



**LFC – Board Meeting
Meeting Minutes
April 12th, 2016**

Opening – The meeting was called to order at 6:39 pm by Daragh Cullen

Board Members in Attendance: Daragh Cullen, Julian Robins, Robert Aranda, Dan Shupsky, Jessica Dilchand, Daryl Denson, Vince Strawbridge (arrived at 7:12pm), Sheryl Fernandez (departed at 7:45pm)

Guests in Attendance: Ernie Head, Eoghan Conlon, Stephanie Keen

Not in Attendance: Alicia Rossow, John McCarron, Johan Jonsson

Approval of Minutes	Minutes from previous March AGM meeting were reviewed. Jessica motioned to approve minutes, Dan second the motion, with further unanimous approval by Board.
Financial Update	<ul style="list-style-type: none"> • Checkbook is balanced and up to date • Opening account balance 3/31/2016 - \$182,621 • Total net income vs last year has improved \$79k after all expenses. • We continue to improve our bottom line income and cash flow positioning us for long term growth, hiring, and coach retention for inter-league and travel league. • We are financially in the position to consider pre-academy DOC, succession planning and assistant to Ernie, field marshals for next season to assist with setting up fields, signs, and accounting for referees. • We have approval for our Carter Road signage. Start planning different levels for inter-league sponsors • Beef's sponsor checks for 2015-2016 are paid in full. • Beef's last contract was two years for 36k. Daragh is asking for 45k for next two years. Daragh is presenting it to Tim

	<p>with Beef's tonight. New contract includes exclusive field sponsorship.</p> <ul style="list-style-type: none"> • 6 travel teams are in the negative on their account balances. This is an improvement over past years. Stephanie is actively working with those teams. <p>Things to Do:</p> <ul style="list-style-type: none"> • Equipment needs list from Ernie and Eoghan • Advertise with Lamar? • Facebook and web-site need to be updated with instructions for members for travel try-outs and Fall inter-league registration • Establish a Wall of Fame for 2016-2017 • Establish coaches incentives for staying and good performance
<p>AGM Meeting Commitments</p>	<ul style="list-style-type: none"> • Monthly payments for all travel team players • Proposal of coaching incentives and stay bonuses • More scholarships for athletes that qualify • Improve field cover and weekend operations with paid field marshals • More programs: Futsal, Friday Night Footie, College Information Seminar • More certified coaches and training programs
<p>Director of Coaching Inter-league and Travel League Performance Bonus and Contracts</p>	<ul style="list-style-type: none"> • Ernie and Eoghan stepped out of the building for this portion of the meeting. • Discussed performance bonuses for Ernie and Eoghan. Bonus would be percentage of their salaries. Current combined salaries are 85k. • Robert motioned to give 3% bonus to both Ernie and Eoghan. Jessica seconded the motion. Bonus amounts presented to Ernie and Eoghan when they returned to the meeting. • Jessica motioned to tie written evaluation to the bonus. Daragh seconded the motion, with further unanimous approval by the board. • Evaluations will be presented with the bonuses by May 15th. • Robert and Ralph will evaluate Eoghan. Vince and Julian will evaluate Ernie. • Eoghan's contract expires at the end of June. Need to have a new contract created that includes performance based bonus language.
<p>Paid Position Evaluations</p>	<ul style="list-style-type: none"> • Discussed creating standard evaluation forms for Director of Coaching for both Inter-league and Travel League. • Dan will create evaluation form for Club Operations Manager position.

<p>Club Operations Manager Update</p>	<p>Office Updates</p> <ul style="list-style-type: none"> • Reviewed budget for new office equipment and cleanup Original budge was \$1600. \$1430 has been spent so far • Added locks to office doors • Cleaned entry way and COM office for a welcoming and professional presentation to guests and members • Organized office (uniforms, gear, etc) • Plans in place to shred excess paperwork, recycle tech equipment, and recycle old score uniforms <p>Training</p> <ul style="list-style-type: none"> • Training completed for Office Admin, QuickBooks and Demosphere. • Training for GotSoccer and Blue Sombrero are scheduled <p>AGM</p> <ul style="list-style-type: none"> • Created AGM powerpoints, ordered awards, coordinated setup at AGM, and prepared documents, handouts, voting procedures. <p>Misc</p> <ul style="list-style-type: none"> • Working on organizing parent feedback, issues, etc to report monthly to the board • Discussed getting a club credit card for Stephanie to use for supplies, awards, etc. <ul style="list-style-type: none"> ○ Dan motioned to get a credit card with a 1k limit. Jessica seconded motion, with further unanimous approval by the board. ○ After further discussion, we determined the card could also be used for tournament fees that have to be collected prior to the team's having the money ready. ○ Motion to increase the credit card limit from 1k to 5k, seconded by Dan, with further unanimous approval by the board. • Discussed getting a Google # for the club. This would allow the phone to be pointed to different phone numbers depending on the needs of the club. It would ensure adequate coverage for when Stephanie is on vacation, etc.
<p>Marketing Update</p>	<ul style="list-style-type: none"> • Discussed setting up a booth for a First Friday in downtown Lakeland. We would like to try it out for one month and then decide if having a regular booth for First Friday would be beneficial to the club. \$45 is the cost for one month. Targeting first booth to be on August 5th so that it is right before Fall Inter-League Registration • Discussed having a float in the Lakeland Christmas Parade this year. <ul style="list-style-type: none"> ○ Must register by July 1st

	<ul style="list-style-type: none"> ○ Limit of 12 people walking along side the float ○ \$1,000-\$1,500 is typical fee to hire a float • Discussed going out to "Sports Days" at local schools • Possibly rent Lamar signs for both inter-league and travel soccer registrations • County gave permission for 300 signs/panels at the parks <ul style="list-style-type: none"> ○ Julian is getting costs ○ Looking into sponsorships being paid with the online registrations
Travel Update	<p>Travel Try-Outs</p> <ul style="list-style-type: none"> • Discussed the need to have a more organized approach to the travel league try outs. Use inter-league layout and organized approach as a model for travel try out sign ups. • Requesting all board members plan to help out at try outs • Possibly setup a tent station for each age group along with signs with birth year in order to help alleviate age group policy change confusion. • Ensure concession stands are open each night during try outs • Possibly advertise with Lamar • Discussed pros and cons of registration fee. Decided to not charge a registration fee. <p>Requesting Budget Approval for budget proposed in last board meeting.</p>
Inter-League Update	
Field Maintenance	
LFC Jr. Invitational	
FC Calendar	
Misc Updates	○

Adjournment

Sheryl had to leave at 7:45pm.

Meeting was adjourned at ?? by Daragh Cullen.

Minutes submitted by: Sheryl Fernandez

Approved by: