

SABSA Board Meeting Minutes
 January 21, 2019
 St. Anthony Community Center, 6:00 pm

Attendees: Andrew Kagol, Katie Brustad, Sara Strain, Erik Lindgren, Rossi Cannon, Al Bates, Danielle Bogucki, and a host of Member guests.

The meeting was called to order by President Al Bates at 6:00 pm. Al expressed a goal of finishing the meeting by 8:30.

Attendees were welcomed to the “Listening Session” Meeting, and we went around the room introducing ourselves, and noting our Players’ ages/Levels of Play.

Approval of prior meeting minutes:

- Danielle moved, Rossi seconded to approve the Minutes of the December 18, 2018 Meeting. Motion passed.
- Danielle moved, Rossi seconded to approve the Minutes of the January 6, 2019 Meeting. Motion passed.

President’s Update:

- Al suggested a postponement of the rest of the normal agenda, and introduced a Motion to suspend the normal order of business to advance the Listening Session. Rossi seconded. Motion passed.

Listening Session:

- Al & Danielle kicked off the Listening Session component of the meeting with an introduction of where the Board thinks we have come from, and where we appear to be now, including Association Membership, Number of Players, Evaluations, and Team Formation.
- The Floor was opened for Discussion, summarized below, by comment (note that in the comments below, names have been omitted in favor of Commenter Numbers or Descriptions of the Speaker, except for Board Members; a given Person may have more than one “Comment Number”):

Commenter	Question/Discussion point	Other questions/follow-up/discussion
1	In favor of moving 7 th graders up to 14U en masse. It’s difficult to play with 9 th graders in the spring and then 5 th graders in the summer. Pitching distances are consistent, schedules have less overlap.	Why is this an issue now? Board Response: We have done this in the past, a few years ago when Commenter was the 14U coach and there were four 7 th graders and a larger group of 8 th graders. It made sense given the numbers at that time to keep a cohesive team.
2	Will we have the same trickledown effect as last year?	Board response: We don’t anticipate this happening again. Likely won’t be a 16U team.

3	In bylaws it states the ages of different players. Why does it change after registration?	Board Response: In registration, it mentions parents can email the President to request a move up. The goal of the board is to try to put kids where they're set up to succeed, but also try not to cut players. There are also limits on roster sizes in the bylaws. These factors, along with variability in registration numbers at "natural age" groups, means that we have moved 1 or more players up every year for the last several years.
4	How did it work out for 10U last year?	Board Response: Brustad: One team was very strong, went to nationals. The other team struggled and only had developing pitchers. Bates: working to improve evaluations process to improve drafting, teams, and pitcher assignments.
5	When will the board make the evaluations elements public?	Board Response: The board thanks the requester for the suggestion, and will publish them when they're ready, with time for players to review prior to evaluations.
6 - Question from the Board regarding A vs B and 12 vs 14 competition	Player wants to play A if she makes the team; to advocate for 14U kids, his opinion is that if 14U roster is substantially similar to last fall, they deserve to play 14U A. At A, they may not dominate, they'll likely be competitive or not competitive. It's important to them to win, even if parents don't feel that way. Will be critical to have the right coach in place.	f/u question from Person A to Person B – would growth have been hampered by moving back to 40'? Mixed opinions.
7	Question to a Pitcher's Parent – would pitching growth have been hampered by moving back from 43' to 40' after playing for the school?	Response: Can't comment, wasn't her situation. Coach Cannon's response: did not impact 7 th grade pitcher on her team Overall mixed opinions.
8	Board should get clear on what it's doing and what the process is to simplify and lower the drama level. In general, doesn't like the moving up.	The board thanks the Member for his perspective, and will work to clarify the language and communication about age and levels of play to promote transparency.
9	Is the board ready to start saying we need to tier teams, as it comes from the evaluation committee? Parents aren't trusting that there will be tiered	Board Response: Cannon: The players and coaches have worked hard over the last six years to improve the quality of play in our

	teams, even if they're all playing at the same level.	<p>program. She believes we will lose some of our best players if we don't place them at the highest level of competition they can face, and that the players have earned that opportunity.</p> <p>Bogucki: The board asked the evaluations committee to look at tiering teams last year.</p> <p>Bates: Believes we are knocking on the door of tiering teams. Feels this is not appropriate at 10U. The board wants to avoid playing C ball, and wants to ensure each team has pitching. Thinks this year 14U and possibly 12U will be appropriate for tiering.</p>
10	Need process in place for tiering teams regarding how teams are formed and how pitchers are included.	Board response: Agreed. In the past, there have been phone calls to family members to ask if their daughter is affected by a potential move-up. The board will draft language about how tiered rosters will be filled and what will be done with pitchers who are in the 3 rd or 4 th position but make an upper-tier team as a fielding player.
11	Will you consider asking the high school coaches about performance of kids at practice for high school? [Question was in the context of having a higher-stakes evaluation which may not reflect true ability like once someone has gotten back into the swing of playing. Additional context – perhaps team rosters can be delayed until after the school season starts.]	Board response: Yes, that's something to consider. Challenges with a long delay in team formation are assigning/selecting coaches without knowing teams and registering for tournaments. The board acknowledges parent feedback that receiving rosters prior to spring break is not important.
12	It was difficult last year having a 12U player and not feeling like she was aware of the option to request to play up, the process for doing so, or why one might want to. The board needs to be transparent in its communication to all parents so they understand the system.	Board response: communications were sent last year to families, and a double evaluation was implemented because of the number of requests to move up. However, there is greater need for clarity and communication throughout the process.
13	If some 12Us request to move up to 14U, what's the board's opinion on tiering. Want to push kids to the top of their ability – wants A, not B for their kid.	Similar responses to question above, with further discussion about the impacts of requests to move up on dividing teams by age, cutting players, etc.

14	Key points – complicated, depends on numbers, similar to others in that we’re facing outside competition from clubs. With that in mind, how do we tell our kids how to prepare for that? Belief that it’s ok to learn the tough lessons young, but what do we tell them to prepare for what might happen?	Board Response: Try a script like this – “If you request to move up, and if there’s a spot, if you finish high enough in the evaluations you can earn that spot”.
Board response		Point of clarification – a 12U kid won’t take a roster spot of a 14U natural age kid by moving up, meaning that a natural age player won’t be cut in favor of a younger player, but a natural age 14U player could be put on a lower tier team in favor of a player moving up.
15	Will a 12U catcher then take a 14U catcher’s innings?	Board Response: Coach discretion.

- We thanked the parents/members for coming, and explained the next steps in the Evaluations and Team Formation process:
 - Evaluations
 - Evaluations Committee Meeting
 - SABSA Board working session on team formation (closed)
 - SABSA board meeting to vote on team formation formats

The Guests departed, and the Board resumed the normal agenda, picking up where we had left off:

President’s Update:

- Boosters Meeting update –
 - No other sports were interested in a credit card swiper. They use Graphic Edge, and their fundraising is generally done with tournaments not sales.
 - Adding a child abuse training module to Trusted Coaches to provide federally mandated training for coaches.
 - Boosters will not take reservations for indoor practices before April 1st. If we want to have them, the coordinator from SABSA needs to be at fields meetings Feb 6 and March 6.
 - Discussion about the appropriateness of this mandate given that we’re taxpayers, that we have scheduling rights as a boosters group, and that it’s not in-season for basketball but is in-season for other sports like soccer and baseball. Point made that we may not be interested in scheduling multiple practices per week for each team, but that pitchers and catcher sessions, or clinics may be appropriate and necessary, and we should have that option.
 - Time to start pushing for turf on the soccer practice field to relive domino field pressure when fields are taken off line for reseeding.

- Presentation of Evaluations Committee make up for ratification.
 - Bates moves to ratify the proposed Evaluations Committee of Al Bates, Jeff Tonkin, Melissa Brandenburg, Helen Siggelkow, & Jeff Peterson. Discussion of “optics” ensued:
 - Discussion of how to emphasize parent/community feedback about tiering teams.
 - Discussion about having another board member present for succession planning and monitoring purposes.
 - Bates adds an amendment to his original motion to add Strain and Brendemuehl. Second by Katie.
 - Discussion about adding Lamar Brendemuehl. Amendment to motion by Kagol to add Brendemuehl and Bogucki as Player and Coach Development Coordinator. Second by Brustad. Discussion: Adding Brendemuehl and Bogucki is a violation of bylaws due to head coaching applications anticipated from both. Amendment to Amendment dies.
 - Vote on initial amendment passes, meaning the final motion is to ratify a 6-person Evaluations Committee of Bates, Tonkin, Brandenburg, Siggelkow, Peterson, and Strain. Motion carries with 5-0 with Bogucki abstaining.
- Evaluators – Pitching – Motion by Al Bates that the following people will be our Pitching Evaluators: Becca Bates, Sarah DeMars, Dirk DeWester, Sara Strain (only 10U and 14U, not 12U because her daughter is a 12U pitcher). Second by Lindgren. Discussion – the pitching evals team needs to be clear about what A and B pitchers are. What’s been missing is how the outcomes relate to the competition. Motion passes 5-1 with Strain abstaining.

Treasurer’s report: Al Bates, Acting Treasurer

Report was tabled, but the Agenda Bank Balance at December 31, 2018 was 17,700.18. This is close to the projection given at the last meeting. 2018 Actuals by category still need to be updated, shooting for next meeting.

Player and Coach Development Update: Danielle Bogucki

Report was tabled, but the Agenda notes of the following are accurate:

- Winter Skills clinic update and staffing needed for Jan 27
- Open Gym Feb 3
- Clinics for Coaches coming up

Coach Updates – none

Coordinators Updates – tabled, but the below notes from the agenda are accurate:

- Equipment – Al
 - Purchased some replacement bats
 - Will keep oldest ones on hand to be available for team borrowing for hitting cages
- Fields – Pat (no report)
- Umpires – Derek (no report)
- Spirit Wear and Online Store – Erik/Rossi
 - Evals sale coming up
- Uniforms – Erik (no report)

- Fundraising – Andrew
 - First sponsorship received

HDC Liaison Update – Scott – sent an update: the HDC will be selling helmets at evaluations. Will have two sizes to try on, and photos of helmets.

Old Business

- Evaluations
 - Finalizing the elements of Evals, timing, staffing
 - New plan adopted by consensus.
 - Next steps are:
 - create forms for scoring with criteria,
 - publish/publicize what will happen at evaluations,
 - recruit additional evaluators,
 - create pitching evaluation scoring criteria,
 - create catching evaluation evaluation scoring criteria.
 - Create criteria/process for tiering teams – line up creation, pitcher considerations, etc.
 - Finalize evaluations schedule and send request for volunteers
- Parking lot
 - Designated “pickup spot” at the end of VillageFest Parade tabled until 2019 planning starts
 - Ice Cream Social – end of season review
 - Volunteer post-season celebration

Next meeting – Evaluations sub-committee set for Tuesday, Jan 29, Location TBD.

Meeting adjourned 9:45 PM

Respectfully submitted, Rossi Cannon, VP & Al Bates, Pres.