

Minutes
Executive Board Meeting
November 25, 2019
State Office, Monroeville, PA

Present: Thilo Boensch, Michael Hill, Tom Beecher, Walter Clapton (phone), Jim Van Kirk (phone), and Armando Marcantonio (phone)

Absent: Kerry Solomon, Derek Zona, Eric Kowalski

Guests: Peggy Neason, Tim McCoy and Terry Eguaoje

1. **Call to Order** – Mr. Boensch called the meeting to order at 6:37 PM. Mr. Boensch declared a quorum present.
2. **Minutes**
 - Approval of minutes set aside until the January meeting.
3. **General Discussion/Voting Issue**
 - Mr. Boensch presented changes to the employee handbook. Changes include: addition of 2 sick days per year (can't be accumulated), carryover of unused vacation days into the following year (no accrual beyond that year, and all vacation requests must be made in writing to the Executive Director. Upon duly made motion by Mr. Beecher and second by Mr. Hill, the Board approved the following resolution unanimously, RESOLVED that the Board approve presented changes to the Employee Handbook pending final language from the association attorney.
 - Policy 100-2 was presented by Mr. Beecher. He discussed proposed amendments requiring appointed Member At-Large to fulfill the same requirements for eligibility as those running for an elected Member At-Large position. The Board agreed to send it to the association solicitor for review prior to voting to approve the change.
 - Mr. Boensch discussed engaging the Bayer Non-profit Center at Robert Morris University to assist in evaluating our governance and helping with possible changes from the evaluation. Upon duly made motion by Mr. Beecher and second by Mr. Hill the Board approved the following resolution unanimously, RESOLVED that the Board engage the Bayer Non-Profit Center to facilitate our evaluation of our governance and strategy.
4. **General Discussion/Non-voting Issue**
 - Mr. Eguaoje discussed mirroring the national approach of scouting players for ODP at the state level. There was concern that the method described could lead to some recruiting issues.
 - Mr. Clapton discussed providing clinics on various topics to provide our member clubs insight for various operational issues. Mr. McCoy would focus on administrative topics and Mr. Eguaoje would provide guidance on player development issues.
5. **President**
 - Mr. Boensch asked that the next Board meeting follow the Special Meeting on January 26.
 - Mr. Boensch asked about providing those attending the Special Meeting with a t-shirt. The Board agreed to give attendees a shirt.
6. **VP Adult**

- Mr. Hill noted the playoffs were wrapping up.
- He said the Adult Board met to discuss proposed additional league offerings and online registration.
- He indicated the Adult Division would like to hold its AGM in January. Mr. McCoy will contact the hotel to inquire about scheduling them later the same day as the Special Meeting.

7. Treasurer

- Mr. Beecher shared that the audit is partially concluded.
- He also discussed the Treasurer post with a possible candidate but the time commitment was problematic.

8. Executive Director

- Written report submitted
- Mr. McCoy shared info about proposed optional eye/dental coverage for the employees. Upon duly made motion by Mr. Hill and second by Mr. Beecher the Board approved the following resolution unanimously, RESOLVED that the Board approve making eye/dental coverage available to the employees as optional coverage at the employee's cost. The coverage would be from United Concordia.

9. Director of Coaching

- Mr. Eguaaje shared that ODP gear will be New Balance.
- As part of the uniform program we will be providing coaching ed candidates with a t-shirt.
- Erie ODP Clinic went well in the fall.
- Mountain ODP will be offered this spring in Hollidaysburg

10. Committee Reports

- Referees – Peggy noted she is creating a guidebook for referees that will include Should, Would and Could Know items. She also asked for contact info for the two new clubs so she can make sure they're aware of the upcoming entry-level courses.

11. Unfinished Business

- None

12. New Business

- None

Board adjourned to Executive Session to discuss contracts at 8:30 PM; returned from Executive Session at 9:21 PM

Adjournment – 9:22 PM