



BOARD OF DIRECTORS MEETING MINUTES

February 1, 2010

President Terry Ellis called the Palatine Celtic Soccer Club General Meeting to order at 7:32 PM.

Attendance: 17 voting and 3 non-voting members

Officers:		Present	Directors:		Present
President	Terry Ellis	X	Girls Travel	Dan Reynolds	X
1st VP - House	Terry Ruff	X	Boys Travel	Joe Soltyskiwicz	X
2nd VP - Travel	Jim Ehr	X	Equipment	Jim Messineo	
Secretary	Tony Mulert	X	Match Secretary	Kelly Carroll	X
Treasurer	Mark Dubinski		Referees	Mike Conklin	X
House Directors:		Present	Fields	Mark Fink	X
U 8 Girls	Larry Marturano	X	Publicity	Liz Allen	
U 8 Boys	Brett Soukup	X	Special Projects	Mary Mitzner	X
U 10 Girls	Pam Dubinski	X	Immediate Past President	Bob Haas	
U 10 Boys	Scott Malak	X	Non-Voting:		Present
U 12 Girls	Chris Gattuso	X	Director of Coaching	Paul Thomas	X
U 12 Boys	Dee Kohring	absent	Park District Liaison	Donelda Danz	
U 14 Girls	Bill Havansek	X	Celtic Cup Director	Laurie White	X
U 14 Boys	Bob Clancy	X	Asst. Celtic Cup Dir	Karen Plager	X
			Travel Business Manager	Pam Dubinski	X

Keith Williams, in for Donelda Danz

Motion was made by Chris Gattuso to approve the January Board meeting Minutes, seconded by Larry Marturano. 16 Ayes, 0 Nays, 0 Abstentions Motion passed.

Treasurer’s Report – Mark Dubinski:

February treasurer's report:

Statements for November 2009 have been emailed to the board on January 30th.

The December 2009 statements are not yet complete, as we are waiting on the December park district reports.

Motion to approve the November Financials was made by Kelly Carroll, seconded by Chris Gattuso.

15 Ayes, 0 Nays, Dan Reynolds abstains, November Financials were approved.

HOUSE

1st Vice President – Terry Ruff:

- The Spring Tournament committee had our first meeting Wednesday, January 27. Tournament dates are May 17th through the 23rd. We will meet again Wednesday February 24th 7:30pm at Kosta’s.
- Paul has set the Spring Coach’s clinic for April 10th and a schedule for player’s clinics should be finalized in the next week.
- Terry addressed the board regarding Mark Dubinski’s request to resign and the issues Mark felt needed to be addressed. Terry Ruff met with Mark Dubinski and listened to his concerns. Terry Ruff and Terry Ellis also met with Jim Lennon, past Celtic President and attorney, to review the issues. (As Celtic President Jim initiated the 501C3 application and has continued to file various reports with the State of Illinois on behalf of the Club. With this knowledge of the club Terry R thought he would be a good place to seek some advice regarding Mark Dubinski's concerns.) Jim feels there needs to be something in writing on the intent of the club to spend the funds which we have in reserve. Jim also feels



there needs to be a formal written “Conflict of Interest” Policy. Mary Mitzner recommended that we bring in our auditor or some other third party firm to review and evaluate our internal controls for all club activities including the House, Travel, and Celtic Cup. This would review would also include, but not be limited to, compensation and hiring procedures. Terry Ellis asked Mary if she could look into this. Larry Marturano suggested that Mary talk with Mark Dubinski and also contact our auditors.

Division Director Reports

U8 Girls – Larry Marturano

- Nothing to report

U8 Boys – Brent Soukup

- Nothing to report

U10 Girls – Pam Dubinski

- Nothing to report

U10 Boys – Scott Malak

- Nothing to report

U12 Girls – Chris Gattuso

- Nothing to report

U12 Boys – Dee Kohring

- Nothing to report

U14 Girls – Bill Havansek

- Nothing to report

U14 Boys – Bob Clancy

- Nothing to report

TRAVEL

Director of Coaching – Paul Thomas

1. Winter Training.
 - Observing training sessions.
 - Holding training sessions with each team.
 - Training and Inter Club Scrimmages running smoothly.
2. 2010 – 2012 Uniform Package.

Product Proposals

Product Offering	Nike Club Proposal		Adidas Club Proposal	
	1st Year	2nd Year	1st Year	2nd Year
Coaching Product Package	\$12,500	\$ 6,000	\$9,000	
Tournament Product Allotment	\$ 1,500	\$ 1,500	None	None
Advertising Banners	\$ 1,300	\$ 1,300	None	None

Additional Nike Opportunities



<p><u>Coaching Development:</u> Manchester United / FCB Coaching Symposiums Clinics by NIKE Coaches (International, US Soccer, College)</p>
<p><u>Nike Nights:</u> NIKE Coach/Athlete appearance at grassroots events</p>
<p><u>Fundraising:</u> Opportunity to participate in camp T shirt program Signed product by Nike athletes</p>
<p><u>Online Communications:</u> Inclusion on regional Nikesoccer.com blogging Use of NIKE digital assets, marketing and logos on club website and in club emails</p>
<p><u>Product Testing / Seeding</u> Periodic product trials through local Chicago marketing team Periodic footwear seeding Focus group participation</p>
<p><u>Tournament/Camp Support</u> Opportunity to participate in camp t-shirt program Opportunity to participate in Nike ball program through NIKE Soccer Retailer NIKE mobile marketing at your events NIKE pop-up retail tent/store at Palatine Celtic Cup NIKE banners and other seasonal signage</p>
<p><u>Nike Retail Discount</u> With Nike approval club coaches will have access to shop at Nike retailers (Niketown's and Nike Factory Outlets) with a discount</p>

Current Adidas Uniform Package (Warm Up, Bag, etc) has been discontinued.

Adidas Uniform Package

Item
MI Custom Jersey Green w/Logo & Number
MI Custom Jersey White w/Logo & Number
MI Team Custom Short
MI Team Custom Warm Up Jacket
Condivo Warm Up Pant
Copa Sock - Green
Copa Sock - White
Tabela Practice Jersey w/Logo
Tabela Practice Jersey w/Logo
Copa Edge Backpack



Package Price = \$289.00

Nike Uniform Package

Item
Laser Jersey Green w/Number & Logo
Laser Jersey White w/Number & Logo
Rio Short
Classic Sock Green
Classic Sock White
Tiempo Practice Jersey w/Logo
Tiempo Practice Jersey w/Logo
Federation Warm Up Jacket w/Logo
Classic Warm Up Pant
Nike Nutmeg Backpack w/Logo
Supplier Pricing
Soccer Plus Price = \$258.75
Soccer Madness Price = \$210.20
Eurosport Price = \$243.04

NOTE: Club currently offers a \$50 refund for purchasing a new uniform package. Club also pays for each players practice t-shirts.

Chosen Uniform Package 2010 - 2012

Soccer Madness Nike Package	\$ 210.20
Club Refund	\$ 58.00
Actual Customer Price	\$ 152.20

Additional Supplier Offerings

Soccer Madness

1. Lextra (Flock Heat Transfer / Logo)
2. Uni-Sport Number - Official Glasgow Celtic Numbering
3. Surplus Inventory on all Palatine Celtic Uniform Package Products
4. Palatine Celtic Cup (2010 and 2011) - Willing to commit to be the soccer specialty vendor at both the main tent and hamilton field locations (2009 rates)
5. In Store Savings - 20% discount for both coaches and club members
6. Coaches Allowance - \$5000.00 Soccer Madness dollars to help with transition to Nike product line
7. Attend registration night
8. Individually bag player merchandise
9. Deliver merchandise to managers / club

Soccer Plus



1. In Store Savings - 10% discount for both coaches and managers
2. Attend registration night
3. Individually bag player merchandise

3. Parent Survey.
Working with Jim Ehr to complete and distribute survey. Survey should go out early Feb.
4. Managers Manual.
Working with Pam Dubinski, Jim Her, Dan Reynolds and Joe S on topics that should be included in manual. Content for manual will be worked on and finalized before the Spring season.
5. Parent Manual.
Currently working on topics to include in manual. Manual content will be completed before the Spring season.
6. Coaches Manual.
Some content already completed. Work on all topics that should be include and content. Aim is to have completed before the spring season.
7. Travel Budget.
Currently working on travel budget for 2010 – 2011.
8. Field Schedule.
Completed for Spring Season.
9. House Coaches Clinics and Player Clinics.
Have scheduled coaching and player clinics for the Spring Season. Clinics will be the same offered in the Fall.
10. Travel Coaches Evaluations.
Currently observing coaches running training session, which along with the parent survey will be the basis of each travel coaches evaluation. Evaluations will be held in early March.
11. IWSL registration completed. YSSL registration completed.

2nd Vice President – Jim Ehr

- The mid-season travel program on-line parent survey has been distributed to team managers for communication to player parents. We will be accepting responses for three weeks, then tabulating results for each team. A report on overall feedback is planned to be shared with the Board at the March meeting.

Girls Travel Director – Dan Reynolds

- Nothing to report

Boys Travel Director – Joe Soltykiewicz

- Have received most of the player passes for high school teams from YSSL.
- One new player addition to U17 team.
- YSSL fees for Spring season, due Feb. 1, has been completed in December. Thank You Pam.
- Reminders:



- Spring Seeding meeting is Feb 27
- Schedule meeting is March 13
- Season begins in April and Ends in June

Park District – Keith Williams

- Field requests are being sent to Josh, the master schedule I sent to Josh at the beginning of the year and updates are given weekly
- “Positive Coaching Alliance’ Clinics are being scheduled.
- An email was received about a concern of approving the Cup for next year ?
- Volunteer of the Year banquet is Saturday, February 6.

Referee Director – Mike Conklin

- New referee clinic set for February 6th/7th. There are 18/45 slots still open
- Referee recert set for February 20th is full
- Referee recert set for February 21st is full.

- Participated in Rules committee meeting.
- Participated in preparations for the House tournament meeting.

- The club normally provides local Celtic referees with a \$50 stipend for the referee Re-Cert. This year I would like to change to providing a \$5 per game stipend for each game worked for the club, for the first 10 games. This is instead of the \$50 up front.
 - This way if the refs don't work many games, we are not out the whole \$50.
 - In addition, we don't have to work a \$50 stipend payment for referees thru the Park District payroll.
 - By doing this we don't have a process that is different for referees that take the re-cert outside of Palatine.
 - I can track the first 10 payments via Arbiter.
- Jim Ehr made a motion to reimburse returning referees at \$5 per game, if they refereed 6 games the previous year. Mary Mitzner seconded the motion. Dan Reynolds questioned if there were enough games for all the refs to ‘earn’ there \$50 reimbursement. It was acknowledged that there were enough games. Mike Conklin will track the reimbursement payments. 13 ayes, 0 nays, Bill Havensack, Terry Ellis, Mike Conklin and Jim Ehr abstained, motion passed.

Equipment Director – Jimmy Messineo

- Nothing to report

Match Secretary – Kelly Carroll

- Nothing to report

Field Crew Director – Mark Fink

- Nothing to report

Publicity Director – Liz Allen

- –

Special Projects Director – Mary Mitzner

- Nothing to report

COMMITTEE REPORTS

Planning Committee –Terry Ellis:

- Terry Ellis reported that the Park District advised him that they will need a financial commitment from the Celtic Board



towards the Artificial Turf Project before they will proceed with a feasibility study. Our financial position was discussed and because we did not have the Park District Report on our year ending financials it was decided to table the subject.

Rules Committee – Terry Ruff:

The rules committee met on January 20, 2010. In attendance: T Ruff, J Ehr, T Ellis, B Havansek, M Conklin. The committee makes the following recommendations to the board-

- 1) The Publicity Directors position be eliminated
- 2) The Equipment Directors Position be eliminated
- 3) That the duty of purchasing field equipment be added to the Field Director position
- 4) That duty of purchasing House program equipment be added to the Special Projects Director position
- 5) That the club bylaws be amended to include a section on “Compensation”
Which would read – “All proposed salary increases for persons designated as Palatine Park District employees and to be funded by the Palatine Celtic Soccer Club must be presented to the Board for approval prior to funding. A majority vote of the Board will be binding.
- 6) The duties of the 2nd VP should be amended as follows –
The Second Vice-President shall:
 1. Assume the duties of the President in the absence of the President and the First Vice-President; and
 2. Act as the liaison for the Director of Coaching with the Club Board of Directors; and
 3. Serve as Registrar for the Travel program;
 4. Help coordinate and organize Travel tryouts each Spring; and
 5. Organize a roster book containing basic information for all Travel teams.
 6. Maintenance of Mangers & Parents Manual with help of DOC
 7. Conducting the Parent Survey with help of DOC
 8. Conduct Managers meeting after tryouts with help of the girls and boys travel directors
 9. Liason with Girls and Boys travel directors

Palatine Celtic Cup Committee – Laurie White / Karen Plager

- Nothing to report

Website Committee – Terry Ruff

- Nothing to report

Slate Committee – Terry Ruff

- We have a volunteer for the Field Director.
- We will finalize the 1st VP position in the next week.
- There are three House Division Directors who are undecided on their return. Pending their decisions my hope is to present the slate to the board at our March meeting.
- Two candidates have expressed interest in the Treasurer’s position and I have met with one and hope to meet with the second this week.
- Shawna Brauer has accepted the position of treasurer.
- Bob Clancy made a motion to accept Mark Dubinski’s resignation. The motion was seconded by Mary Mitzner. 17 ayes, 0 nays, 0 abstentions
- Terry Ruff made a motion to have the treasurer vacancy filled, beginning immediately by Shawna Brauer. The motion was seconded by Jim Ehr. 16 ayes, 0 nays, Pam Dubinski abstains, motion passed
- Terry Ruff made a motion that once the books have been transferred, that Pam Dubinski be added as a signature for check signing. 16 ayes, 0 nays, Pam Dubinski abstains, motion passed

Old Business:

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New Business:



- Pam Dubinski brought up the issue of uncollected debt. \$3,551.50 for 2008 and 2009. It was concluded that this debt probably needs to be written off, but no final decision was made. We will build in a cushion for bad debt for the 2010-11 budget. We will also explore the use of credit cards for contingency payment.

Good of the Order:

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A motion was made to adjourn by Terry Ruff and seconded by Mike Conklin

It was unanimously approved and the meeting was adjourned at 9:34 PM.

The next Board meeting will be **Monday, March 1, 2010 7:30 PM** at The Community Center.

Tony Mulert, Secretary