from $15 (no additional registration fees to PAWest)
  + $15 not enough for the parents to bring the kids- Vice President's attestation of annual audit of the financial transactions of the Club
* Sponsorship has been a great support
  + Thank you to Courtney
* Secretary role
  + Registration campaigns
  + Social Media
  + Weekly Communication letters
  + Fields meeting with the township – gotten fields back
  + Increased indoor spaces and sitting in a better place permit-wise
  + As we continue to grow, it will be our challenge to stay in touch with the club with the right messages
  + Talked with township commissioner about more space behind Denny
    - Township manager is retiring at the end of this year, new going in at the beginning of this year
* Registrar
  + For the fall of this year and spring of this year were in the 400s
  + Fall typically has less kids (older kids) and the spring 62 little kickers in the fall we only had 19.
  + Numbers have been consistently growing since COVID
  + Set up all the registrations – if you have suggestions for the registration process, please let us know
  + Uniforms – New logos and uniforms – 94 people purchased from the store
  + Store will be done again in the spring
  + Fundraising – Mum sale and flower basket sale
  + Limited role with the clearances – JG has done a great job
  + Winter Futsal - 11 U10, 10 U10, 12 U12/14G, 16 U12/14 B
  + Black Friday sale for Registration – Regular Registration (12/1)
* Administrators’ Report – Courtney Bianchi (travel), Jess Destefano (in house)
  + Courtney
    - Really good season
    - More difficult than COVID
    - Game Schedules came out later than normal
      * This season we had a couple of weeks that we had a couple games 9v9 and 11v11 sometimes we had to put multiple games at Glenshaw valley
      * Ref scheduler wants to have 2 games in a row at Glenshaw valley (not waste their refs time)
      * Separate 11 v 11 and 9 v 9 in the spring due to not having Glenshaw valley.
      * Try to limit wear pattern – alignment
      * Field conditions have been better condition
    - Referee scheduling
  + Jess – not here tonight
    - The in-House program
    - Some coaches walked away during the season, which is hard once the ratios are set
    - Had the same amount of parent engagement with double the kids
* TOPSoccer
  + By far Nick’s favorite team to coach out of four
  + Buddies – one from Shaler, North Hills and North Allegheny that are there weekly
    - The kids are there for their TOPS player
    - Rewarding for them and the players
  + There are a lot of kids that would benefit
  + Great partnerships – Blackhawk, Norwin,
  + Talk with all presidents about the
  + Nice TOPSoccer Shaler SC flag – coming soon for that program
  + Getting captains arm bands for the buddies
    - Distinguish them
    - Connect them
  + If you want to get involved, Nick would be glad to give you more information
  + 12/3, 9AM – 12PM (10 kids will be there)– TOPS soccer from Western PA – close to 50 kids coming for a 1 day festival
* PDC – Player Development Consultants
  + Generally, talk about ways to improve our training to build our individual player development
  + Build better soccer players, not better soccer teams
  + Give them the tools to be better soccer players
  + Shoot, dribble, receive the ball, 1v1 battles
  + Added off season trainings – been really well received.
    - Ricky McClean normally runs the summer program
    - Mike Bianchi normally runs the winter program
    - Would love for some of the newer coaches to come out and learn from the coaches that have more experience, help build confidence
    - Try to get more parents during the summer session as well to get them more comfortable to potentially coach
    - Try to build up coach numbers and interact with the kids
  + Put together the 4-week session training guides
    - Review at the end of the season to tweak
  + Always looking at ways to improve
  + Goalkeeper Alliance brought in to support the goalies
  + Always difficult during the season, but before and after to prepare for the next season
  + Gotten good feedback from new coaches about the guidance from the training guides
  + Hearing the same thing across the groups and using the same formats helps
  + Kevin Lutz has been drafting a Futsal program for this Winter session
    - Opportunity to get the information
  + Year 3 of the group – look to who is demonstrating the coaching and the right approach
    - Demonstrate coming from the right angle
  + Before the guides existed, everyone came up with their own plans, created conflict
    - Created more chaos
    - Universal approach and uniformity to drills/games/etc.
  + Looking to do February foot skills
* Unfinished Business
  + No Unfinished Business identified
* Reports of the President and Vice Presidents
  + Jim Marsula – Recreational VP
    - 2 teams – U12 Girls/U12 Boys (D5), U10 Girls (D6 Sunday)
      * Some growing pains with the teams
      * Overall, the season went well
      * The idea was to put the player development with stronger players and have them play against stronger competition
      * Met with Nick and Julie to fix the minor things so that they don’t go out of control
      * All teams had good seasons and grew
      * Not looking to blow teams away or lose every game, want even match ups
      * Even if they lose every game by 1 goal, the kids learn from that
      * Continue moving in the right direction with team alignment
      * Less experienced kids and stronger players have a place to play
      * Player rating
        + Coaches rate their higher players too higher and some coaches rate their players harder
        + This season – pause until team building and regroup
        + The PDC will get together for a new layout for the evaluations
        + Whenever the U10s come up to U12 – understand the ratings
        + Account for that in the drafts – go through all the same year of players first

Draft all U12 first and then U11 players

Shouldn’t be drafting any of the U11 players prior to the U11 players

Base their rating off of where they are, not where they are going

Had a U10 v U12 team – eye opening of the changes

Know our kids are getting better – the strong kids are probably going to be strong but will be growing

They will continue to grow and spike in development

When we get the final evaluation of the players, it will be clearer, and the format will be simplified

What worked well in the fall – all U10 boys had practice the same days and have familiarity of the teams/players

Can rate/rank together, and not be too critical or soft to create consistency

Set a player to rank against

Has been encouraged over the past few seasons, but not always happened

Will lead to more consistent evaluations

Some led to issues with the competitive teams, but on their way

Tony: This year was not the collaborative year that normally he has had

Once night scheduled, it was obvious that one team did not want to play together

Wanted kids to “try out” to be on their team

Misunderstood tryouts, but thought that they would not have been involved at all

Eight could be on a D5 team, rest of the kids on the team really could have been anyone

Some kids were put on the team that had not played 1 minute of U12

Had a great team anyway – all kids improved from the first practice to the last practice

Think that it will lead to problems if the teams are continued to be built that way

Tournaments – need a little more guidance from the league

Turns into popularity contest

This summer – emails/communications about tournaments were crazy – need more information/support for the tournaments from the leagues

Season lacked the collaboration from the seasons of the past

Competitive teams

Player evaluations –

As a board, we identify and approve the coaches for the season

Look at what kids would likely be on teams and look at coach experience

Sat down with the coaches – reviewed all registered kids

That was the starting point – looked at the coaches knowledge and then came up with the rosters

Email to Kim – and the justification for the roster for the kids

All areas worked together, but the issue will always be the top few kids – there are more options for the players remaining to fill out the teams

Week 6 – talked with all head coaches of all D6 teams (ICL coaches) about what was going on with the competitive teams

Those identified issues will be corrected

There is no elitism, first and foremost we want to have fun. We are still a community club.

Something that we definitely don’t want

2014 – D4 team – steady decline with registration and something we want to avoid

This is what we need to address at the coaches meeting

Coaches of competitive teams – coaches are required to get the 7v7, 9v9 and 11v11 grassroots – no exceptions

Taking the initiative that if you do not have the appropriate level grassroots

If you complete the training and complete the seasons – 25% back at the end of each of the 4 seasons – 100% whole

Tryouts are not allowed for any level below D4 – against PA West rules

Jim will send the team formation alignment to include in the notes

Want to give the kids the challenge when they need the challenge

Would the e-license be grandfathered in – no, unfortunately, national d license supersedes

If you are brave to run the section in front of the class, can sign up on PA West (DCC soccer site)

If we could get enough, to hold the class at our field

* + - * Fields – had more school fields and will continue to utilize the fields we have access to around the township
      * Moving kids around – Fall run held up well this season with the good weather
      * Using the other fields – proactive common sense – moved out of fields that aren’t in good shape
      * Having Scott and Anderson gave us more flexibility for our players
      * Moving in the right direction
      * Tried to get at least 1 day where the teams could have practice together – some did stations that did well
  + VP In House - Julie McDermott
    - Need volunteers – need head and assistant coaches for each team
    - Commissioners take care of all of the communications for the in-house teams
    - GameChanger has been utilized
    - Concession stand – want to make sure we get more volunteers
    - Make sure coaches are there, comfortable
  + Jim/Julie Attest to the budget
    - All good for the review
    - Josh put out the new budget for the upcoming year
    - Conservative budget, but has everything we need
  + President
    - This has been a year – lots of conversations at the U12
    - “10% of the population, 90% of the headaches”
    - Anytime you are taking a population and parsing it out, based on the quality of the parsing, there is going to be elitism
    - Being a U12 D5 coaches – there is a level of pressure – now that you are playing at that level
    - Twin-boro laughed at the D5 kids on the field
    - One of the biggest reasons we have growing pains, retention
    - 5 U12 boys teams in the fall, we have more U10 teams that we have had in the past
    - Going through the bumps and bruises to not go through it again
    - When we get to the younger siblings, we have it right
    - Vision 2023 –
      * Fun – make fun erupt out of every SSC activity, sort of fell short here at the older ages
      * Development
        + Get involvement for the coaches through PDC involvement
        + Station idea – one night a week for the older groups

Continue to develop and document

If you have different idea, great, but work together

* + - * + Continue partnership with complete moves with Dave Flavius and UGKA
        + There is a lot of depth of knowledge that we are getting from them
        + We are getting in at the right time, Avonworth is the only club that is currently working with UGKA
        + Continue to offer the specialized training
      * Competition
        + Across PA West, there will be a challenging of our thought process
        + Everyone comes in D6, and if you blow away the competition then you move to D5 or forcibly moved to D5
        + How do you make a team with 30 kids at a high level
        + D5 first – that should be the assumption first, then if there are enough kids playing that haven’t had that aha moment – then field a D6 team
        + Good stuff coming there – it will impact how we build teams moving forward
      * Community
        + Be the example for other youth sports
        + Due to the amount of distractions, fell a little flat
        + Want to get better with engagement
        + Stuff the net – food fundraiser for the food pantry (Holly)
    - Family Volunteer Requirements
      * Not exclusive to inhouse, all
      * Require a check for $100 per family, per season
      * Received by commissioner/coach before uniforms are given
      * Once 3 validated volunteer shifts during the season, the check is turned back in
      * Something that we know other clubs in Shaler do, and we are just a late adopter
      * All 3 shifts can be done in 1 weekend – it isn’t to make money, but we can’t continue to see the parents sitting there and burn out volunteers
      * Will be communicating that out
      * Check will need to be written – even with coaches etc.
      * Every family needs to provide the check prior to getting the uniforms
      * We’ve tried lots of other things –
      * Nothing is very difficult, but it has to be addressed
      * It’s a check written so that there isn’t a barrier to entry
      * It’s intended to be a motivator to generate volunteerism
      * WE don’t want your money! We want you to help us out
      * Kevin: U8 parents are just thinking that I could volunteer, but I’m not required to. What he wanted to say – that he wanted to give a threshold to complete
      * I think that they didn’t realize that everyone has to
* New Business
  + No changes to constitution amendments
  + Nominations
* Nominating Committee Chair's Report – Kate Koch, Jim S, Josh D
  + Executive Board – all approved tonight, Clay Rios opposed – Kim
    - Nick Druga - President
    - Ben Sheets – VP In House
    - Julie McDermott - VP Travel
    - Kim Rios – Registrar
    - Kate Koch – Secretary
    - Joshua Dadeboe – Treasurer
  + Members at Large –
    - Amie Proie – U8 Festival Attended meeting
    - Carly Kohler – Attended meeting
    - JG Wiles – Attended meeting
    - Jessica Destefano – Commissioner coordinator
    - Steve Dedrick – coached U8/U10, looking to jump in and alleviate stress Attended meeting
    - Mike Schmidt – Did not attend
    - Steve Nelson – not here
    - Jim Spagnolo
    - Nate Fine – not here
    - Courtney Bianchi
    - Holly Levin – moved here from Natrona Heights for Highlands board
    - Ashley Kosky – not here
    - Chris Watts – Not here
    - Cait Potter – Not here TOPS
    - Steve Paradise – Not here TOPS
    - For the members at large – appointment by the executive board – talk through the needs of the board and places where they are fitting
    - Really comes down to what we need
    - Expertise on the lighter side to commitment
    - Need a board that is mobilizing – since we have more kids at the travel level – need more people
    - Need flexibility to work through
    - Tony’s point – clear instruction – club not building – work through some spots, need more people and lend strengths where we have them
    - Ask where you can jump in
    - Will hear in the next few days where we are going
* Thank you – Jim Marsula!
  + Jim has been in the role since 2019 – that’s where the trajectory started back up
  + Continuing the development and move away from elitism
  + Everyone worked really hard and proud of where we are
  + Done a lot of great things and the club is going the right direction
  + Will be around to help out
* Motion for Adjournment – Kim, Joshua