



## MOSCOW UNITED SOCCER CLUB

P.O. Box 9919  
Moscow, ID 83843  
www.moscowunited.org  
soccer@moscowunited.org

Board meeting, March 12, 2015

Attendees: Ray Pankopf, Dan Strawn, Mike Stubbers, Brad White, Steve Cook, Dan & Sheri Fisher, Erin Brooks, Mathew Helmke, Carrie Wolsborn, Peggy Quesnell, Ron Vogt, Tiffany Skinner, Barbara Broyles, Larry Gross, Ann Wan, Charlie Gerke, Nichole Grieshabe, Steffen Werner, Daniel Sidder, Roger Rowley, Todd Thostensien, Jason Quintero, Jan Boll, Jen Seegmiller, Leah Johnson, Malia Odberg, Pedram Rezamand

### 1. Review of minutes

Request to add motion and second persons in the future  
Motion for minutes Ray, Dan  
Mike to submit to Dale

**2. Positions** – Needs of the club have been posted for a while, asked to fill in to assist existing members, AGM mid June, new positions in effect Aug 1, Officers renewed annually  
No corrections to Pedram's information (Include a copy below)

### 2014-2015 Board Members

President*	Pedram Rezamand	with the board since Aug 2012
Vice President*	Jan Boll	with the board since Aug 2013
Secretary*	Dale Graden	with the board since Aug 2012
Treasurer*	Todd Thorsteinson	with the board since Aug 2013
Registrar*	Malia Odberg	with the board since Aug 2011
Uniforms	Jen Seegmiller	with the board since Aug 2013
Manager of Managers	Mike Stubbers	with the board since Feb 2015
Scheduler	Leah Johnson	with the board since Aug 2012
Fields: Lining/Maintenance	Mike Mortimer	with the board since Aug 2007
Fundraising	Tim Ewers	with the board since Oct/Nov 2013
Micro Soccer Liaison	Kelly Isakson	with the board since March 2014
Equipment Manager	Ray Pankopf	with the board since Aug 2009
Public Relations/Media	Dan Strawn	with the board since Feb 2015

(completing term in Aug 2015)

### 3. DOC updates

NWL starts 3/21, Numbers good on all teams, GU14 low roster will use U13 splits, U8/9 has a lot,

Fusion – Boys going to Rush exchange March 28<sup>th</sup> with some BU14, Girls 13 players 3 goalies, mid- season tournament (Hot Shots are mostly positive response) Taking MUSC



teams

Need to get on hotels, Stay and Play is happening for Sting, Registration starting ASAP by the club – Wait for hotels – Planning a U14G team also – Consider Spokane Valley hotels, Camp site also. Girls Fusion attending Rush exchange March 28<sup>th</sup> and need MUSC GU17's players.

Micro – Katie Matin will be director

#### 4. **NWL schedule**

Leah still working reschedules for league, many still outstanding.

Field Policy signs – 3 size options, six home fields, Plan for 1/field to start \$69 each

Need to find a place to store them

Motion – Leah, Jen

Order signs (5) x single sided steel steaks

Guy wicks grass becomes available Monday – DOC working on schedule for practices for after spring break

#### 5. **Registration**

Magic number is 160 registrations, planning a few more

U8b: 15, U9b: 9, U10b: 15, U11b: 13, U12b: 19, U13b: 16, U14b: 14

U10g: 15, U12g: 15, U13g: 16, U 14g: 10

#### 6. **Fusion Board**

Meeting next week, 3 agenda items from MUSC: Web Page content, uniform sales, Registration players cards, Minutes (Jeremy last month) Dale is taking minutes.

#### 7. **Treasurer** – No updates... except;

Hayden Ross is processing most bills, Todd stops weekly to review, some come to Todd

Other mail is processed by Todd

Team accounts are functioning with some concerns about liability

Verify w/ Managers if they have them

May consider one team account treasurer, everyone uses. We may want to revisit this topic.

#### 8. **Fundraising**

Ron-Foundations committee, starting 1/mo meetings before Board

Submitted grants to Giving Circle , NW Community foundation

Donor brochure being worked on to educate what we do. Leah mentioned one exists.

Considering some work with the web site to add donor options

Planning for a message service for donors to keep informed

Other ideas -



Pedram asked “has anyone followed up with 4-5 businesses identified last year?” Tim E. \$15-17k annual has been historic, looking for \$25k as a plan, 22-25% annual budget (numbers not confirmed)

Encouraging everyone to help with this process and who you know.

#### 9. **Equipment**

Most team should have the equipment they need, if they do have needs please contact Ray.

4 teams recent requests, new shipment in.

Ordering nets for Oylear soon small and large nets.

1 set of new field flags replacement requested, possibly 2.

#### 10. **A Proposal**

New liaison for QCF, problem solver, answer questions – re: Peggy’s message attach Jan – expressed the need for this

Current system is not organized or regular for meetings and information

Interest in strengthen that program

Pedram – asked Peggy to consider additional responsibilities such as financial rep for MUSC in Fusion is needed now and the position needs to be filled, to consider those tasks as well.

Discussion on-going,

Asked to propose this to the Fusion board as a role that reports information to the 3 clubs

Some discussion about current Fusion board makeup; see [www.qcfusion.com](http://www.qcfusion.com)

#### 11. **Survey**

Researched multiple organizations

1) Open feedback from the web

2) Club level “end of season “

3) Open ended

Use survey monkey (free for < 10 questions)

Usefulness of anonymous, make visible to post to be constructive

Some feedback would be better than none currently

#### 12. **Managers update**

Remind parents to review the communication policy

Consider the policy for communication in newsletter

SoccerFest – Original intent from the Elks was to get better at juggling

Team fund raising optional ?? Leah

Various ideas were discussed



Last week of March to start SoccerFest organizing manager??

\* Major objectives (Elks juggleathon, Micro kids involved, fund raiser)

\* Like to see

SoccerFest is usually around mid-May

Mike will schedule a meeting with managers or team rep to develop a plan and present at the next meeting

### 13. Communications

Pedram recused himself for this topic and asked Dan to facilitate to prevent any conflict of interest.

Communication front efforts: Communication policy review – Dan discussed last several months meeting problems and helped identify policy. Posted current draft

Communication policy on web site several weeks ago

Reviewed policy and Communication;

Putting together more of a Communication plan, possible volunteers or experts will be needed i.e., web/social

Web Page – Work on this draft. Important to keep updated

Face-Book – Ann Wan volunteered to help, discussing what to post (include check/balance process)

Newsletter – Vision to communicate critical club communication as well as kudo's for teams

Drex Roads volunteered to assist with newsletter

Communication from the club -

Why put Communication policy in place? – addressed up front. Need to do club business in a structured method - comment to when draft items are posted we need a method to communicate that

club wide email with links to the info – suggest a deadline

Board members need to review and develop a final draft -

Comments about the board organization structure growing with club

Appointments reviewed and did not follow structure, so those were re-addressed in the February agenda

Concern regarding board structure and manors

Concern regarding November meeting following by-laws

Copy of Nov comments at the end of this segment\*

Last message requested an internal review be completed – no action identified

Peggy requested to update Roberts Rules on the secret ballot 5.04b \*

Request to ensure we review current positions and the correct fit

General comment and concerns about the secret vote on Nov -

Concern about items that might affect people outside MUSC – other clubs and that should be communicated

May want to consider a Board to Club communication policy (consider using manager



Communication)

Concern about Fusion letter – discussion , concern about rules not followed, mission statement changes?, Board lacked transparency, wish to have board members removed  
Actionable item, referred to removal process, refer to by-laws,  
No motion to request the removal of board members by the board

COPY of Dan's notes and follow up.  
March 14, 2015

Review of the club's decisions and planning of high school soccer teams for Spring 2015 read at MUSC Board Meeting on March 14 2015.

1. A petition signed by 38 club members (30 registered members) was submitted requesting a special board meeting to vote on a request on having a MUSC high school team.
2. The petition requested a high school girls MUSC team and did not make any request for the rest of the MUSC teams involved in FUSION.
3. A non-FUSION MUSC high school team is not against the MUSC or FUSION bylaws.
4. In late October 2014 an e-mail was sent by the club to members notifying them of the club meeting time and place.

Special MUSC Board Meeting

Inbox



soccer@moscowunited.org via yellowlabmail.com  
to me

10/26/14 ☆ ↶

Greetings

A special meeting of the Moscow United Soccer Club's Board of Directors has been officially requested. The meeting will take place on Friday, November 7th at 5:30 pm (location TBA); as always all MUSC parents are cordially invited. The purpose of the said meeting is to discuss "Offering high-school age MUSC members the option to play for a non-Fusion, MUSC-controlled, age and experience-appropriate team(s) in Spring 2015", as requested.

Best Regards,

Pedram Rezamand

Moscow United Soccer Club

[muprez@gmail.com](mailto:muprez@gmail.com)

5. On November 7, 2014 a community discussion ensued for approximately 2.5 h. Vice President Jan Boll volunteered to moderate the discussion; however, about 30 min into the meeting, when many people started making statements without considering their turn, Dale Graden (Secretary) also joined Jan.
6. No notes were taken.
7. There were ~55 people present.
8. At the end of the discussion, the Board met and voted by secret ballot as allowed by MUSC bylaws per Robert's Rules of Order. (see addendum added after March 2015 Board meeting to address question on RRO voting by ballot rules)
9. The board voted 7 in favor, 3 against (total of 10 voting members present; two members voting proxy including Kelly Isakson and Tim Ewers, 8 in person including Jan Boll, Dale Graden, Malia



Odberg, Jen Seegmiller, Leah Johnson, Ray Pankopf, Todd Thorsteinson, and Mike Mortimer) for a high school team in MUSC and announced it right after the meeting. Votes were counted twice by two board members to insure accuracy.

10. The November 7, 2014 Board decision was not 100% in line with a previous decision by the board on April 27 to have an "all in Fusion model" for Spring 2015.
11. On January 28, 2015, the board held an executive session to review the process. The board was in agreement that bylaws were followed, with the exception that meeting minutes were not taken.
12. In January 2015 the club sent a message to all members explaining the Fusion status.
13. In spring 2015 there are MUSC high school and Fusion girls' teams, Fusion boys' teams, and state cup Fusion teams for U13/U14 girls and boys players.
14. At this time, the board is planning on discussing the future of the Fusion program after Spring 2015 season planning is done. A community survey will take place soon to gather parents input on all aspects of the club, including FUSION program. Members are encouraged to convey their opinion through team managers or directly to board members.
15. The current plan for Spring 2016 is for an all-in High School Fusion program as well as state cup Fusion teams for U13 and U14 players.
16. The board will reevaluate Spring 2016 Fusion programs after the Spring 2015 season, and they receive input from coaches, managers, and parents.

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#### **Addendum add to address question from March 2015 Board Meeting**

From: <http://www.rulesonline.com/rror-08.htm>

Voting by Ballot. The main object of this form of voting is secrecy, and it is resorted to when the question is of such a nature that some members might hesitate to vote publicly their true sentiments. Its special use is in the reception of members, elections, and trials of members and officers, as well as in the preliminary steps in both cases, and the by-laws should require the vote to be by ballot in such cases. Where the by-laws do not require the vote to be by ballot, it can be so ordered by a majority vote, or by general consent. Such motions are undebatable. Voting by ballot is rarely, if ever, used in legislative bodies, but in ordinary societies, especially secret ones, it is habitually used in connection with elections and trials, and sometimes for the selection of the next place for the meeting of a convention. As the usual object of the ballot is secrecy, where the by-laws require the vote to be taken by ballot any motion is out of order which members cannot oppose without exposing their views on the question to be decided by ballot. Thus, it is out of order to move that one person cast the ballot of the assembly for a certain person when the by-laws require the vote to be by ballot. So, when the ballot is not unanimous it is out of order to move to make the vote unanimous, unless the motion is voted on by ballot so as to allow members to vote against it in secrecy.



14. President's remarks:

The meeting chair was returned to Pedram

Structure remarks by Pedram:

Consider new structures required for the club re: Pedram's example models

Re; information shared to board members electronically

Could have Dave Simone present ideas. Dave Simeone

at [http://www.soccerdevelopmentstrategies.com/\[soccerdevelopmentstrategies.com\]](http://www.soccerdevelopmentstrategies.com/[soccerdevelopmentstrategies.com])

Collaboration – current VYSA, Pullman, MUSC

Asked to consider other structures such as Pullman merger,

Forming a search committee for the future DOC/Technical director/Soccer expert

Mike Mortimer, Ray Pankopf, and Malia Odberg agreed to be on the search committee

People are interested in this role to apply

Current suggestion to begin a new contract Aug 1.

Motion to adjourn the meeting by Jan, Leah second