



**PacNW Soccer Club
Annual General Meeting Minutes
June 29th, 2022
6:30pm to 7:30pm
In Person at Starfire**

Board Members Present: John Wilson, Jeff Hemmen, Marilyn Montenegro, Tami Nguyen, Brian Reckling, Kris Cebull. **Also Present:** Todd Johnson, Kaelen Aramaki, Michelle Patton, Malia Arrant

Meeting Called to Order by John Wilson at 6:35p

1. Recognitions

a. Coach Keith Flewelling

Coach Keith has been a part of the PacNW Family since the inception of the Club. He has been involved in the Junior Program as of late. He retired at the end of the 21-22 Season. We are presenting him with a plaque to be displayed in the club house in recognition of his service to the Club and the contributions to the program over the years.

2. Housekeeping Items

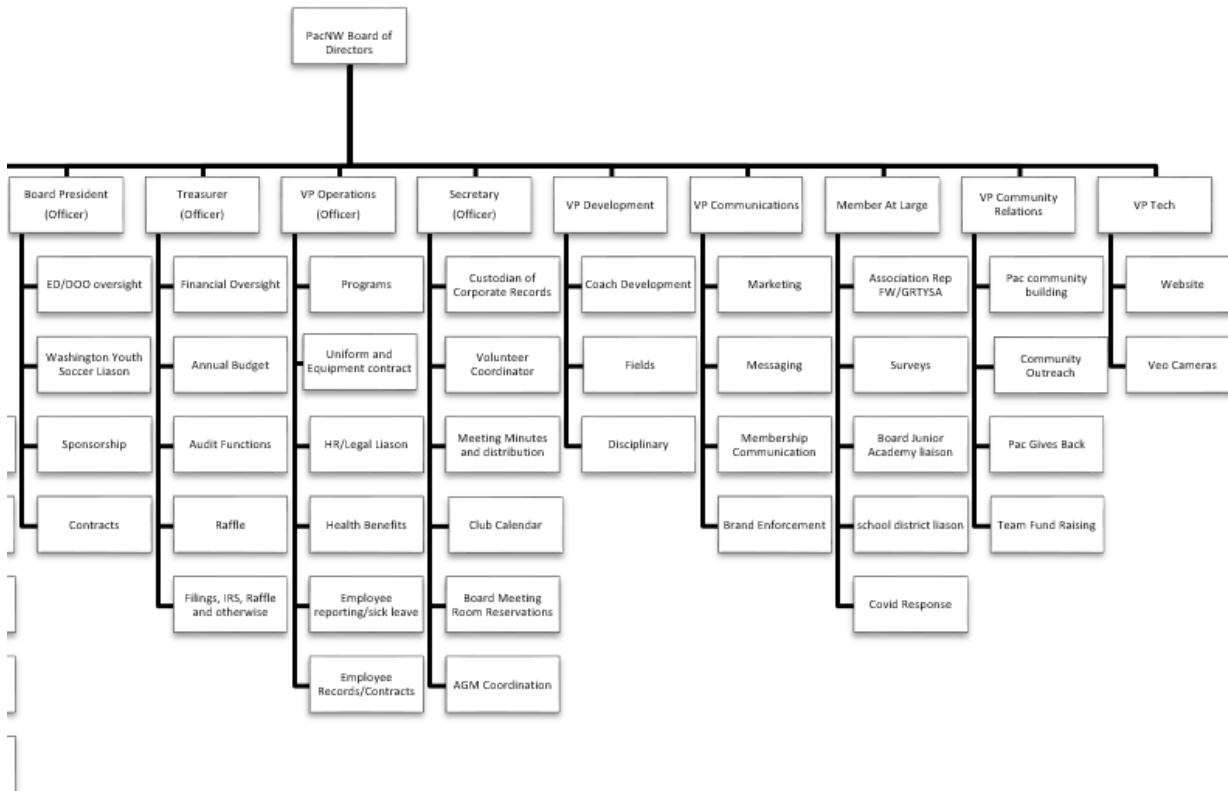
a. Parking at Starfire

- i. Do not block traffic while waiting for a spot to open
- ii. Do not block handicap spots while waiting for pickup
- iii. Do not idle car for long periods
- iv. Remove all valuable from cars

b. Sportsmanship

- i. Sportsmanship is an important part of the values at PacNW
Please refer to the Club's Parental Code of Conduct

3. Elections for Executive Board Positions (see Attachment A for bios)



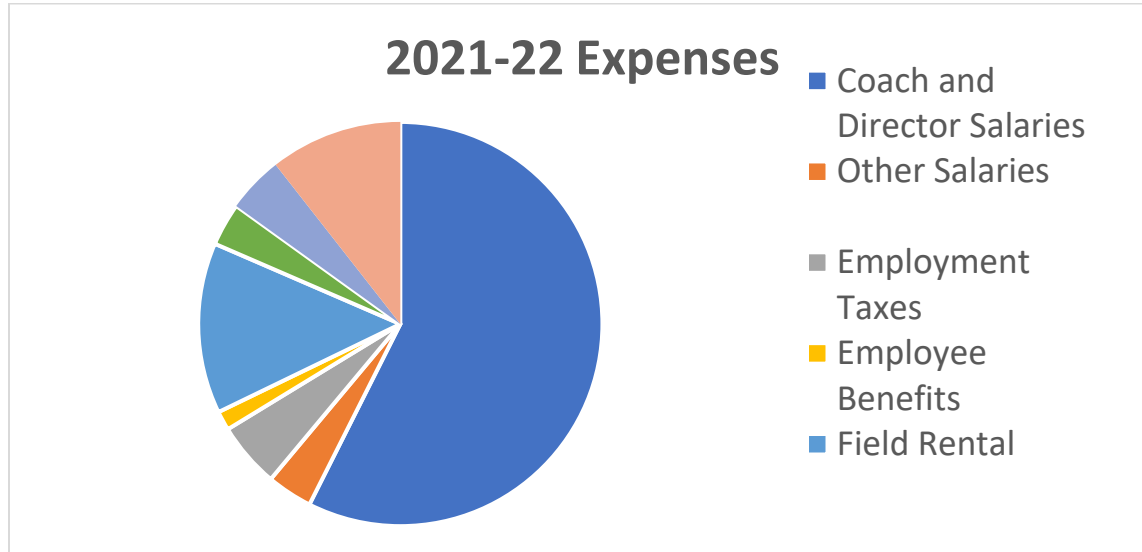
- a. VP Operations:
 - i. Jeff Hemmen
 - ii. Ron Piland
- b. Treasurer
 - i. Kris Cebull
 - ii. Lorena Ezeb
- c. Member at Large
 - i. Jeff Hemmen (conditional candidate)
- d. Secretary
 - i. Marilyn Montenegro
- e. VP Technology
 - i. Lam Tran
- f. Community Relations
 - i. None

4. 2021-22 Year in Review

Highlights:

- Increase professionalism and operating efficiencies.
- Return to the “good graces” of RCL/RCS
- Increased collaboration and communication with Greater Renton Tukwila Youth Soccer Association
- Combination with Federal Way FC and Federal Way Youth Soccer Association
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- Return of the PacNW 4v4 Parents Tournament
- Street soccer/futsal
- PacNW Annual Golf Classic
- PacNW Coaching Summit
- Pac NW Soccer Leadership Changes
 - i. Malia Arrant, Club Director
 - ii. Pedro Milan, Boys ECNL Director
 - iii. Kate Norton, Girls ECNL Director
 - iv. Paul Aur, Boys RCL
 - v. Jenna Martinez, Assistant DOC
 - vi. Ryan Dortch, Girls RCL Director, FW Mod Director
 - vii. Eugene Poublon, Youth Technical Assistant Director
 - viii. Viet Nguyen, Youth Director
 - ix. Axel Flaten, Jr. Academy Coordinator
- New Coaches
- Record number of tryout registrations
- Expanding to more satellite fields beyond Starfire
- TOVO Barcelona coaching course for 40+ staff members

5. Financial Update



“Other Expenses” include Coach Travel, Equipment, Clubhouse & Storage Rental, Accounting & Legal, Try Outs & TCB, Website & Teamsnap

	2021	2022
Operating Income	\$2,209,427.00	\$3,041,910.00
Expenses	\$2,415,923.00	\$2,813,070.00
Net Operating Income	\$(206,496.00)	\$228,840.00

	2019-20	2020-21	2021-22
Coach and Director Salaries	\$1,383,573.00	\$1,532,306.00	\$1,615,426
Other Salaries		\$145,534.00	\$102,697
Employment Taxes	\$112,798.00	\$134,361.00	\$146,452
Employee Benefits		\$54,278.00	\$43,366
Field Rental	\$447,860.00	\$371,703.00	\$384,806
Tournament & League Fees	\$249,671.00	\$49,168.00	\$96,288
Referee Fees	\$181,201.00	\$14,950.00	\$126,589
Other Expenses	\$444,418.00	\$512,610.00	\$297,446
	\$2,819,521.00	\$2,814,910.00	\$2,813,070

Player Count Summary

	2020-21	2021-22	2022-23
Player Count	868**	933**	1,040**

- Increase of 107 registered players YoY (11%)
- **Does not include Junior Academy players
- 76 total teams, excluding Junior Academy
- 32 girls teams
- 44 boys teams

6. Looking forward to 2022-2023

- a. More of a return to “normalcy”!
- b. Completion of integration with Federal Way
- c. Fresh energy and ideas from
- d. New coaches
- e. New leadership

7. Upcoming Events

- a. *Summer College ID Showcase Event* (July 13-14, 2022 @ Starfire)
- b. *PacNW Parents 4v4 Tourney* (July 12, 2022 @ Starfire)
- c. *PacNW Club Social* (Aug. 13, 2022 @ Henry Moses Water Park)
- d. *Elite Player Camp (U14-U19)* (Aug. 16-18, 2022 @ Starfire)
- e. *Ball Mastery Camp (U8-U13)* (Aug. 16-18, 2022 @ Starfire)
- f. *Finishing and GK Camp (U9-U17)* (Aug. 22-24 @ Fed. Way)
- g. *Golf Classic - Sept. 30, 2022 @ Maplewood Golf Course*
- h. *Winter College ID Camp* (Dec. 7 @ Starfire)
- i. *Winter Classic 2023*
 - i. Weekend 1 Fri-Sun Jan. 6-8, 2023
 - ii. Weekend 2 Fri-Mon Jan. 13-16, 2023

8. Election Results

- a. VP Operations – Ron Piland
- b. Treasurer – Kris Cebull
- c. Member at Large – Jeff Hemmen
- d. Secretary – Marilyn Montenegro
- e. VP Technology – Lam Tran
- f. Community Relations - None

9. Other

- a. OL Reign moving to Starfire
- b. Any plans to buy/develop fields? Board is discussing potential buying a building for administration, futsal
- c. RCL will be run by the RCS (Regional Club Subcommittee) not Washington Youth Soccer

ATTACHMENT A

2022 AGM

Board Candidate Biographies

(Candidates are listed in alphabetical order by last name)

VP Operations Candidates: Jeff Hemmen & Ron Piland

Jeff Hemmen:

(1) *Other position would accept - Member at Large (Would accept Member at Large if not elected to my desired position of VP Operations):*

Jeff worked at Microsoft in the legal department for 15 years before leaving in 2008. For a period of 7 years, he was a small business owner of a Cold Stone Creamery shop in Factoria Mall. More recently he has worked for Aon Insurance as a consultant for Intellectual Property Valuation. He currently has a G07 ECNL player in the club today and had twin daughters who graduated HS in 2016 (birth year 1997). The Pac alumni pursued their collegiate soccer careers at Virginia Tech and Montana St. Billings, and obtained their 4 year degrees. One is a Biology major and was just recently accepted at UW Medical School, and the other has a full time job using her biomedical engineering degree working for Abbott Labs in Portland. Jeff's twin daughters joined GRFC in their inaugural year 15 years ago, playing at U10, and his younger daughter started in the junior program as a U7 player 9 years ago. Jeff has seen firsthand how the club develops players and how their soccer experience prepares them for life after soccer. He fully believes in the PacNW model for developing players and how that model reinforces the character needed to succeed on the pitch, as well as the commitment to excellence and the competitive fire needed to compete for what they want in their professional and personal lives.

Jeff has served in a variety of team and club roles either at GRFC or PacNW every single year that his 3 daughters have played premier level soccer. He has volunteered his time as Team Manager and also with club administration duties such as Bookkeeper, Volunteer Coordinator, and tryout coordinator. More recently he was heavily involved in Board activity before, during, and after the merger of two soccer clubs which led to the formation of PacNW. He also served as President for Liberty Select Basketball, growing that organization over his two year term. While Jeff has not always held a voting position on the GRFC/PacNW Board, he has always had a passion to serve, to solve problems and to improve the experience for families in the club. He has served as Member At Large for PacNW for the past 9 seasons beginning in that role during the 2013-14 season. His most recent time and attention has had him spending the past two years being one of the point people for Covid response and all the return to play protocols for our membership and their families. Of course the challenge of navigating a club through the pandemic has been extremely demanding, and was only possible by relying on the firm foundation that the club has built over the 9 year history of our club. He has also been heavily involved in growing the Junior Program for our youngest members and refining that program for the future. Jeff has been an active Board Member who has a very strong attendance record for all Executive Board Meetings in the past 24 months. He also has a good working relationship with our soccer leadership including Malia, Pedro, Kate, Viet, Ryan, Axel, and Eugene among others.

Thank you for your consideration,
Jeff

Ron Piland:

Bainbridge Island, WA

To me, the beauty of soccer exceeds the 90 minutes between kickoff and final whistle. It includes the hours of time with our son in the car, on the ferry from Bainbridge to Seattle (not always amazing!), the blurry eyed couch time at 5am to watch our EPL team play, the life lessons a player will gain working as part of a team, the many conversations about keeping a balanced equation between goals and the willingness to do what is required to succeed. Many of the most cherished memories my son and I have include soccer – attending Copa America Centenario, MLS Championship games, Concacaf

Champions League final... If elected VP of Operations I will align my efforts with PacNW's "3 Cs" and support all efforts to deliver the highest value soccer programs, top to bottom.

- ✓ PacNW 2007ECNL player parent
- ✓ Youth soccer player
- ✓ Youth soccer coach
- ✓ Youth soccer referee
- ✓ VP of Bainbridge Island FC Board of Directors (7 years)
 - BIFC Island Cup Tournament Committee and Co-T (80 teams)
 - Technology Committee – drove adoption of VEO sports camera system
 - Lead 'Fields for the Future' six-year effort to acquire more year-round fields on Bainbridge Island
 - Club tryout evaluator
 - Liaison to B.I. Parks Dept. leadership
 - Soccer Ball MC – BIFC annual awards & celebration
 - Liaison to Sounders FC
- ✓ University of WA (Husky)
- ✓ Entrepreneur
- ✓ Snowboarder
- ✓ Appreciation for great food & wine

Thank you for your consideration,
Ron

Treasurer Candidates: Kris Cebull & Lorena Ezeb

Kris Cebull:

My family has been a member of the PacNW community since 2013. I have an 06 boy and have been a team manager since joining the Club. I grew up playing soccer in the area (long before premier soccer) and am passionate about the Club's mission.

I am Principal and Managing Member for Leora Consulting LLC, an independent financial advisory firm focusing on nonprofit organizations in the Pacific Northwest. I have been working with non-profits in the area for the last 20 years. The focus of this work has been to ensure longevity of my clients through sound financial planning.

In early 2020, I began working with PacNW Board with the development of a finance plan to address the potential impact of the COVID 19 pandemic. I ran for Secretary in June of 2020 and have been serving in that role over the past two years. In addition, I have worked closely with the PacNW Director of Operations in overseeing the club's financial planning process, working on budget forecasting, cost controls, and financial reviews. My specialty is working with non-profits, which have unique laws governing their financial interests, many of which are different and more restrictive than for profit businesses. My unique experience has allowed me to provide essential support and financial guidance through issues that effected the club during Covid.

My 20 plus years of experience in the nonprofit space brings a unique perspective to the board, particularly during these extraordinary times. I guided my clients through the financial crisis in 2008 as well as the pandemic of 2020-2021 and have worked with the Board to do the same for the Club. Together, we were able to address the issues of the COVID 19 shutdown head on and maintain the focus of our mission. It's time to focus on the future of our club and position ourselves to serve our community for years to come.

While we have made great strides in financial forecasting and planning over the past 2 years, more is to be done. I hope that you will consider me for the Treasurer position so we can finish what we have started.

Thank you for your consideration,
Kris

Lorena Ezeb:

This is to notify you of my interest in running for the Treasurer position with the Pac NW Board of Directors. I believe my abilities, experience and 41 years of living in this community make me a suitable candidate for the job.

My name is Lorena Ezeb, I have 1 son who migrated over to Pac NW beginning this year. We are truly excited about the opportunity with such a great organization. While Pac NW is new to us soccer is not, my son has been playing soccer since he was 3 years old. I say that to say we have reached the full potential of a true organized soccer club. I look forward to getting involved not only with our specific team/age group but the organization overall. In my spare time I enjoy crafting, outdoors and traveling. Numbers are and have always been my passion, my brain is very analytical and looking to create efficiencies where possible. I love meeting new people and learning opportunities. I am excited about this new and challenging opportunity.

A treasurer must know how to plan and understand the budget, manage the association's finances, deal with disputes, discuss and carry out ideas and listen to the members. I believe my background in Accounting/Bookkeeping/Payroll/HR for the last 23 years in various large corporations will bring the expertise needed to fulfill the duties as the Treasurer.

Thank you for your consideration,
Lorena

Secretary Candidates: Marilyn Montenegro & Aliscia Morrow

Marilynn Montenegro

Marilynn Montenegro has worked in advertising and marketing for newspapers in Washington, Texas, and North Carolina for 16 years and 10 years in local government. She has served the public as a deputy for the Cumberland County Sheriff's Office in North Carolina, worked as a Police Records Specialist for Renton Police Department and as the Communications and Contracts Manager for the South Correctional Entity (SCORE). Currently, she works for the Port of Seattle in the Central Procurement Office. She has held executive level management positions, has experience in crisis communication, managing personnel, budget development, public records management, government procurements, and contracting. Marilyn has experience as the official recorder of meeting minutes and official business at SCORE for three monthly governing boards consisting of seven mayors, seven finance directors, and seven police chiefs for its owner cities. She has participated on several committees and earned certifications in law enforcement, public records, middle management for law enforcement executives, public information officer as well as advanced construction procurements.

Marilynn has four children. Her oldest daughter attended Central WA University where she competed collegiately as a track and field thrower. Her daughter graduated with a biology degree and was commissioned through CWU Army ROTC program. Marilyn's son played for Kent Youth Soccer Association before joining the Junior. Academy program in 2018 and is currently playing for Pac in the U13 age group. Marilyn believes in the soccer development process at Pac and the positive impact the coaches and Directors make on each player. She has served on the Board as VP Communications since 2019 and is now entering her fourth year on the board.

Marilynn has helped develop and deploy communications during the COVID-19 pandemic, assisted in the updating of the PacNW employee handbook and compensation structure as well as created and launched several on-going PacNW communications. Marilyn is an active member on the board who is reliable and readily available. Marilyn has positive working relationships with each coaching director and the PacNW board. She takes time to respond to parents and families who need information. She has excellent attendance and volunteers additional time to assist the Club whenever needed. Marilyn is committed to fostering development for all players, coaches and the Club.

Thank you for your consideration,
Marilynn Montenegro

VP Technology Candidates: Lam Tran

Lam Tran:

I'm a professional web developer with 19 years of experience. I'm classically trained with a Computer Science degree.

Here is my LinkedIn profile:

<https://www.linkedin.com/in/lamtran>

I have worked on many things from large corporate sites to small personal websites. I'm versed in building web applications, content management systems, user accounts management systems. My current position is Senior Software Engineer at ExtraHop Networks.

I'm naturally interested in the position as it's something I'm confident that I can deliver on. I don't exactly know what to expect as far as expectations but if it's "web", I can be of help.

Thank you for your consideration,
Lam Tran

Member at Large Candidates:

Conditional candidate: Jeff Hemmen

Community Relations Candidates: Vacant