

# Meeting Agenda/Minutes

Area 10D Meeting
August 18, 2020
<b>Virtual - Zoom</b>
Area 10D Meeting Minutes (20200818)

	Start	Stop
Plan	7:00 pm	9:00 pm
Actual	7:08 pm	8:08 pm

[illegible]



# Meeting Agenda/Minutes

## I. Minutes

### 1. Area Director comments

Reference document: **AYSO Financial Situation and Supporting Documents 20200817.pdf**

- a. Last week, Section 10 had a meeting to focus on the challenges at the AYSO Office due to COVID-19
- b. Office has been trying to cut back over the last month, conducted a reduction in force 4 weeks ago, and another reduction planned (or done already) and total staff is down to 14. The remaining employees have taken a reduction in pay, or working just part-time. This will most likely slow support for Regions and Area.
- c. Lease for office space has run out. They are moving to a smaller office space in the same complex – reduces cost by 48%.
- d. Michael Karon tried to summarize the data contained in the reference document. For MY20, don't expect the player registration to be greater than 25% of what they normally have. After cut-backs and other expense reductions, AYSO projects expenses to be approximately \$2M from September 1, 2020 to July 31, 2021.
- e. NBOD is asking regions to re-assess their budgets; assume no revenue from player registration for Fall 2020 and Spring 2021; note recurring (fixed) costs; consider their reserves and what they need to operate if we don't start up again until Fall 2021; what do you need to sustain until next Fall 2021. Asking to voluntarily reallocate some of your discretionary funds to help the AYSO Office survive.
- f. Please take a look at where you are and if you can help, that is great, and if you cannot, that is okay. As a ballpark number, **10 – 15%** of your discretionary funds as a target.
- g. Eric (638) – anything discretionary would be coming from Savings, as there is no revenue coming in this year. What is the definition of discretionary? Rocky – Looking forward, "Reserves" would be what would be considered discretionary. You have to be functional and viable next August. Would need to be put before your board for consideration.
- h. **NBOD meeting on August 29<sup>th</sup>**. Encourage everyone to register and join in – 11:00am PDT. They will go into details and you can ask questions. Wanted to get this information out to you in advance so if you have questions you can ask them. If you cannot join and have questions, send them to either Rocky or Charlie.



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- i. Trinidee – Is this a donation? Rocky – This is a reallocation of funds from Region/Area accounts to AYSO. Region/Area would write a check to **AYSO** and send it to Jorge Tapia (Section 10 Treasurer) for collection. Jorge Tapia will forward collected checks to AYSO Office. 5702 is the NAP code.
- j. Charlie – All bank accounts have the same tax-ID #, so everything is considered AYSO money. It is technically a reallocation of funds from Region/Area bank accounts to the AYSO Office account. Jorge will keep a record of reallocations.
- k. Naomi (827) – If they don't get enough contributions, will they have to come and take the money anyway? Rocky – Don't know the answer to this. The AYSO President is very hesitant to go in and take money, they are hoping that the organization will make enough in contributions.
- l. Charlie – Redo budget, consider timeframe for projects, and ensure that you have funds to be able to start back up in August 2021. It is the intent of the office to pay back reallocation, but don't know when.
- m. Rocky – Gut feel is that the AYSO Office is not going to be able to reimburse the national player fee (NPF) back to the Regions. Consider this part of the reallocation. Section 10 policy has been if you paid for a service and did not receive anything, we should refund the family everything...the AYSO Office may not be able to accomplish this because of their financial situation.
- n. Eric (638) – 650 players that have already paid their \$20 (\$13K), that the Region has refunded to the families. Rocky – Volunteer background check will probably also not be reimbursed if MY2020 season is totally cancelled.
- o. Eric (638) – Is there anything that we need to be concerned about for all our other Regions, or Area that we need to help? Rocky – Because we did not have EXPO or NAGM, Area should be able to come up with 15%, and still be fine next season. Going to your question, there is NO MAGIC number for the Regions as a group.
- p. Regions should still plan for a Spring 2021 season, but for this exercise, DO NOT plan for any income from Spring 2021 season. Charlie – take your budget, reserves of \$5/player, and reserves for projects, refunds for player fees. Rocky – This would be a minimum each region would need to start up in MY2021.
- q. Next scheduled meeting is Sept 22<sup>nd</sup>. It would be good to have each Region's viability plan by that time.
- r. Rudy (91) – Can we really wait until Sept? Rocky – AYSO Office has some reserves, target having the plan by Sept 22<sup>nd</sup> (minimum reserve, projects, player fees). Update due date on Action #71. This is really two budget exercises – one that goes into NAP, another that is for this exercise.



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- s. Rocky – Encourage you to read the information that was sent out, and reach out to Rocky or Charlie if you have questions.

### 2. Other Business

- a. RAP – How can we modify the scoring to make this a motivational tool and take into consideration the different Region sizes?
- b. Christy – Doctoral program for Leadership Psychology (Neural impact, Volunteer lifecycle)
  - i. Assessing how we currently manage our volunteers – onboarding, managing, exit (leadership and adult benefit). How we develop our volunteers.
  - ii. Coming up with things that Regions could possibly use, identifying volunteers that are ready to step up to additional roles.
  - iii. Process for overcoming fear of taking on additional responsibilities
  - iv. Leadership skills – diversity issues, higher level of involvement
  - v. Tracking exit reasons
  - vi. Will be looking to Regions for data – onboarding, managing recruiting, turnover, demographic data on volunteer pools
  - vii. Would be looking for 1-1.5 hours of time commitment in September. 5-6 hours total time.
  - viii. Partnerships for recruitment from local colleges. Have different avenues for recruitment. Millennials have shown they are very giving of their time, teamwork and collaboration.
  - ix. Eric (638) – It would be good to have a sheet with the data points so we can dig into finding some of this information.



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### II. Action Items

#### Open Actions:

#	Action Item	Who?	Due	Status
29	Arrange to get Rocky on your Region accounts as signatory	RCs	<del>3/31/19</del> <del>5/19/19</del> On going	827, 393 in process, <b>need 789</b>
59	2020 Region budgets due to AD, uploaded into NAP	RCs	5/15/20	Received: R393, R538, R638, R665, R827, R878, <b>need R91, R789</b>
60	Region P&Ps due to AD	RCs	5/15/20	Received: R393, R538, R638, R665, R827, R878, <b>need R91, R789</b>
61	Sudden Cardiac Arrest training required by all volunteers <b>ASAP</b>	Regions	On going	
70	Push for a Spanish version of COVID-19 Waiver	Rocky	8/1/20	
71	Re-evaluate budgets for COVID-19 reality	RCs	<del>9/15/20</del> 9/22/20	
72	Provide list of upgrade (Intermediate and Advanced) candidates to Jeremy	RCs, RRAs	8/31/20	
73	Investigate the cost of the Coaching Manual – AYSO has purchased this manual.	Eric Dilger	8/15/20	
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#### Closed Action Items:

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