



December Board Meeting Agenda

December 15th, 2024

6:45 PM, Zoom

Our Mission: To offer a community-based fastpitch softball program that allows opportunities for all Spring Lake Park female athletes to learn and enjoy fastpitch softball.

Our Vision: Provide a fastpitch softball program that teaches fastpitch softball fundamentals in a fun and supportive learning environment by promoting team play, providing individual skill development opportunities (physical & mental), and developing competitive teams regardless of age or level of play.

Call To Order

1) Welcome & Role Call (Tanya)

Present	Board Member	Present	Board Member
X	Tanya Hartwell, President	ABS	Carlo Faccini, Player Development Director
X	Mike Raymond, Vice President	X	Rich DiVito, Website & IT Director
X	Josh Glood, Treasurer	X	Brad Hunt, Brand & Marketing Director
	OPEN, Secretary	X	Kristi Cobbs, Community Liaison & Fundraising Director
X	Amy Bennett, League & Team Schedule Director	X	Sarah Jordahl, Director at Large
ABS	Zac Humphrey, Program Director		OPEN, Director at Large
X	Sarah Gatlin, Panther Classic Tournament Director		OPEN, Director at Large

*Board Quorum for Approval Decisions: 50% of filled roles required

Additional Attendees: Tom Doran and Bree Minor

2) Review & Approval of December Agenda (Tanya)

Any additions?

Motion to approve as is

Motion: Kristi

Second: Sarah G

Vote: All approve

3) Review & Approval of November Meeting Minutes (Tanya)

Any updates/revisions?

Motion to approve as is

Motion: Kristi

Second: Josh

Vote: All approve

Financial Updates

1) Treasurer's Report (Josh)

- o December/EOY Financials Review

Discussion Notes:

- Ending the year financially healthy; seeing some monthly YOY increases in revenue due to opening registration early so we can expect to see revenue down in January YOY given the shift
- SportsEngine charged us for the higher plan even though Rich had proactively worked to get our rate down; we should see the refund come through in January financials
- Also received \$567 check for Panther Classic t-shirt kick back this month

Next Steps/Board Lead/Timing:

- **Mike** to find details around the percentage we got back on the t-shirts so we can evaluate how we want to move forward for the Panther Classic this year

Old Business

1) Panther Classic Discussion (Sarah G)

Sarah will send notes in advance of the meeting however we'll be bumping the bulk of this discussion to our January meeting.

- Tournament registration with MN Softball
- Preliminary tournament details posted to SLPSA website
- Review revised brackets draft
- Review tournament to-do list and assign leads

Discussion Notes:

- Tournament registration should be up on MN Softball next week
- Date/fields locked in for 5/10 with 5/11 as a backup due to weather
- Discussed if we want to consider adding a gate fee; we increased fees last year and are currently feeling like the price is competitive based on what we're offering compared to nearby communities

Next Steps/Board Lead/Timing:

- **Sarah/Rich** to get website updated with the new details
- **All** to review the [Panther Classic To-Do list](#) and consider what you want to sign up to help with during the January meeting

New Business

1) New Board Member Vote (Tanya)

New Board Member Candidate: Bree Minor

Propose we vote Bree into an open At Large role on the Board; she is open to considering other roles/supporting needs across the Board as they become available

Motion to Approve Bree Minor to join the SLPSA Board in the open At Large Director Role.

Motion: Sarah J

Second: Mike

Vote: All approve

2) Winter Open Gyms (Amy)

Discuss the potential of offering open gym time for athletes to practice and prepare for evaluations. Things to consider:

- Fully self-guided or do we consider paying a coach to facilitate
- Cost for participation; last year was \$5 per session at the door
- Facility access; will likely be smaller gyms similar to last year
- Do we want a registration/DIBS so we can get a sense of numbers?
- Funding; we eliminated winter training within our budget but do have a misc. fund we can tap if we're aligned to that
- Note: this would also require one board member per evening to supervise these events

Discussion Notes:

- Discussed that having a facilitated structure would be helpful but also want to be sure there is true open gym space for folks that may want to get in reps on other skills (ie. pitching)
- Would look to host something for 5-6 weeks starting in January for 2 hours each night if space is available; will likely be smaller gyms
- The group felt it was important to make these as accessible as possible so we would OK to run this at a loss; the budget has room to account for this and discussed charging athletes \$5 at the door to recoup some of the costs
- Discussed various scenarios around who the facilitator would be and how much we'd budget to pay them
- Board Members would need to sign up to be "hosts" of these events and collect the money

Motion to approve moving forward with offering open gyms if we're able to get the space. Key details aligned on include:

- **\$5 at the door fee for athletes**
- **Budget of \$75 per 2-hour session for experienced coach facilitators and \$40 for student athletes**
- **SLPSA would cover the cost for facilities and coaching above and beyond what we're able to collect**

Motion: Mike

Second: Bree

Vote: All Approve

Next Steps/Board Lead/Timing:

- **Amy** to move forward with securing space; presuming it's available collaborate with **Zac** on securing facilitators

3) Spring Season Registration Updates (Tanya)

Another email about registration went out on 12/7 and we now have signs up at the elementary schools. Any updates on flyers? Please pester your friends to get registered!

Total Registrations: 13

- 8U: 5 (2 are willing to play up)
- 10U: 5
- 12U: 2
- 14U: 1
- 16U/HS: 0

Discussion Notes:

- Thought we'd have more takers on the early registration; will send out another email and social push before the holiday

Next Steps/Board Lead/Timing:

- **Tanya/Bree** to send out one month countdown communication on 12/19

4) Spring Season Coach Identification Updates (Zac)

Discuss the below updates related to spring season coaches

8U

- Brian Swanson (application received)
- Tom Doran (TBD - potential new coach)

10U

- Connor Stolz (TBD)
- Derek Ruff (TBD)
- Kristina Hunt (TBD - potential new coach)
- Amy Bennett (willing to coach 10U C if needed)

12U

- Mike Jeziorski (TBD)
- Anna Nagle/Karen Higgins (TBD)
- Ashley Assaf (TBD)
- Jackie Oliver (potential new coach; need to discuss age group with her)

14U

- Jer Johnson (confirmed - awaiting application)
- Ashlyn Peterson and Kiley Alguire (requested 14U)

16U/HS

- Aaron Mortenson (application received)

Discussion Notes: Nothing new/notable

Next Steps/Board Lead/Timing:

- **Zac** to continue pestering coaches to get their applications in

5) Spring Evaluations Skills Assessment Discussion (Mike/Zac)

Discuss initial recommendations for adjustments to the skills assessed during evaluations

Discussion Notes:

- Need to push to January to review a more formalized proposal
- We'll want to be sure Chris is aligned on any changes we're proposing and the group consults with Rich as it relates to the evaluation sheets

Next Steps/Board Lead/Timing:

- **Mike/Zac** to prepare formalized recommendation for January meeting

6) Athlete Evaluation Performance Scorecards (Mike/Zac/Carlo/Rich)

Discuss initial recommendations for how we might approach providing athletes with evaluation performance details/feedback including the potential implementation of athlete evaluation performance scorecards

Discussion Notes:

- Need to push to January to review a more formalized proposal

Next Steps/Board Lead/Timing:

- **Carlo/Mike/Zac** to prepare formalized recommendation for January meeting

7) Summer Skills Training Approach Discussion (Amy/Carlo/Mike)

Review a framework for how we could integrate skills trainings into our regular schedule

Discussion Notes:

- Discussed the need to develop a matrix to help better understand what athletes are getting at each age level (what skills, number of sessions etc..)
- Endeavoring to have equitable distribution of trainings across teams but that doesn't necessarily mean equal (ie. the skills we need to focus on at the younger ages may not require as experienced/specialized coaches that may be needed for higher level skill development)

Next Steps/Board Lead/Timing:

- **Amy/Carlo/Mike** to put together a more formal proposal for board review and discussion

8) Apparel RFP (Brad)

Brad to provide updates on the process and gain feedback on anything specific we want to request

Discussion Notes:

- Sending out request to local businesses to see if we want to consider changing vendors for our spirit wear store
- If selected, this vendor would ideally be used for Spring 2026 jerseys as well
- Ideally would have spirit wear store open by 2/3 Parent Kick Off Meeting
- Kristi offered to help with formalizing the proposal ask and evaluation criteria

Next Steps/Board Lead/Timing:

- **Brad** to collaborate with Krisi on finalizing the request for quotes
- **Brad** to share with vendors and post on SLP site by end of next week

9) Misc. discussion (All)

- Tournaments are filling up faster than ever; aligned on moving forward with getting signed up for priority tournaments based on previous coach feedback and we can make adjustments once coaches are identified for the 2025 season
- Discussed the need for more formalized coach training/expectation setting at the beginning of the year and resources to help new coaches with practice plans and drills; should also consider pairing up more experienced coaches with newer coaches to help with development
 - Coach kick-off meeting would happen in March so we'd need things pulled together by February's meeting
- Would like to put some rigor around the coach/athlete feedback process; what does early season conversations look like and what are we providing at the end of the season so athletes know what to work on during the off-season?

Wrap Up and Adjourn

Closing Notes/Reminders:

- Next Board Meeting: January 26th at 7:00 PM
- [Strategic Plan Workstreams](#); reminder that initiative leaders are responsible for facilitating next steps with committee members and bringing updates back to the broader Board

Motion: Sarah J

Second: Kristi

Vote: All approved

Potential Future Agenda Topics:

- Spring Spiritwear Store (Jan Meeting)
- Raffle Fundraiser Ticket Sales Incentive (Jan Meeting)
- Sponsorships (Jan Meeting)
- Game Changer Use for all teams (Jan Meeting)
- Field Maintenance (Ongoing + Game Prep)
- Future Financial Planning Discussion
- Revisit Board Roles & Responsibilities
- Coach Certification Tracking

Appendix A | 2024 Board Meetings

Day	Date	Location
Sunday	January 21, 2024 @ 7:00pm	Zoom
Thursday	February 2, 2024 (Ad Hoc)	Zoom
Sunday	February 18, 2024 @ 7:00pm	Zoom
Sunday	March 24, 2024 @ 7:00pm	Zoom
Sunday	April 21, 2024 @ 7:00pm	Gatlin Residence
Sunday	May 20, 2024 @ 7:00pm	Zoom
Sunday	July 1, 2024 @ 7:00pm	Zoom
Sunday	July 21, 2024 @ 7:00pm	Zoom
Sunday	August 18, 2024 @ 7:00pm	Zoom
Sunday	September 22, 2024 @ 7:00pm	Zoom
Sunday	October 20, 2024 @ 7:00pm	Zoom
Sunday	November 17, 2024 @ 7:00pm	Zoom
Sunday	December 15, 2024 @ 6:45pm	The Ballpark

Appendix B | Important Dates - 2025 Dates

Items in black are confirmed; red is still outstanding

Event	Dates	Location
SLPSA Summer Season Registration	11/4/2024 - 1/31/2025	
MN Softball Director Meeting	1/14	7:00 PM Medina Entertainment Center
Summer Parent Meeting	2/3	7:00 PM via ZOOM
Summer Team Evaluations	3/1 – 3/2	Westwood Middle School
Summer Team Selections Communicated	3/3	
Teams Registered with Big West	4/1	

SLPHS Season Starts	3/11	
SLPHS Tryouts	3/18 – 3/22	
Big West Coach Schedule Meeting	4/8	Medina Entertainment Center 10U/12U @ 6:00PM 14U @ 8:00PM
SLP HS Softball Youth Night	5/12	University of Northwestern
SLPSA Picture Day	5/17	SLP HS Fields
Big West Summer League Games (10U & 12U)	4/29 – 6/20	
Panther Classic Tournament (8U/10U/12U)	5/11	Fridley Community Fields
Big West Summer League Games (14U)	5/21 – 7/9	
MN Softball Metro HS League Games (16U+)	6/3 – 7/10	
SLP Tower Days Parade	6/6	Spring Lake Park
10U & 12U State Qualifier	6/22 – 6/23	
SLPSA Fall Season Registration	6/24 – 7/19	
10U & 12U State Tournament	6/29 – 6/30	
Fall Team Selections Communicated	7/22	
14U & 16U State Qualifier	7/13 – 7/14	
NAFA Nationals 10U & 12U	7/17 – 7/20	10U Cottage Grove 12U Egan & Mendota Heights
14U & 16U State Tournament	7/20 – 7/21	
USA Softball Nationals	TBD	
Monsta Championships 10U	7/25 – 7/28	
NAFA Nationals 14U/16U/18U	7/24 – 7/27	14U Prior Lake & Lakeville 16U Champlin Park & Coon Rapids 18U Eden Prairie & Chaska
Monsta Championships 12U/14U/16U	8/1 – 8/4	Mounds View
Club Softball Evaluations can begin	8/5	
MN Softball Fall Ball Meeting	9/6	Medina Entertainment Center
Fall Ball Weekend #1	8/24 – 8/25	
Fall Ball Weekend #2	9/7 – 9/8	
Fall Ball Weekend #3	9/14 – 9/15	
Fall Ball Weekend #4	9/21 – 9/22	
Fall Ball State Tournament	9/28 – 9/29	
Fall Roundtable Event	9/30	
MN Softball Year-End Directors Meeting	11/6 (11/13 reschedule)	Medina Entertainment Center

Appendix C – Board of Directors Roles

Name	Current Role	SLPSA Board Appointment Date	Current Role Appointment Date	Role Expiration (2 year term for Officers)
Tanya Hartwell	President*	August 2022	July 2023	July 2025
Mike Raymond	Vice President*	November 2023	December 2023	December 2025
Open	Secretary*			
Josh Glood	Treasurer*	September 2023	December 2023	December 2025
Amy Bennett	League & Team Schedule Director	September 2023	September 2023	-
Zac Humphrey	Program Director	December 2023	February 2023	-
Sarah Gatlin	Panther Classic Tournament Director	December 2023	December 2023	Intending to roll off July 2025
Carlo Faccini	Player Development Director	October 2023	September 2024	-

Rich DiVito	Website & IT Director	August 2022	October 2022	Intending to roll off July 2025
Brad Hunt	Brand & Marketing Director	April 2024	April 2024	-
Kristi Cobbs	Community Liaison & Fundraising Director	September 2023	September 2023	-
Sarah Jordahl	Director At Large	April 2024	April 2024	-
Open	Director At Large			
Open	Director At Large			

**Officer roles have 2 year term limits per SLPSA bylaws*