



LOWER MERION SOCCER CLUB

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MINUTES OF DIRECTOR'S MEETING

January 8, 2013

In Attendance, Jay Dubow, Howard Burde and Biff Sturla. Location: 333 Belrose Place in Radnor.

Executive Compensation - A discussion took place regarding proper compensation for LMSC President and Director of Coaching Biff Sturla. The discussion included a review of his responsibilities within the club and the various programs that he is involved in. The discussion was also based on trying to determine what "fair compensation" was and what other "similar size" clubs in the area pay their top employees. It was also determined that Biff's role is a bit different than people in other clubs in that he serves as President, head administrator and Director Of Coaching, in addition to being a travel team head coach and coach in our Training Programs.

Backup Documentation On How The Club Functions - It was decided that there needs to be written documentation provided by Biff on how the club is run so that if he were no longer able to run the club, other people within the club would be able to take over and keep the club running. Information needed would include such items as "how to access the club database, how to access computer documents, etc." Biff noted that he has always kept a very extensive time line document that details what actions need to be done throughout the calendar year. We also pay for an online service that regularly backs up all LMSC information on his computer. Biff will put together a detailed document and share it with club directors and necessary club officers so that other people will be able to properly run the club in the event that he suddenly was unable to run the club at any time in the future.

Review Of Programs Offered By LMSC - A discussion took place, briefly reviewing the various programs that were offered by the club. This included the expansion of the training programs now offered throughout the year and the success of the new winter Pee-Wees training programs for our youngest players. It was decided that the training programs have been a valuable addition of our club and should continue to be offered (and expanded where possible) in the future during the five seasons offered: spring, summer, fall, winter 1 and winter 2.

Financial Procedures Review - It was agreed that a meeting needs to be scheduled to review how we handle the various financial aspects of the club. This includes how we receive various revenue streams, our procedures for check authorizing, our procedures for check distribution, the transferring of money between checking and our investment account, how our travel team coaches and staff coaches get paid, etc. The meeting should include the three LMSC Directors (Biff Sturla, Jay Dubow, Howard Burde) as well as club treasurer / bookkeeper Nikki Posillico and Fred Toroni, the person we hire to prepare our taxes and advise us on 501(c)(3) responsibilities.

Future Staffing - A discussion took place regarding possible new coaches who we might hire in the future. It was agreed that for the Travel Team Program and for our Training Programs, we should look to hire the most qualified people that are available. We should keep our eyes out for additional staff that have strong soccer backgrounds as both players and as coaches.

Financial Meeting For Our Paid Employees - Fred Toroni, our tax expert, has offered to hold a seminar for our coaches to discuss ways that they can better help themselves financially regarding compensation within the club, how to properly plan for filing of tax documents, legal tax write-offs, etc. It was decided that LMSC will schedule a meeting with interested coaches which Fred will run. The meeting will be optional for coaches, but we will strongly encourage all coaches to attend since it will be to their financial advantage to attend. LMSC will also take notes at the meeting and pass them along to all coaches