

McLean Youth Soccer (MYS) Board of Directors Meeting – November 20, 2025

Attendance

- MYS Staff: Louise Waxler, Paula Abbate (via Zoom)
- Board of Directors: Kate Fisher, Veeral Shah, Alex Hahn, Kareem Al-Attar, David Fikes, Adam Nails, Andrea McNamara, John Forte, Neal Seth (via Zoom)
- Not in attendance: Scott Waller

Motion to approve last month's minutes that were sent out over email by Kate Fisher, seconded by Veeral Shah, and approved 9-0 over email

Financial Update – Paula Abbate, Finance Director

- No change from prior meeting
- Cogeo continues to run sessions with final outcomes to be presented in Jan / Feb
- Goodbye and thank you to Paula Abbate for her service as she leaves MYS for a new opportunity beginning in December

Town Hall Recap

- Held at McLean Community Center on November 19; Led by Louise, John Harkes, and Omid
- Overall impression was good, well attended, and with members expressing support for the Club's transparency regarding birth year to "school year" transition, the Club's plan for current player evaluation, tryouts, roster development, and coaching assignments
- Technical staff developing unified message for coaches to deliver regarding the Club's way ahead
- Planned release for coaching slate is in January; the slate is being developed with consistency as a driving factor
- Technical staff and member sentiment regarding RAMP warrants reconsideration of the service; presents an opportunity for a third weekly practice
- MLS Next has not announced their recommendation on age group change; Girls Academy will switch from birth year to "school year" scheme

Human Resources Update

- Succession planning needed for all key positions across MYS
- Career path plans and discussions needed for all positions across MYS
- 360 reviews for specific positions recommended
- Board visioning sessions offered by Nancy Choi and accepted by board
- Exploring options for covering the human resources function Paula provides

Motion to approve moving forward with succession planning, 360 reviews, and board visioning by John Forte, seconded by David Fikes, and approved 9-0

Field Lights

- A group of board members, Veeral Shah, Andrea McNamara, and Neal Seth, joined Louise Waxler in a meeting with Supervisor Jimmy Bierman to discuss adding lights to either Spring Hill Field #5 or Holladay Field
- The Club is exploring a potential donor opportunity
- Next step is to meet with the Hamlet Homeowners Association

Miscellaneous

- Consider providing coaches with training on available tools (e.g., Playmetrics, other information technology tools)
- Complete gap analysis with MYS staff
- Continue to pursue candidates and/or options for covering the Club's open positions, including Programs Director, Finance Manager, Human Resources Manager
- Discussed the Club's arrangement with Cogeo

Motion to give Cogeo 90-day notice by Alex Hahn, seconded by Adam Nails, and approved 9-0

Motion to adjourn by David Fikes, seconded by Alex Hahn, and approved 9-0