

Bend FC Timber Meeting Notes

Attendees: Tara, Paul, Joe, Michelle, Kelly, Christy, Brent, Dean, Adam, Leigh

Meeting called to order at 6:07

Build it Forward Campaign:

- Great movement with Kraft 3. They have gotten back to us with follow up questions, which we've responded and waiting on next steps. Still feel great about Belinda.
- Loan details noted: 1.4 million loan, 25 years, may be asked to go as low as 10 year loan. Highest comfortable rate is 9%. Even after loan we need to raise 300-500K for lights.
- Timbers had follow up meeting / next gate with Parks and Rec and it went great. Presented that in kind support and in kind work totals 1.16 million.
- March 11 - launch try out communication and would like to have news to share.
- May 6 as a breaking ground date. Sept 1 on turf is aggressive but goal.
- Leila, Michelle and Tara been working naming opportunities
 - Michelle Hart been talking with Gary Fish from Deschutes about naming rights. They were curious about concessions and could Deschutes be served. Next step set up a meeting.
 - BOD discussed that ok with having beer on naming fields.
- Tara to send out naming document - hopes to get intro from board contacts. Kelly pointed out to be strategic with outreach (target all PT offices, etc).

New Field Fee:

- Fees to be increased but communication needs to be developed and noted that if fields aren't built by date XX then we won't take fees.

Budgeting:

- Christy - reports no surprises, tracking well.
- Board had previously voted to change fiscal.
- Leaning towards 13 month internal budget, per Adam

ED Report:

- Caffe Yumm came on board and donated 6K
- Short on Futures coaches - Dan hiring some if the high school players to coach.

Fundraising:

- Sense of urgency around fundraising - have raised 10K (F3) but need additional 40K to meet budget.
- Committee to be formed to discuss raising money.
- Michelle Hart - idea of soccer mom ball.

Coach Support:

- Paul noted culture is challenging and learning how to work with multi-sport family culture.
- Staffing - on paper ok but one call away from an issue. Discussed model to build in additional coaches to support overall staff strength and would also mitigate any issues if a coach left. Christy to work with Paul on this model and bring back to board to discuss.
 - Idea floated to have specific event to raise \$ for coaches, if needed.
- Agreement Team Manager is critical to each team. Follow up on U11 boys and lack of coach and team manager support heading into spring.

Communication:

- Adam, Leigh, Paul - take offline to talk communication. Follow up meeting to determine what can be shared in advance of tryouts.
- Paul has developed written curriculum that can be shared around try outs.

High School Fees:

- One family did pay, One has threatened legal action.
- OYSA taken a stronger stance and updated policy on jumping clubs.
- BOD to share any negative PR feedback heard.

ED evaluation:

- No one wanted to take away from the review or add. Board to send Adam any notes or changes by end of the week. Adam to send Tara revised version to complete by next board meeting.. Tara then has three weeks to do self evaluation.
- BOD to review after that.

Misc:

- December Minutes approved
- HR docs:
 - Kelly noted cannot say we can't pay overtime.
 - Tara to review and make updated to employee handbook and BOD will review next time.
- Document Retention Policy - approved
- Whistleblower was reviewed - approved
- Leigh to follow up with Tara on communication of fee increase.

Meeting adjourned at 8:00

