

Washington Youth Soccer Constitutional Convention Overview First Draft Proposal

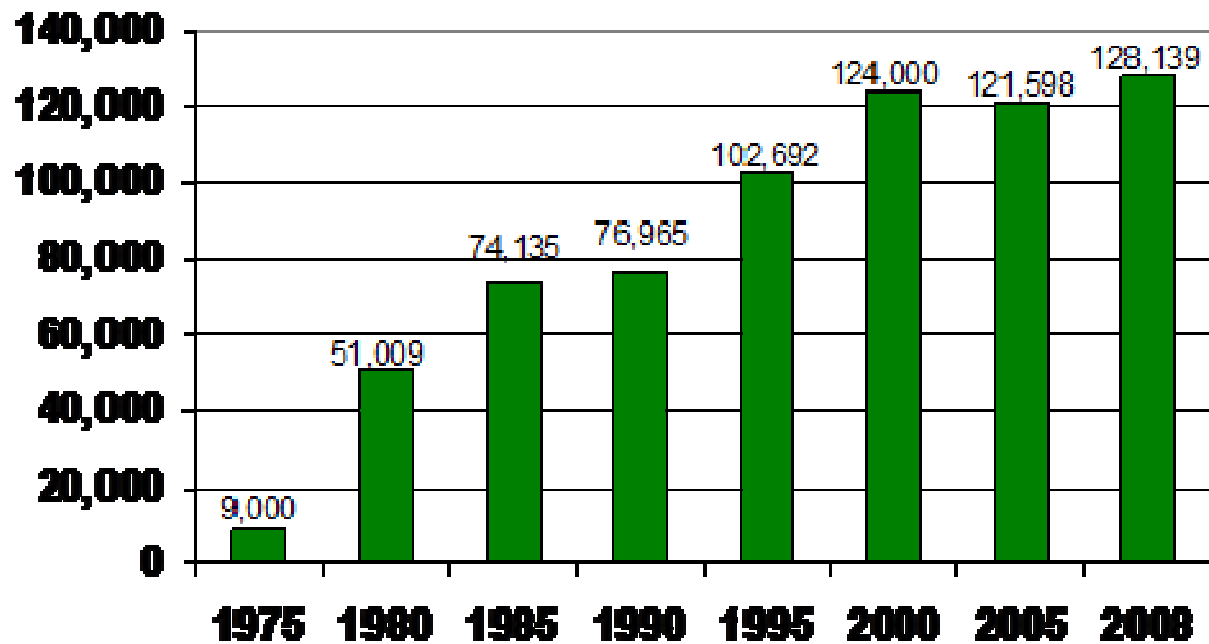
November, 2008



Washington Youth Soccer Historical Context

- No significant changes to organizational structure or systems since the founding of the organization as an all-volunteer agency 40 years ago
- Currently, Board Members are largely performing roles that should be performed by staff members

Membership Growth Over the Years



Washington Youth Soccer Vision of Success

- **Seamless Soccer Opportunity System**
- **Increase number of players**
- **Obtain major new revenue sources**

Washington Youth Soccer Vision of Success Cont...

- **Ownership of fields and facilities**
- **Partnerships for additional program development and marketing**
- **Washington Youth Soccer is extremely well positioned externally to achieve this vision.**

Why Change Washington Youth Soccer Systems & Structure?

- Improve communications from local to national level
- Board Members are largely performing roles that should be performed by staff members.
- Board members are not adequately performing vital and legally required governance roles.
- The new structure will improve financial management

Why Change Washington Youth Soccer Systems & Structure? Cont...

- Fundraising, organizational growth and program growth are all currently constrained by the existing organizational structure.
- The existing organizational structure, systems and roles and responsibilities must be changed to allow for increased fundraising and organizational growth.

How will the proposed new structure and systems benefit Associations and Clubs?

- Improved communications
- District Commissioners focus more on soccer matters
- District Commissioner and staff roles will be more clearly delineated
- Additional state staff support

How will the proposed new structure and systems benefit Associations and Clubs? Cont...

- Additional best practices training
- Increased staff availability
- Upgraded technology and communications systems

What are the proposed changes?

- The Board of Directors will be responsible for governance functions
 - Leadership development (Board and Executive Director)
 - Audit
 - Finance & Budget
 - Fundraising
 - Strategic Planning
 - Selecting & Evaluating the Executive Director

What are the proposed changes? cont.

- Bylaws will be changed to ensure that Board Members have the skills and experience to fulfill governance functions
 - the board will be responsible for proposing a slate of board nominees.
 - the members would vote to elect the Board of Directors
 - the board would elect the officers, based on their skills and experience.

What are the proposed changes? Cont...

- Executive Director's responsibilities:
 - Seamless soccer opportunity system
 - Communications
 - Marketing and education
 - Fundraising
 - Staff management
- District Commissioners will provide guidance to ED on soccer matters
- District Commissioners can serve on the Strategic Planning Committee and Operational Committees

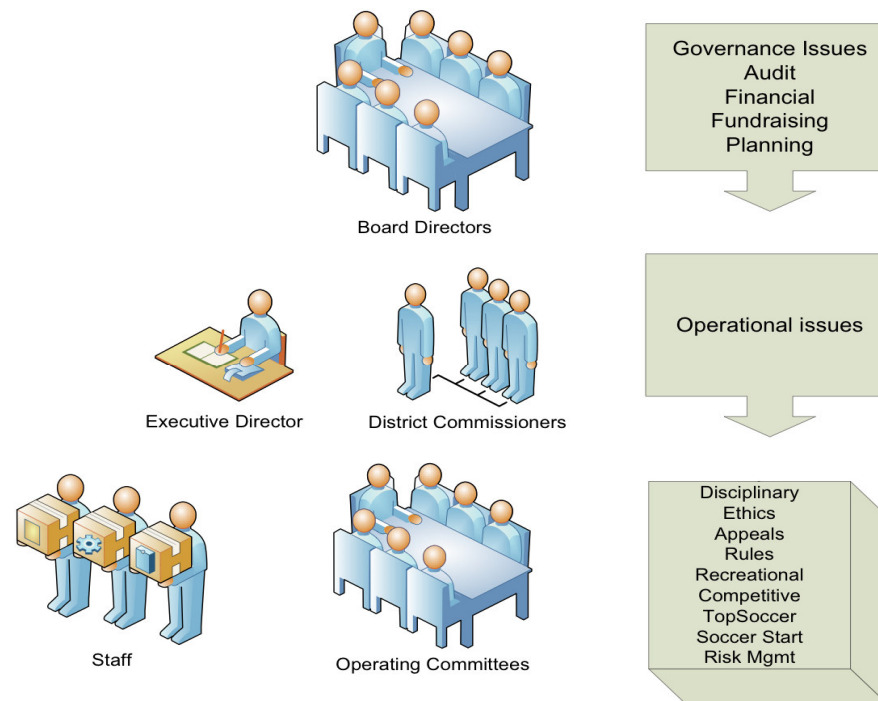
What are the proposed changes? Cont...

- CEO function shifts to Executive Director
- Board candidate criteria - soccer passion and governance expertise
- Board must include geographical and ethnic diversity
- Continuity between Board Presidents
- Standing Strategic Planning Committee

What are the proposed changes? Cont...

- Additional senior staff
- Monthly reports from Executive Director
- 360 degree evaluations for Board, Staff, Committees and Commissioners

Proposed new WYS organizational structure



When would these changes take place?

- Approximate 24 month transition plan
- Board membership voting change at the April 2009 AGM.
- Transitional Board membership from April 2009-April 2010
- Staff additions are contingent upon funding
- Shifting of roles and responsibilities during transition

How will this affect the Members?

- Communications will improve
- Staff and committees will be better tailored to specific roles & responsibilities
- Policy issues will be separated from implementation issues
- District Commissioners will be better able to define when soccer issue should be dealt with at the District or state level
- Washington Youth Soccer will be a better model for local organizations

District Commissioner Roles

- Commissioner roles are strengthened in new structure.
- Commissioners will have even more influence over soccer policies and programs

Association Roles

The roles of the Associations at the state level will not change significantly.

- Voting members of Washington Youth Soccer
- Members of the Council
- Approve player registration fees.
- Elect the Board of Directors.
- Meet at least two times per year

Closing Statement

- Indiana Youth Soccer has made a very similar change
- Florida, Southern California and Kentucky are currently working on their own versions of such a change.
- This is a win-win for everyone.