

SABSA Board Meeting Minutes

January 6, 2019

St. Anthony Village Pub – Restaurant side

Attendees: Andrew Kagol, Katie Brustad, Sara Strain, Erik Lindgren, Kirsten Stendahl, Rossi Cannon, Al Bates, Eric Thornbloom, Danielle Bogucki

The meeting was called to order by President Al Bates at 6:07 pm. Al expressed a goal of finishing the meeting by 8:30.

Time estimates were added to the Agenda to facilitate the meeting.

Approval of prior meeting minutes – tabled until upcoming meeting – corrections necessary.

President's Update:

- Welcome to the attendees, and in particular to the first Meeting for new Board Members.
- Al will attend the Sports Boosters Board meeting on Wednesday, and asked for any Agenda items we might have for that meeting. Mentioned were:
 - New Wilshire Park Gym usage, equipment storage potential at WP
 - Spring indoor practice schedule coordination
 - Investigate Boosters-level interest in purchasing/starting a Venmo account or similar for collecting electronic payments for fundraisers, tournaments, etc.
- 8U Umpire Training – Do we want to offer cadet umpire training again? Two options – recruit another volunteer to coordinate training, or send email with information about where to find other training opportunities on tri-county website.
 - Al will connect with Dirk and see if he's interested in organizing umpire training, as Dirk is continuing as the 8U Umpire Coordinator.

Treasurer's report - Al:

- Our Bank Balance (latest info) is \$17, 615.15. We will likely will have updated numbers on Wednesday from the Boosters Treasurer, at the Boosters Board meeting.
- Software pursuit – Al will investigate with the Boosters Treasurer.

Director of Player and Coach Development report – Danielle:

- Winter skills Clinic update – 15 registrants for first session, 17 for second session. Pursuing opportunity for partial registration for the remaining 2-sessions. MFA's Julie Standerling waived the difference between the level of fees MFA had sought to run the clinic, and what we were able to cover with registration fees. (The goal was 18 Players per session). Thanks, MFA!

- There will be another Open Pitching opportunity after the Winter Skills Clinic on Jan 13. Al will cover opening and pitching/closing.
- For the Jan 27 Winter Skills Clinic, Andrew will open and cover the 1st session; Erik L. will cover the 2nd session and help with Open Pitching afterwards.
- Open gym Feb 3 Staffing – at Wilshire Park. Erik L. can cover; Eric T. can help early on. Estimated time is 10:00 – 2:00. A suggestion was offered to ask other past coaches to help in case more structure is needed to manage numbers. Al will reach out to coaches to seek volunteers.
- Pitching clinic – starts next Sunday at 5:00 pm. Sessions are Jan 13, 27, Feb 3, Feb 10, Feb 17, & Feb 24. The extra hour from 4:00 – 5:00 has also been reserved and can be utilized by Pitchers. Danielle will talk to registrants to see if they want to come early to warm up since we already have clinics/open gyms on most of these dates. We need to get equipment to the gym – balls, home plates, pop-up nets.
- Four other player clinics (catching, etc.) are in the works.
- A Coaches Clinic with Lamar in Feb is being pursued.
- Also for Coaches, Danielle is planning a defensive fundamentals clinic with Lisa B. at MFA, and a hitting clinic for coaches with a few different sources. Cost should be about \$220. The consensus was not to charge Coaches, but for SABSA to pay.
- Links to other clinics for Coaches are also available; Al will email these out to coaches.

Coach Updates:

(none)

Coordinators' Updates:

- Equipment – no report
- Fields – no report
- Umpires – Derek Stendahl has volunteered to be our 2019 Umpires Coordinator. Al moved, Rossi seconded, to ratify Derek's appointment. Motion passed.
- Spirit Wear - Rossi
 - \$200 was raised in the Holiday Sale, thanks to some negotiations by Rossi.
 - What to offer for sale at Evaluations? Erik will organize x-grain spirit wear and socks. Further discussion on spring Spirit Wear sales was tabled.
- Uniforms – Erik
 - We will continue with Dave's unless customer service issues continue.
 - Erik has ordered sample sizes to have at Evaluations. We need a sign-up sheet for new pants/jersey orders and a Volunteer to run sizing at Evals.
 - 8Us will get new jerseys this year. Some 10Us got them in the fall.

- Fundraising – Andrew
 - No returns on letters to businesses yet.
- HDC Liaison Update –
 - Scott reports via phone that HDC is planning to offer helmets for sale during evaluations.

Old Business:

- Evaluations
 - In starting to finalize some elements of Evaluations, some basic changes have been decided upon:
 - 8U will use Blue Flame pitching machines
 - There was consensus to try Pitching Evals with hard balls this year. Some kind of protection for the gym floor may be necessary.
 - Discussion ensued to define the systemic issues regarding the current Evaluations:
 - What is the current scoring scale and how are those scored determined?
 - What, specifically, is being measured at each station?
 - Some skills aren't being evaluated, such as slapping, dragging, catching as a baseman, etc.
 - The validity of the scores has also been questioned, as coaches believe they have seen some anomalies.
 - More training for Evaluators could also be beneficial.
 - Also discussed was that we should always be seeking to improve, and an analysis is important as we continue to evolve and grow as a program. Not many years ago there were no Evaluations. We've grown and changed a lot since then, as has the softball landscape. It would be good to make sure we're using current best practices.
 - Danielle (& other available members) plan to meet with the Macalester coach to consult on what other communities are doing, rubrics, etc. Al will also follow up with Lamar regarding current scoring formulae. When we have that information, we will decide what and how to modify Evaluations. Specific stations and volunteer needs can be determined offline.
 - The Evaluations Volunteer grid was discussed, as was the need for additional volunteers, assuming we add stations.

- Budget discussion:
 - Al presented the 2019 Budget Revision 1 – in which the tournament budget for each Fastpitch team was raised to \$600, and “The Unofficial” fundraiser was removed.
 - We discussed why we’ve chosen to operate at a loss this year, and the specific “non-core” items that are responsible for that loss: uniform upgrades, coaching clinics, and increased tournament budgets – all contribute to a spend-down of our bank balance.
 - Al will email out the R1 Budget for further review. Among the items to review – we need to look at whether we’re spending our budgeted clinic subsidy amount or if we can be supporting players more/fully.
- Parent Evaluations of Coaches and potential use by the Coach Selection Committee:
 - Questions were raised about the validity of the survey.
 - It was noted that Parent Evals of Coaches have not been shared with the Coach Selection Committee in the past, and the question of whether it was ready for that sharing this year.
 - Discussion ensued about flaws in the survey.
 - It was noted that there were no “red flags” in the feedback, maybe some “yellow flags”. The consensus was not to start sharing the Survey with the Coach Selection Committee yet – (not this year).
 - We noted that a “yellow flag” issue needs follow up; and discussion ensued about what the process is for this? This could/should also be defined as we work to improve our Coach Evaluation system.
 - Al will reach out to Deb Grillo to follow up on her offer to help with an enhanced Parent Evaluation of Coaches Survey, with a goal that we’ll have an updated survey in April to share with coaches.
 - It was mentioned that we should place continued focus on pre-season parent meetings and clarifying expectations, particularly about how to address concerns or complaints.
 - Al will also send out an email to Parents to “open the door for feedback” on the season (so far), at “mid-season”.

New Business:

- Reflections on 2018 – With Al intending to transition away from his role as President next year, there was discussion about the desire to create a hand-off plan. We will likely need to make better use of parent/coach volunteers in key roles so the work of the board is not concentrated as much in one person. Given the likelihood that the next President will likely also be a Member (Parent with a Player in the program), as opposed to an Alumni Parent (Al), there should be focus on how to prevent/minimize bias, or even the appearance of bias. This is in alignment with other SASB Boards.

Upcoming Meetings:

- Danielle to schedule a meeting (with those Board Members who can attend) with Jody, head coach at Macalester College.
- Al will meet with Lamar to discuss current Evaluations elements and potential changes.
- An Evaluations Sub-Committee Meeting will be held Sunday, January 13 at 6:00 pm at the Village Pub to follow up on the aforementioned discussions.
- A Parent Listening Session, primarily for the airing of team selection/formation concerns will be held Monday, January 21 at 6:00, at the Community Center, room TBD. A SABSA Board meeting regarding Evaluations will follow.
- The February SABSA Board meeting will be held Monday, February 18 at 6:00, at the Community Center, room TBD.
- Andrew suggested that holding meetings at Community Services on a regular basis could hopefully increase attendance. Discussion about past efforts in this vein followed. One barrier to using the Community Center is getting the keys during working hours. Andrew offered to secure the keys for meetings. As the next two meetings are being held at the Community Center, further discussion was tabled.

Adjournment:

- The Meeting was adjourned at 9:40 pm.

Respectfully submitted,

Rossi Cannon, Vice-President & Al Bates, President