



Officers

President:
Ryan Kapsner
Vice President:
Open
Secretary:
Kelly Biedscheid
Treasurer:
Brenda Stevermer

Positions

Tournament Director:
Phil Tostenson
Organizational Coordinator:
Ashley Staunton
Equipment Manager:
Marty Ray
Finance Manager:
Katie Faugstad
Umpire Coordinator:
Rose Veldhuisen
Concessions Coordinator:

Rose Veldhuisen

Steph Davis

Ryan Kapsner	X
JJ Helget	X
Kelly Terrell	X
Dan Grack	X
Warren Peterson	
Mike Kirchoff	X
Jamie Aanenson	X
Kelly Biedscheid	X
Brenda Stevermer	X
Ryan Altmann	X
Grant Poehler	
Eric Davis	X
Marty Ray	
Katie Faugstad	
Ashley Staunton	X
Phil Tostenson	

Agenda

Mankato Peppers Softball Board Meeting

Wednesday, December 17, 2025 7:00PM @ Wow Zone

- Welcome and introduction – call to order: 7:32 p.m. Ryan Kapsner
- Adoption and/or correction of the minutes of the last meeting –Voting Item – November Minutes have been posted, no changes needed. JJ motioned to approve, Mike 2nd, all in favor. Motion passed
- Financial Report –
 - Discussed moving fall ball fees into the current fiscal year for more accurate year-on-year comparisons, updating accounting practices accordingly.
 - Katie and Brenda are reformatting financial statements to closely align with the budget, enabling real-time accountability for over/under-spending.
 - Income and expenses reviewed: Southern Star League, clothing sales, clinic proceeds (notably a successful 10U clinic), and CD interest.
 - Lower registration in this year's Fall Frenzy noted, resulting in a small loss, but changes have been implemented for next year.

- Concessions income is expected to rise with the busy season; various facility and equipment expenses tracked.
- Net income currently around \$51,000, with \$27,000 shown on the statement of activities.

Financial report motioned, seconded, and unanimously approved by the board. Ryan A motioned, Kelly T 2nd, all in favor. Motion passed

Committee Reports

- **Tournaments:**
 - Classic registrations are open and filling steadily, with hotel blocks secured (12 comp rooms vs. 5 last year).
 - Outreach for more teams and sponsors is ongoing, with the goal of surpassing last year's participation.
 - Dual sanctioning (UAAA and USA Softball) explained—aimed at maximizing club/team interest using the Minnesota Softball software platform.
 - Out-of-state teams represent 60-65% of classic participants; efforts are being made to draw back Canadian teams after last year's drop.
 - Tournament finances, formats, and local rule flexibilities discussed; ongoing cooperation with officials and software support.
- **Umpires:** Nothing to report
- **Concessions:** Nothing to report
- **Equipment:**
 - Old catcher's gear was discarded; bags still have current, safe gear future replenishment planned.
- **Travel:**
 - 8U tryouts scheduled for March 1st at the new facility; coach selection will follow tryouts in response to applicant pool.
- **SSL:**
 - Pitchers/Catchers tryouts will be March 1st at the facility after the 8u tryouts.
- **Lil Peppers:**
 - SSL/Lil Peppers meeting on 12/19
- **Marketing:** Emily & Ashley tag teaming on social media posts. EZ system will be used for facility management, fees and scheduling. This will eventually replace SportsEgine. Sent out Christmas cards to all sponsors, different programs in the cities, ect.
- **Peppers Wear/Sponsorships:**
- Major sponsorships secured: Hy-Vee (\$45,000 for naming rights), Mashka family (\$10,000 for lanes + \$15,000 for lounge), OFC (\$20,000 jersey sponsor), Shields (\$20,000 for turf, 10-year naming rights), and others for uniforms and equipment.
- Over \$136,000 in sponsorships raised for the next five years.
- Mashka family lounge will feature a history wall, player experience fund, and Peppers-themed decor.
- New website transition to WordPress, integrating with EZee facility management to streamline memberships and save on fees.

- Social media and sponsor recognition efforts ramped up; Christmas cards sent to sponsors, alumni, and key partners.
- Ongoing marketing, Peppers Wear (team apparel) ordering, and improvements to communication around merchandise.
- New facility and programming direction met with strong community support; positive feedback on year-round training opportunities and upgrades.
- Parking, lighting, and snow removal discussed—plans for improvements and a safe, welcoming environment.
- Open Q&A addressed membership logistics, family/individual booking, and facility management.
- Board elections held for 2026 term: new and existing members welcomed, bylaws and participation requirements reiterated.
- New committees will match member strengths/interests, ensuring accountability and progress reporting at each meeting.

Old Business:

- Nothing to add

New Business:

ETS Partnership Overview Meeting

Introductions and Background

- Jamison introduced himself, sharing his ETS journey from intern in Rochester, working at Gustavus, to a new director-in-training soon opening his own location.
- The main presenter shared the origin of ETS, founded by Ingeburd in 2010 with humble beginnings in Woodbury, and rapidly growing to nearly 60 locations by the end of this year.
- Personal stories from staff highlighted the company's organic growth and deep commitment to coaching, leadership, and athlete development.

ETS Philosophy and Approach

- ETS emphasizes a culture-driven, quality-focused approach rather than sheer quantity of athletes or sessions.
- The company's mission is to create better human beings and leaders, not just athletes, through individualized performance systems.
- Core values include service, attention to detail, focus, accountability, and the pursuit of "wow." These are used as a basis for hiring, firing, and accepting athletes.
- Culture is strictly protected, and non-fit athletes are sometimes turned away.

Evaluation and Training Systems

- Every athlete starts with a detailed evaluation including dynamic warm-up,

running form analysis, deceleration testing, strength and force absorption, and baseline KPI testing.

- ETS offers services for athletes aged 8 to professional level, tailoring programming to developmental stage and personal needs.
- Younger athletes focus on building foundational habits, while those 12+ receive more individualized, performance-based training.
- Team training, college/pro-level training, and integration with schools (e.g., Gustavus) are key offerings.
- VALD performance testing is utilized to monitor imbalances and progress, and is proposed as a unique offering for Peppers.

Measurable Results and Testimonials

- Common outcome metrics include improvement in 10-yard dash (average .3 seconds/year), hurl agility (.5-.6 seconds/year), and vertical jump (average 6.5 inch gain over 12 months).
- Team statistics show similar improvement trends over shorter intervals.
- Unsolicited testimonials highlight not only athletic gains but also character development and positive culture.

Partnership with Peppers and Implementation

- ETS has a strong history and positive relationship with Mankato and Peppers, training athletes from all levels and backgrounds.
 - The vision is to establish sports performance as a foundational service in Peppers' new facility, focusing on holistic athlete development before sport-specific skills.
 - ETS will provide an in-house sports performance specialist and propose either off-season (5-6 months) or year-round programming, with flexibility based on Peppers' needs.
 - VALD testing will be integrated, offering biannual or quarterly reports for athletes and parents on progress and imbalances.
- ETS will donate equipment tailored to current and future facility size, such as double-sided racks, dumbbells, and bands, and provide exclusive discounted training rates for Pepper athletes.
- Discussions clarified that integrating training fees into player fees yields better buy-in and culture.
 - Equipment partnership will use Torque and Dynamic brands, with ongoing assessment of needs as space and groups change.
 - Multiple staff have seen the facility, affirming its suitability for ETS programming.
 - Open conversations to continue around logistics, group sizes, and cost details.

Suggested Action Items

- Finalize duration and structure of ETS programming for Peppers (off-season vs. year-round).
- Determine specifics and timeline for equipment donation and facility outfitting.
- Decide on the integration of training fees into player fees for stronger participation and culture.
- Schedule further walkthroughs or meetings to review space and finalize equipment needs.
- Establish communication channels for ongoing collaboration and feedback.

Building update – see sponsorship. Memberships just for Peppers players, \$200 from Jan to Aug. Fundraising opportunities to help cover costs. Hyvee salt sale will be the first opportunity. Other suggestions, selling pizzas, golf outing. Travel fees will cover facility membership. Will be able to sign up for 30 minute time slots. Month by month is \$30, no membership \$10 for practice. Hoping to open the facility to players beginning of January. April 18th is the facility grand opening.

Facility

- Facility renovation nearly complete: turf installation, batting cages, and equipment (L-screens, pitching machines) prioritized.
- Creative solutions for fitting existing netting and screens; three bids to be gathered for new equipment if necessary.
- Ball types for pitching machines considered for durability and bat safety.
- New access/security system (fobs and cameras), strict shoe requirements for turf, and ongoing cleaning protocols discussed.
- Committee formed to manage punch lists and cleaning schedules, with support from volunteers and potential professional services.
- Membership program to launch for Peppers players only (no baseball or outside softball at first); \$200 for January-August access, with family max at \$300.
- Individual fobs ensure each player can book their own time slot, addressing the needs of families with multiple players.
- Monthly option at \$30 available; membership will be rolled into the travel player fee after this initial period.
- Fundraising options (salt sales, pizza, golf outing, bagging groceries) introduced to offset rising costs; committee established for further ideas.
- Facility access embedded in travel fees; non-member team players pay per-use during team sessions.
- Planning for smooth, fair access while ensuring enough availability for all levels (travel, SSL, etc.).

Open discussion – Parking at the facility will be light up, have cameras on both sides. Social media has been an improvement. Concerns about fees increasing. Excitement about trainers coming in.

Board Member Vote -
President – Ryan Kapsner
Vice – Dan Grack
Secretary – Kelly Biedscheid
Treasurer – Brenda Stevermer
New members Brittany and Bob

Ryan is going to interview all board members to see where their strengths fit in which committee.

Suggested Action Items

- New facility and programming direction met with strong community support; positive feedback on year-round training opportunities and upgrades.
- Parking, lighting, and snow removal discussed—plans for improvements and a safe, welcoming environment.
- Open Q&A addressed membership logistics, family/individual booking, and facility management.
- Board elections held for 2026 term: new and existing members welcomed, bylaws and participation requirements reiterated.
- New committees will match member strengths/interests, ensuring accountability and progress reporting at each meeting.
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Adjournment: Mike K motioned to adjourn at 9:15pm, Brenda 2nd. Next meeting January 14, 2026 at The Facility