# Membership Frequently Asked Questions

## Exploring a stronger future for players, families, coaches, and our community

*This document is intended to explain the proposed direction and the membership vote. Details that remain under development will be communicated before they affect registration, team placement, or family commitments.*

# How to Read This FAQ

Oshkosh United is exploring the formation of a new nonprofit soccer organization with Neenah Soccer Club. The initiative is not about abandoning Oshkosh United's mission. It is about determining whether a broader organization can advance that mission in a changing soccer environment.

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| KIDS FIRST | PLAYER DEVELOPMENT | COMPETITIVE FIT | ACCESSIBLE FEES | SUSTAINABLE FUTURE |

The Board intends to proceed only if all five tests can be answered "yes." If a major test is not met, the Board retains the ability not to proceed.

# The Decision and Membership Vote

### 1. Why are we voting on changing the by-laws and authorizing the board to possibly dissolve the club?

These are two separate votes. Our current governance documents are in conflict as out by-laws are in conflict with our articles of incorporation. It is best practice to align these governing documents to ensure the club can function properly. We are asking to amend the articles of incorporation to match what is most common for non-profit organizations. In terms of authorizing the board to make the decision to dissolve or not, the board is the closest governing group that is working through due diligence with the soccer professionals around the club to determine what is ultimately best for the club in the short and long term. Time is of the essence so the vote gives direction to the board to put the work in to work through all the governance, administration, and operational aspects associated with the possibility of forming a new club.

### 2. Is Oshkosh United struggling or failing?

No. This initiative is not a rescue. Oshkosh United has a proud history and a clear mission. The question is whether two healthy community programs can create better long-term opportunities together than either can provide alone. Oshkosh United Soccer Club is in good financial standing.

### 3. Why can't Oshkosh United just remain independent?

It can. Independence remains an option. The Board's responsibility, however, is to compare that option with a broader organization that may offer deeper player pools, more appropriate team placement, greater coaching depth, shared resources, and stronger long-term sustainability. The combination with Neenah has been talked about for 10+ years. The difference now, is the soccer landscape has changed significantly and is affecting players and their development and opportunities. If we continue to stay independent, there is a high likelihood that we will be forced to make a decision with less options.

### 4. Why Neenah?

Oshkosh and Neenah are neighboring communities with compatible soccer missions and complementary player, coaching, facility, and administrative resources. The proximity makes collaboration practical while preserving local access. A partnership must still meet the Board's five tests before it moves forward.

### 5. Has the decision already been decided to dissolve the club?

No. The membership is being asked to provide authority and flexibility for the Board to complete its work. The Board must still evaluate structure, finances, governance, programs, staffing, facilities, fees, and implementation details before making a final decision.

## 6. What exactly are we voting on December 2nd?

The membership is considering two separate resolutions: first, an amendment to Article 11 so that any remaining assets after dissolution may be distributed to one or more qualifying 501(c)(3) organizations selected by the Board; and second, conditional authority for the Board to dissolve Oshkosh United if the Board later determines that doing so is in the club's best interests as part of forming a new nonprofit organization with Neenah.

## 7. Are we voting on December 2nd to approve the dissolution of the club?

You are voting to authorize the Board to dissolve the corporation ONLY AFTER completing its evaluation and due diligence, the Board decides that dissolution is appropriate. A yes vote does not dissolve Oshkosh United and does not require the Board to proceed.

## 8. Why should the Board make the final decision rather than the membership?

The structure requires detailed negotiations and due diligence that may continue after the membership meeting. Board authority allows the club to respond to final legal, financial, operational, and timing issues while remaining accountable to the standards communicated to the membership. The amount of work that needs to be completed is large and the board needs certainty in its direction to put the time and effort into the due diligence required.

## 9. Could the Board ultimately decide not to proceed?

Yes. The proposed authority is discretionary. If the arrangement does not pass the five tests, if material terms cannot be resolved, or if the Board concludes that the initiative is not in the best interests of the club and its members, the Board may decide not to proceed.

## 10. What happens if we do nothing?

Oshkosh United can continue on its current path, but the external environment will keep changing. League structures may evolve, nearby clubs may make strategic moves, player movement to other clubs is likely to increase, and future options may narrow. Exploring now creates choices without obligating the club to accept an unfavorable outcome.

## 11. When will a final decision be made?

The Board will make a final decision only after the membership authorization, completion of due diligence, and resolution of the major operating and governance terms. A clear decision and transition timeline will be communicated before families need to make registration, tryout, or uniform commitments.  The goal is to have a decision made this winter.

# Timing, Programs, and the Player Experience

### 12. Will Oshkosh United continue in the Spring if dissolution is approved by the board and a new club is formed?

Yes. Spring programs already committed under Oshkosh United will not be disrupted for the Spring season.

### 13. When will the new club start?

The start date has not been finalized. The target will be a clean seasonal transition that allows adequate time for governance, league approvals, registration, staffing, fields, communications, and uniforms. Families will receive the confirmed date well before action is required. Registration for tryouts is the target goal so teams are formed for fall 2027.

### 14. Will registration fees and club fees be going up and if so by how much?

The exact fee schedule has not been finalized. One of the Board's five required tests is whether fees can remain reasonable and accessible. Shared administration and resources may create efficiencies, while enhanced coaching, facilities, or league options may affect some program costs. This is a primary test to ensure program costs will not go up significantly. All fees, payment plans, and financial assistance options will be published before registration.

### 15. What does this mean for my child?

The goal is a better fit and more opportunity: appropriate challenge, clearer development pathways, more team options, stronger coaching resources, and a meaningful place to play for different goals and ability levels. The initiative should be judged by whether it improves the player experience, not simply by whether it creates a larger club.

### 16. Will my child still have a team?

The goal is to create more viable teams and more appropriate placements, not fewer opportunities. No club can guarantee a specific roster or team before registration and evaluations are complete, but a larger combined player pool should provide greater flexibility to form teams across ages and ability levels. The goal is to have kids keep playing, rather than be misplaced on teams due to numbers and ultimately not continuing to play soccer. We have seen this scenario increase over the past few years.

### 17. Will tryouts become more competitive?

Some age groups may have greater competition for placement because the player pool will be larger. That same depth can also support multiple appropriately flighted teams, giving more players a level that fits their current readiness and goals. Tryout standards, evaluation methods, and placement communications will be shared in advance.

## 18. Will players have to travel farther for practices?

Some competitive teams may use fields in both communities, so travel could vary by team. The objective is to make assignments predictable, reasonable, and appropriate to the program. Schedules and primary practice locations will be communicated early so families can plan.

## 19. What will happen with the Academy Program? Will Academy players have to travel between Oshkosh and Neenah for practices?

The Academy Program is intended to remain community-based. Oshkosh Academy players will practice on the Oshkosh campus, and Neenah Academy players will practice on the Neenah campus. This protects convenient local access for younger players while allowing the broader organization to align curriculum, coaching standards, and development pathways.

## 20. Will fees go up?

No final increase has been approved. The Board has made accessible fees a decision requirement. If any program fee changes are proposed, families will receive the amount, what it pays for, available payment plans, and financial assistance information before registration opens.

## 20. Will players need to buy new uniforms?

Yes, the merged entity will launch with a unified club name, crest, and kit design to build a strong, single identity. We would have needed to order new jerseys as we are typically on a two year cycle. To ease the transition for families, we are working with our kit suppliers to secure competitive package pricing, and we will establish a generous ordering window well before the competitive season begins.

# People, Governance, Assets, and Identity

### 21. What happens to our coaches and Directors of Coaching if a new club is formed?

The intent is to combine and strengthen coaching talent, not automatically remove it. Roles will be evaluated based on qualifications, experience, program needs, leadership structure, and fit with a unified player-development curriculum. Coaches and directors will receive timely communication as the technical structure is finalized.

### 22. Will Oshkosh lose control to Neenah?

The objective is not for one legacy club to take over the other. A new organization should use balanced governance, clear decision rights, transparent financial oversight, and meaningful representation of both communities. Preserving appropriate access and programming in Oshkosh is an important condition of moving forward. The new organization will have representation from the Oshkosh community as a requirement at the executive level of the board.

### 23. What happens to Oshkosh United's money, equipment, and other assets?

The assets remain protected by the club's governing documents, applicable law, and Board fiduciary duties. If dissolution occurs, debts and obligations are addressed first. Remaining assets would be transferred only as permitted by the proposed amended Article 11, including to one or more qualifying 501(c)(3) organizations, with the purpose of continuing to support youth soccer.

### 24. Will there be a new soccer club formed?

That is the opportunity being explored. The current concept is a new nonprofit soccer organization formed with Neenah Soccer Club rather than one existing club simply absorbing the other. Formation will occur only if the final structure satisfies the Board's five tests and the required legal and operational steps are completed. A new club and a fresh start for both communities.

### 25. Do we need to order new uniforms?

If a new club launches with a unified name, crest, and kit, new uniforms will be required for the competitive season under that identity. The club will coordinate the timing, supplier, package, and ordering window to avoid unnecessary duplicate purchases. Final ordering instructions will be provided before families are asked to buy.

### 26. What will the new club's brand and colors be if the club is formed?

The final name, crest, colors, and kit have not been approved. Branding should represent the new organization and both communities while creating a clear, unified identity. The final direction will be communicated as part of the transition plan before uniforms or public materials are released.

## 27. Will Oshkosh United's name and identity disappear?

The legal and competitive name will change if a new organization is formed, but Oshkosh United's history, community presence, and mission should be honored in the new club. Local programming, recognition of the legacy club, and continued service to Oshkosh families are important parts of a responsible transition.

## 28. What is ultimately in this for the kids?

More opportunities to find the right team, develop with appropriate challenge, learn from a deeper coaching group, move through clearer pathways, and stay connected to soccer longer. The initiative is worthwhile only if it creates a better soccer experience for more children while remaining accessible and sustainable.

# Our Responsibility to the Next Generation

**More kids playing.**

**More kids playing longer.**

**The right place for each player to develop.**

**Decisions today that create greater opportunities tomorrow.**

*Important note: This FAQ is an educational summary. Final legal documents, resolutions, governing documents, and formally approved program details control if there is any inconsistency.*