



PacNW Soccer Club
Annual General Meeting Minutes
Starfire | June 21, 2023 | 6:00 pm –8:00 pm

1. ROLL CALL

Board President called the meeting to order at 6:00 p.m. PacNW Board Secretary took roll call.

Board Member:	Position:	Present:	Not Present:
Jill Fuller	President	X	
Ron Piland	VP of Operations	X	
Marilynn Montenegro	Secretary	X	
Kris Cebull	Board Treasurer	X	
Jeff Hemmen	Member at Large	X	
Tami Nguyen	VP of Development	X	
Julius Ezeb	VP of Community Relations	X	
Jackie Cavins	VP of Communications	X	
Lam Tran	VP of Technology	X	
Todd Johnson	Executive Director	X	
Malia Arrant	Club Director	X	
Kaelen Aramaki	Director of Operations		X
Michelle Patton	Controller	X	
Alicia Smith	PacNW FW Liaison		X

2. 2023-24 BOARD NOMINATIONS

The Board Nominees presented their personal statements of qualifications as follows:

Jason Renggli, VP of Development

I would like to be considered for the position of VP of Development. My son has been at PAC for 8 years. His first year at PAC he made the gold team and has steadily moved up throughout his time at PAC until he finally made ECNL last year. Our family has experienced a lot of good things through this soccer journey as well as some adversity. I believe my experiences at PAC have given me good insight into some of the successes and struggles families experience as their kids grow in their soccer journey.

My wife and I have raised our two kids in Kent and have been in the local community for the last 24 years. I have been a police officer for the City of Renton for almost 26 years and enjoy working in a team environment. I am by the nature of my profession, a problem solver. Throughout my career, I have proactively worked to improve the hiring process for new officers as well as developed an extended training program for new officers. I have taught new officers for 19 years on a variety of topics to hopefully make them successful officers.

I believe my work experience and my PAC experiences would make me a valuable board member that can help the families have a great PAC Experience. Thank you!

Tim Tilbury, VP of Development

My name is Tim Tilbury, and I am pleased to submit some personal background in consideration for the 2023 Vice President of Development soccer board position at PACNW. There will be no lack of passion for the players, families and coaches who choose to lace up their boots with PACNW. I believe I am well-suited to contribute to the growth and success of the organization on and off the pitch.

I grew up playing in Federal Way Youth Soccer, where I developed a love for the game and had my first taste of competition with laughable shin guards OUTSIDE of socks on muddy fields. During my high school years at Thomas Jefferson High School, I had the privilege of being part of a State Championship-winning team, which taught me the value of teamwork, discipline, and perseverance. The bonding from this experience was mind blowing and I wanted every season to have that sort of empowerment off the pitch.

Throughout my soccer journey, I have achieved significant milestones. As a player, I brought home 4 Men's Amateur Soccer National Championships to Seattle, showcasing my commitment to excellence on the field. I have also had the opportunity to coach a Seattle Women's Open team in a National Final, which provided me with valuable experience in guiding and mentoring players towards a common goal.

My dedication and contributions to the sport have been recognized through accolades such as WSSA Men's Player of the Year honors and several tournament MVP nods. But perhaps more meaningful, is when I bump into an adult who recognized me from coaching them at one of many camps, high school teams or Coerver training sessions and then we spend a moment to share a few of the memories from when they were young, and we part ways with massive grins. These achievements reflect my commitment to continuously strive for excellence and to be a positive role model within OUR soccer community.

Beyond my personal accomplishments, I have actively served in leadership roles within the soccer community. I have served on the West Seattle Soccer Club Board, where I played a role in shaping the club's vision and fostering an environment that promotes growth and development. Recently, I have coached at PACNW for 3 years, under the oversight of directors and working closely with young athletes to enhance their skills and foster their individual passion for the game with a spin on teambuilding.

Currently, I am a proud parent of two boys at PACNW, which allows me to understand the needs, scheduling and even carpooling organization of both players and their families.

Lastly, soccer has not only been a passion for me, but it has also played a significant role in my personal life. I had the pleasure of meeting my wife through playing soccer with the Seattle Hibernian Saints FC, and our shared love for the game continues to bond our family together.

If given the opportunity to serve on the soccer board, I would bring experience from a player and coach's perspective, a deep understanding of the local soccer landscape,

and a strong commitment to advancing the Beautiful Game in our community. I am dedicated to creating opportunities for players and coaches at PACNW, promoting inclusivity, and fostering a supportive environment for growth and development. I humbly thank you for considering my candidacy for the VP of Development position. I look forward to the possibility of utilizing my skills, experience, and passion to contribute to the organization's success and make a positive impact on the soccer community and ultimately, the kids we serve.

Jackie Cavins, VP of Communications

A little history about me with PacNW, we've been with Pac for nearly 8 years (started in Jr Academy). I am the current VP of Comm and was appointed to the position in August of 2022 by the executive board. I work with our board members, directors, and coaches to send out communication to our staff, membership, and community. I have helped to organize TCBs, send out all current communication to the club and membership. I feel like there is improvement for communicating with our membership and community. We are currently working on creating quarterly or monthly e-newsletters that we will send out to ensure that communication with our membership remains strong and consistent. I also oversee and manage the club's social media accounts.

I have been a team manager for 7 years, so I know a lot about the club and how we persevered during the Covid closures. I am currently the team manager for my son's B10 white team. I am also the current manager mentor for our club, so I help to oversee and train all the team managers. I believe that communication with our managers needs improvement, and one of my priorities is to ensure that communication with our club managers improves and becomes consistent.

My day job is working from home as office manager for an adaptive swimming company based out of Bellevue. We specialize in swimming lessons for children with autism. I run the schedule, send out communications to the families of our 200+ clients, and organize our Special Olympics swimming teams and events. I have been the PTSA President at my children's school the last 4 years and was recently reelected through the 2025 school year. I organize school fundraisers, family events, staff appreciation events for our nearly 500 students and staff members and communicate all information needed; and I am also the HOA president of our community of 250 homes going on 5 years. Besides being a team manager, for the last 7 years, I have volunteered many hours at Pac helping feed the coaches at tryouts, checking in players for camps, setting up for tryouts, camps, etc. I am also a volunteer on many committees with the Kent school district and was part of the Covid school reopening committee during the 2020-2021 school year.

We have been part of Pac for many years, and my son wants to continue to play with Pac until he graduates high school in 2029. Please consider me to continue as the VP of Communications for the next 2 years for PacNW.

Sarah Beyersdorf, VP of Communications

I am a PNW native, mother of 2 teens, a wife, entrepreneur and women's high school basketball assistant coach and league director for girls' youth basketball in Auburn. I have also held board positions for Seattle Children's Hospital Guild for 10 years, the Auburn High School Booster Club (currently the President and Auction Chair) and Peyton's Ranch & Comfort Critters as their fundraising coordinator for 2 years.

My educational and career background is in advertising, marketing and social media and I have successfully utilized that background to grow multiple online businesses and to grow the online presence of several non-profit organizations that I volunteer with. My heart is for the betterment of the community, and I feel I could definitely help PacNW in this position. Thank you!

Felipe M. Mendez, President

My name is Felipe Mendez and I'm seeking the opportunity to serve the PAC NW community as a member of the Board of Directors and in the capacity of Board President.

My wife (Maria) and I have enjoyed being part of the Club over the last seven years and watching two of our three children participate in the Club; we currently have a son participating in the boys 2012 age group. I believe I have the necessary experience and qualifications to support our Club in meeting the challenges and opportunities ahead.

By way of relevant volunteer experience, I served on the Board of Washington Youth Soccer (WYS) for the last seven years and recently ended my term with the Board as President. Although I no longer serve on the Board of WYS, it was a valuable experience as I was able to interact and provide strategic governance support to member associations across the State.

I also currently serve as a member of the US Soccer Federation's Rules Committee and US Youth Soccer's Diversity, Equity, & Inclusion Committee. By way of professional experience, I've been a practicing lawyer in our State since 2008 and currently serve as the General Counsel for the Seattle Sounders.

I am passionate about our sport, believe in collaboration and transparency, and look forward to the opportunity to serve as a member of the Board.

Thank you!

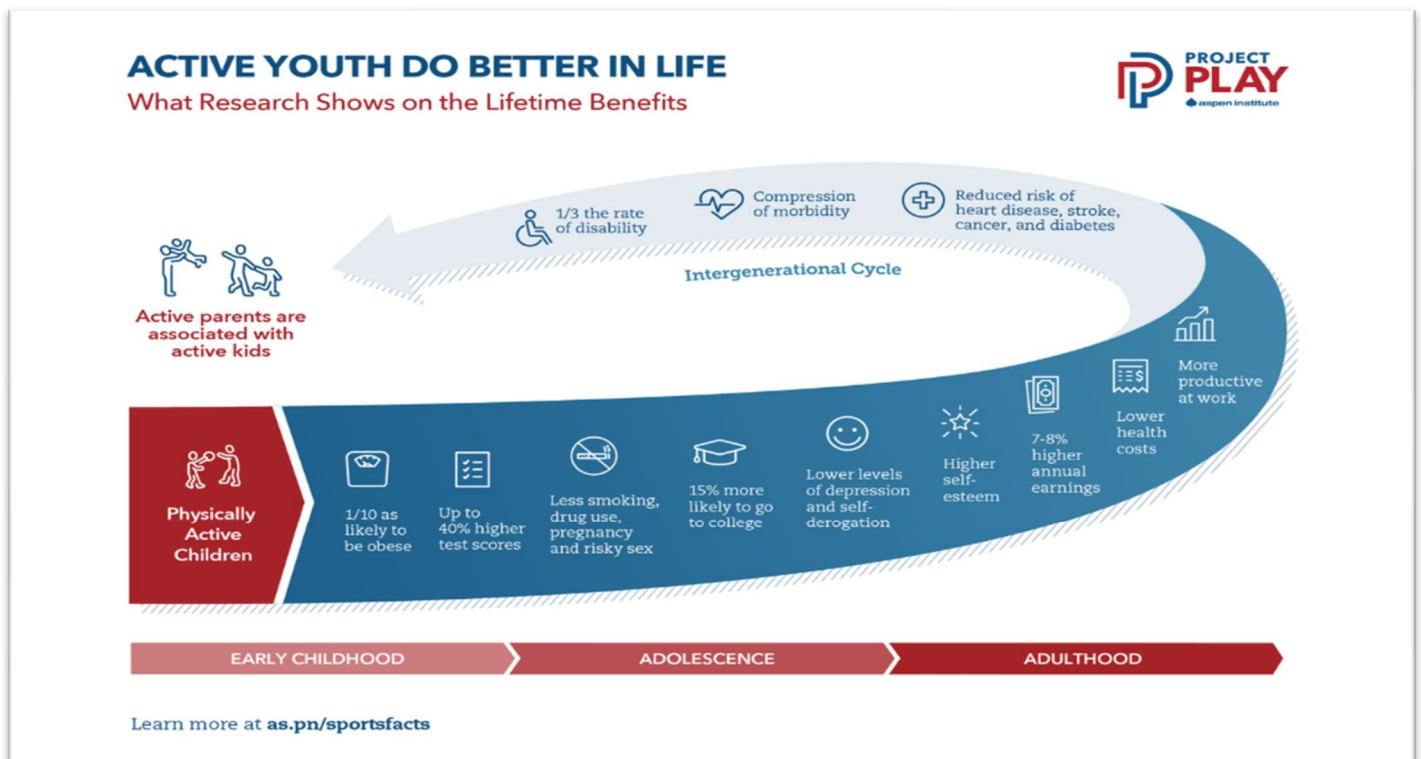
Ron Piland, President

Like most of you, in the years since we lost a soccer season to a pandemic, I have attended many soccer games. Possibly due to that lost year, a recurring concept runs through my mind – every year is perishable, there are no do-overs.

And while it is true for us all it is truer in the limited pre-adult years and even more true for youth sports years where skills attained each year immediately become the foundation on which the following years performance is built. Failing to build a strong & stable foundation leads to challenges and regardless of the prior year's outcome time continually flows toward a final U18/U19 season...even when a worldwide pandemic cancels the season. Youth sports are more than merely a game, done well they deliver lasting life results:

My efforts and deliverables from this past year in my VP Operations board role:

- Developed a competitive dashboard to track the performance of every PacNW team; adopted into use by board to provide a benchmark affording leadership the ability to measure & manage year-over-year progress.
- Worked closely with PacNW's board treasurer, Kris Cebull, on the Finance Committee to align operating budget with Club values and balance future resource allocation equitably across teams.
- Developed a year-over-year assessment matrix to identify key performance indicators and highlight the relationship of operational factors (membership survey results, team performance, player retention/attrition, coach evaluation...) with the goal of delivering the Club's mission through a tailored delivery approach.
- Ongoing engagement with PacNW's main sponsor to identify pathways to grow the relationship and test market a 'diversity-equity-inclusion' approach to fundraising which can better serve our Club demographics.



To put it simply, our Club is working through some growing pains. The business side and soccer side of this complex ~1,100 player/75 team Club have struggled to stay aligned and this plays out in ways that impact our membership: training field & training schedule challenges, communication issues, managing player fees & travel expenses, lack of a well communicated, measurable, year/year development plan for the Club, each team and player, lack of cross functional alignment and technology to raise player development and team competitiveness...

As board President I will apply my growth-stage business experience over the next two years to ensure PacNW evolves in a positive direction and optimizes each perishable year for you and your player/s, while enjoying this beautiful game.

Thank you for your consideration.

Kris Cebull, Board Treasurer

My family has been a member of the PacNW community since 2013. I have an B06 player 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 21 years. The focus of this work has been to ensure longevity of my clients through sound financial planning.

I began working with PacNW Board with the development of a finance plan to address the potential impact of the COVID 19 pandemic in early 2020. I served as Secretary from 2020 to 2022 and been in the role of the Treasurer for the past year.

My 20 plus years of experience in the nonprofit space brings a unique perspective to the Board, particularly during extraordinary times. I guided my clients through the financial crisis in 2008 and 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 the COVID 19 shutdown presented and we are well positioned to weather the current banking crisis. We have made great strides in financial forecasting, planning and control over the past 3 years and are in position to fully leverage the Club's resources for the benefit of our players and families. Important work remains to be done and I'm confident we have the team in place to successfully lead this effort and deliver meaningful results.

I appreciate your consideration for the Treasurer position. I would welcome the opportunity to continue with a focus on improving membership experience and financially positioning our club for a successful and sustainable future.

PacNW Board Secretary Marilyn Montenegro, Executive Director Todd Johnson, VP Development Tami Nguyen, and Julius Ezeb VP of Community Relations collected the ballots and verified the results in the PacNW Clubhouse during the Annual General Meeting Presentation by President Fuller and Director of Coaching, Malia Arrant.

3. ANNUAL GENERAL MEETING PRESENTATION

See Attachment.

4. 2023-24 BOARD ELECTION RESULTS

The Board Secretary read the results of the elections as follows:

VP Communications – Jackie Cavins

Board Treasurer – Kirs Cebull

VP Development – Jason Renggli

President – Felipe Mendez

The meeting adjourned at 8:05 pm.