**May 2th, 2024**



**6:00pm – Soccer Haus**

**Colorado Springs Adult Soccer League**

[**www.cosasl.com**](http://www.cosasl.com)

**PO Box 2021**

**Monument, CO 80132**

**Board of Director’s & Manager Meeting Agenda**

**Meeting called to order 18:04**

1. **Current Board Members:** Jason Hann – President, Brian Slivka - Vice President, Courtney McLeod – Secretary, Katie Anders– Treasurer, Greg Dingrando – Director, Amy Dowling - Director, Mary Collins – Director, Julian Drummond – Director, Nick Borusiewicz – Director.
   1. Mary Collins not in attendance
   2. Amy left meeting at 19:12
2. **Approval of Minutes of March 19th meeting minutes.** Jason called for any edits or changes, none proposed. Jason motioned to approve meeting minutes, Julian seconded, all in favor.
3. **Correspondence:** Received a request to sponsor women’s film festival for $1K and ONLY offered female players discounted tickets. Politely declined.
4. **Treasurer’s Report:** Katie assumed Treasurer Role and was added to our Wells Fargo account. After discussion for processes and reports Jason will pull reports and send to Katie for validation, tracking, and updating ledger. Need to determine if we want to continue using QB or just a living spreadsheet shared on our drive so everyone has visibility to financials at all times. Existing balances $37,626.10 & 44,542.86.
   1. Need to review grants from USSSF. Some were provided to CSA or CASA and we should either get part of that or submit for our own. Julian and Amy willing to assist with grant writing.
   2. Increase in team fees based upon operations analysis? Julian motion to increase fees to $1800 for fall, Dingo seconded, all in favor.
   3. Dingo proposed $20 finder bonus for referring a ref to the league that stays for $20, Courtney seconded, All in favor.
   4. Bonus for refs is 3 or more games in one day regardless of location. $5 per game with end of year board discretionary bonus.
   5. Brian proposed to increase for centers to $75, $65 for AR and commiserate, Amy seconded, all in favor. Two ref system and solo shall be increased proportionately.
5. **Spring current status:** Weather has been a challenge but we are not too far behind on the schedule. Estimated to conclude Spring season by June 9th. Champion shirts quote for 4 divisions ($7.25 ea) for two seasons. Jason motioned to have two seasons printed, one white, one black, Courtney seconded, all in favor.
6. **Fields update:** So far not happy with the AFA fields due to service, unplayable conditions, access, and coordination. D11 (Doherty and Coronado) want ~$75 an hour plus a site manager at $40 an hour. Negotiating with the district for better rates and access. Will investigate DCC and Eagle View.
7. **Referees & Disciplinary Overview:** Mixed feedback regarding ref performance this season. Some say it’s been the best yet and others constantly complain. Topic of tolerated language came up again, do we keep the rule of no swearing and let the refs determine on the field what is acceptable and what isn’t? All in agreement to maintain current rule and standards. Need to coordinate a process for new Assignr system and how we interact with our Assignor Jim. Make roles clear and written down. Board agreed Jim needs to attend meetings.
   1. Current pay scale is below competitive market. According to refs we pay approximately what middle school and U13 pays with more stress.
   2. Bonus structure – Current vs. proposed (needs to be written and clear)
   3. Reimbursement for Jim’s state registration - $138 reached new refs, captured 4 and more coming. Julian motion to reimburse, Jason seconded, all in favor.
   4. Need to confirm current rules, provide link for public view, and confirm referee training reimbursement through CASA or other entities.
   5. Need to schedule annual assessments for quality and current eval of existing refs.
   6. E-Communications on-field (necessary or not?) Not approved, deemed unnecessary and more of a challenge to manage.
8. **Board Admin:** Training for all positions and standard operating procedures is underway. Need to have a succession plan.
   1. Standard Operating Procedures being drafted for each area of league responsibilities.
   2. Roles and responsibilities defined:
      1. Operations – Jason & Brian
      2. Financials – Katie & Jason
      3. Marketing – Greg, Mary, Courtney and others as needed
      4. Disciplinary – Nick (coordinator) Amy, and Greg
9. **New Business** –
   1. Jason is meeting with UCHealth senior staff for league sponsorship. Advised they have a negative experience with soccer due to the Switchbacks so we have to position it carefully and well. Louies Pizza may be interested in sponsoring the league. Emergency Vet care possible as well. Hummel possibility through Slivka? Offer discount to league, and Brian to see if Hummel will donate game balls each season.
      1. Need to get Soccer Haus trophy case completed and installed. Put on hold due to ops cost, moving forward.
   2. Parade of Lights is $200 for nonprofits with preregistration. Vote to register and coordinate a float/entry etc.
   3. 4th of July Monument Parade - $35. Jason motion to do parades, Dingo seconded, all in favor.
   4. Summer celebration – The Public House at the Alexander, need date and logistics. July 27th?
   5. Need business cards for board. Have had several ask for contact information and would be nice to pass out.
   6. COSASL schwag?
   7. Banner, tent, and pop-up costs – Courtney mentioned Pride Community night and we should have a presence, need setup in place prior to event.
   8. Mercy Rule – No vote not an option.
   9. Summer schedule suggestion – Board only wants to do a weekend tournament and will review for next summer.
   10. Manager engagement – add open forum.
10. **Old Business**
    1. Insurance discussion – CASA vs. alternatives (Private CSA etc) – need to decide if we intend to move forward with CASA still or have an alternate solution before Fall 24. Back to “ghosted” communications with CASA.
    2. Rules and Procedures Update – (Language, equipment clarification, schedule changes from the league vs. forfeits) Language will not change, update to Law IV…did not cover forfeit due to league schedule change, tabled for future discussion.
    3. Marketing Plan – Media announcement – Jason to get with Greg on media outlets and messaging, all board members and managers should engage more with social media and we are discussing perks for those contributing more. Magnets came in, some distributed. Need feedback. Already approved marketing budget in past meeting. Need to discuss sponsorships for banners and leaving them up at the fields we use, “Home of COSASL” with a slogan. Need to come up with a hashtag with social media and slogan for marketing (ideas using acronym etc)
    4. Summer league – Most like the idea of a weekend COED tournament. Schedule ongoing kickarounds and scrimmages during the summer for teams. Informal to see how much interest we get.
    5. Men’s D1 expanding and need to decide on split. Unanimous decision to follow league rules of forming divisions based upon registrations and need of the league.
    6. Standing kick-around — Locations holding up process.
    7. Review older divisions for women and men to be sustainable as current teams and players “age up”. Possible ideas 30+, 40+, 50+, Coed. Spring 2025 will be a transition season where players can play on additional teams to manage the split. Fall 2025 will be full transition.

**Next meeting – June 6th at TBD**

**Meeting Adjourn – Jason called for meeting adjourn at 20:28 seconded by Brian, all in favor.**