



Memorandum of Understanding 5-30-08

It is a glorious day when rivals come together for the greater good. The time for a united front within North Alabama soccer is here. Clubs have dropped their guard, checked their ego at the door, and opened their minds to a new perspective on youth soccer which will change the course of youth soccer in our area forever.

What role will be played by members of Huntsville Soccer Club and the Kicks Futbol Club in this transformation? Anyone who cares about the development of the game and who is open to a perception beyond what is the best for our own offspring, should always be open to positive change.

Effective immediately, HSC and Kicks will merge into a new Mega club that results in a new stronger organization. For regional stature and league qualifications, Kicks will move under the current HSC charter. A modified board and coaching management structure has been defined that utilizes strengths from both clubs.

What does this mean for your child? While bigger never automatically means better, nationally it is clear that those clubs with the most resources are able to make the greatest positive impact on the most youth soccer players. In addition, the most effective club model is one that includes both recreational soccer and competitive soccer under the same organization giving everyone an opportunity to grow and develop at an optimal pace. This is a significant step in moving soccer in North Alabama in the proper direction to maximize your child's potential.

Both club members need to be assured that within HSC, we feel very strongly about the principles and structure that brought Huntsville Soccer Club to a level of success it enjoys today. There is a wide appreciation for those principles and structure within the Kicks as they share many of the same values. The Kicks organization is the single oldest club in North Alabama and under the current leadership of Mo Khodabandeh has maintained an outstanding reputation in the region. There is a tremendous responsibility in managing the transformation of youth soccer in North Alabama and our clubs are well equipped with the proper leadership to provide a smooth evolution. The merging of two great clubs is an absolute path to success both on and off the field.

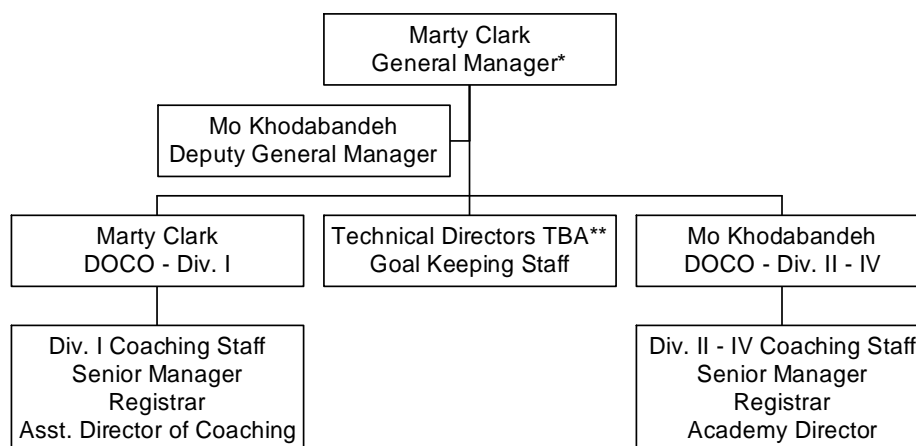
HSC Board Modifications:

The following is a new list of board members to represent the HSC. During merger discussions, it should be noted that the vote of both club boards to merge under these conditions was unanimous!

Position	Name	Notes & Previous Affiliation
President	John Clausen	Requires vote / HSC
Vice President	John Eagon	HSC
Secretary	Andrea McManus	Requires vote/Kicks
Treasurer	Danny Buchanan	Kicks
Public Relations	Joan Hannon	HSC
Ways and Means	Andy Dye	HSC
Uniforms/Equipment	Pam Futrell	Kicks
Rec Soccer/Academy Coord.	Rachel Morris	HSC
Special Projects	Chuck Brand	Kicks
Marketing	Alex Tomlinson	Kicks
Club Administrator	Traci Dunn	HSC
Asst. Club Administrator	Dana Staples	Title change needed/Kicks
Asst. Treasurer	Laurie Patrick	HSC
Member at Large	Paul Harper	Kicks
Member at Large	Justin Peterson	Kicks
Member at Large	Harry Waugh	HSC
Past President	Bob Copeland	After term completion/HSC

HSC Club Operations Modifications:

This newly agreed upon structure provides the proper level of management and oversight to all of our various programs within HSC. It is consistent with current HSC management philosophies and allows for proper separation of oversight for specific programs. For clarity: A DOCO is a Director of Coaching Operations and is responsible for the professional operations of their program. A Technical Director is responsible for the curriculum and programming that happens with our players as well as coach education.



* GM role to be rotated between Deputy GM and GM as agreed upon

** Search will begin for a Technical Director for the Boys program and a Technical Director for the Girls program – both Directors and the Goal Keeping Staff will report to the DOCO's.

What to expect at tryouts:

As both clubs unite, all business activity will transfer to the HSC system. Tryouts will be held as usual but under one banner. All updates for tryout information will be available via the HSC website at www.huntsvillesoccerclub.org . The Kicks website will link to the HSC site for consistent and clear information. All current team formation policies for HSC are intact and the club will form as many teams as possible and practical to accommodate all Kicks, HSC and potential new players. It is paramount to provide a proper soccer opportunity to all interested players and parents.

Tryout schedules originally published by each club will now be modified to accommodate the combined coaching and field assignments. BOTH coaching assignments and a new tryout schedule will be posted ASAP. Everyone truly understands the significance of this posting and every effort is being made to expedite the matter.

Colors and Uniforms:

The merger has been swift and with the eminent need of uniforms, a compromise has been reached. HSC uniforms will be utilized for '08 and the Kicks have agreed to subsidize their current players by providing HSC uniforms when possible (HSC has an inventory reserve). Teams that are formed with a large majority of former Kicks players will be allowed to use current Kicks uniforms and the HSC players will be provided a Kicks uniform. The combined club will negotiate a new uniform contract beginning with the spring season of '09; setting the stage for a potential future adjustment to identity as well as colors.

This may seem odd but it is the most practical way to outfit our teams for the upcoming seasonal year and will provide the necessary time to develop a new strategy for a uniform change that accommodates everyone. We appreciate everyone's consideration as we minimize the cost implications of uniforms.

HSC has a training shirt requirement for practices. All teams wear the same style of training shirt providing for a unified and disciplined training environment. These shirts are part of the uniform package.

Conflict Resolution:

Under the new management structure, HSC will rewrite the conflict resolution to provide staged representation for remedy by our DOCO's. This will ensure a proper check and balance by each program.

Preseason Camps:

An integral part of the HSC culture is a preseason camp. The camps are designed around the program level. Normally, Division I camps are a mandatory component of our programming. These camps are intense and packed full of valuable information for our players. The resources to provide such a camp are limited. Coach John Tesema will still serve as the preseason camp director but has a limited calendar to complete the camps. As such, each top team in the Division I programs and the top U12 Div. II teams should

be provided with the normal camp. A modified camp will be designed for the additional Division I teams.

Division II, III, and IV camps are also made available to our players as an included component of the programming.

Camp information will be updated on the web ASAP.

Future Information:

All tryout, merger, general news, etc. will be updated on the HSC website as it becomes available. Please make sure to check the web for regular updates. If you are new to the club, please visit our FAQ pages on the tryout links as well as our “corners” link, which provides information about player, coach, parent, and manager expectations.

Complete organizational charts, new FAQ’s, modified conflict resolution, etc. will be made available in a handout form during the tryout period.

These are exciting times! It is rare to have such an opportunity to bring two great organizations together in an effort to provide the best possible soccer product to our community. Everyone should be proud to be represented. All board members, management, and coaching staffs are congratulated for their flexibility and commitment to forming the strongest soccer club in North Alabama and maybe more.... As well, thanks in advance to all those members who make us what we are. We hope to receive your support in the ensuing weeks while we structure the best possible atmosphere for our players. We ask for your patience and your confidence that our evaluation will always center on what is the best, for the most young people.

Bob Copeland
HSC President

Paul Harper
Kicks President

Marty Clark
HSC General Manager & DOCO

Mo Khodabandeh
Kicks Director of Coaching