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Washington Youth Soccer Office

Todd McGann Executive Director, COO

Dave Schumacher Coaching Director

Brenda N. Heintz Office Manager Washington Youth Soccer Board of Directors Meeting Aug. 16, 2008 Minutes

CALL TO ORDER

Doug Andreassen called the meeting to order at 9:05 am.

Roll Call:

President, Doug Andreassen

1st VP Administration, Laurie Myers
Treasurer, George Maitland
Secretary, Cynthia Spencer
VP Competition, Gail Zimbelman
VP Development, Dave Miller
VP Recreation, Bryan Vasbinder
District 1 Commissioner, Jan Phillips
District II Commissioner, Larry Mana'O
District IV Commissioner, Kasey O'Leary
District VI Commissioner, Mike Terris
District VII Commissioner, Ken Phillipson

Staff:

Office Manager, Brenda Heintz Director of Coaching, Dave Schumacher Youth Director Darren Sawatzky

Executive Director, Todd McGann

Absent:

District V Commissioner, Troy Maxcy

Guests:

Jan Glick, Jan Glick & Associates Yolanka Wulff, Jan Glick & Associates

APPROVAL OF MINUTES:

Minutes for June 28, 2008 meeting were discussed. A motion to approve was tabled pending revision to edit them consistently with other minutes. Cynthia agreed to edit them with Laurie volunteering to review for content.

COMMUNICATIONS

None

OFFICERS REPORTS









Affiliates:

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VP – Recreation

Bryan indicated that committee reports were included in the binders.

VP – Development

Mike indicated that reports also were included in the binder, including one from Roberto Alvarez regarding referees.

VP – Competition

Gail indicated that LPTs are on-going this weekend (girls) and next weekend (boys). Committee reports are in the binder.

1st VP – Admin

Laurie announced advertisements were placed on the website seeking volunteers for state registrar, and committee chairs for field development, ethics, mediation and nominations. Several responses received and candidates are under review. Also working with Lou Bair to host training for district disciplinary representatives prior to start of fall season.

Treasurer

Budget and Finance Committee is working on Best Practices manual.

Secretary

Rules Committee report is in binder, they are supporting the Constitutional Convention initiative.

Director of Coaching

Dave Schumacher distributed a report on ODP Regional Camp, sharing with the board the players who were carried over into Regional Pool and that four players were invited to the national ODP camps:

- Kate Bennett GU17
- o Isabel Farrell GU14
- Joe Mancini BU14
- Henry Wingo BU14
- Michael Steele BU14
- Devonte Small BU14

Dave indicated that the strong showing in the younger age group, which represents the positive change in our academy approach to training younger players.

Youth Director

Darren Sawatzky presented an overview of the new MLS Youth Development Program which is jointly run by Seattle Sounders and Washington Youth Soccer.

For 2008, summer camps were offered at Starfire for ages 7-16. The camps are geared toward recreational players with promotions for full team participation. In future years, the camps will be expanded to offer in multiple locations beyond

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 Starting last week (with one week notice), advance training was offered for serious young soccer players, including six-week intensive training programs at Starfire Sports for ages 8-17. Seventy players participated in the first session. Additional position-specific sessions will be offered starting in September and November

Washington Youth Soccer / MLS/ODP/Development Training Program

Focused programs for PDL and State League involvement

- 2008 Trainer Recommendations online for all coaches to use
- Monthly training with top trainers at low cost to players
 - o U10, U11, U12 Identification of training groups
 - o U13, U14, U15 ODP Teams will travel as Seattle Sounder FC teams

USSF / MLS Academy Teams U16, U18

- Not yet decided whether will participate in the USSF Academy League this year, but will sponsor teams
- Talks are underway to establish a girls USSF Academy League

Goal to bring the very best kids from the state together to train and play, then send them back to their local areas, clubs and teams.

Dave Schumacher shared age-appropriate programs designed for development activities for pre-ODP ages, including

- Recreational Age Players (U7-U10)
- U-11 Leagues (PDL) post season tournament with MLS All-Tournament team recognition to replace current U11 Challenge Cup
- U-12 Leagues (PDL) with Jr. Olympic Development Weekend open to all players to identify potential pool players and educate the players and parents (no selection). Anticipate offering programs both in Seattle and Spokane areas for 2008-09 season.
- U13 ODP
 - Coach-recommended players and open tryout players together (30 players of each group) starting in September, allowing open tryout players to compete with the recommended players in smaller participation format, establishing pool players who will hold over and compete against further nominees / tryout players a month later. Process repeats monthly through fall.
 - o Final pool size: 44 players. Commitment will be monthly training.
- Older ODP ages

0

Presentation provided to the Board is posted to the state website for players and

adidae







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Brenda N. Heintz Office Manager parents to understand how / where the program is going.

UNFINISHED BUSINESS

Spokane Valley Appeal – USSF is hearing the appeal this week

Membership Cards – Meeting with Bonzi this week to determine capabilities. Dave and Doug will flush out timing and implementation time line. Goal is to provide a report to the Board at the November 2008 meeting. Discussion centered around using a credit-card style membership card which will be durable. Elements achieved with the card is limited liability, marketing opportunities and player identification with Washington Youth Soccer. Doug reiterated that the program will roll out in a stepped process over several years. Referees will be instructed to allow kids to play without cards but will record which players do not have cards.

Les Bois / TCYSA – A daylong meeting was held in the Tri-Cities with Doug, Todd McGann, Laurie Myers, Mike Terris, Bryan Vasbinder, Jeff Hulse (District 6 VP of Competition) in attendance representing Washington Youth Soccer. A final opinion and recommendations were drafted providing for state support to Tri Cities Association, rather than Les Bois (a professional out-of-state program).

Concern was expressed about the level of commitment the State can provide to clubs around the state due to limited resources. Goal is to use this opportunity to develop a model program that could help clubs in other areas.

Motion made to accept the Final Opinion and Recommendations. Passed with one abstention.

Best Practices Manual

George distributed a draft titled *Guidelines to Financial Management* for review by the Board over the next month. Presentations were made already with area clubs, with expectation will be offered to more clubs. Doug indicated the need for our leadership is underscored by the \$300,000 embezzlements discovered in local clubs over the last year.

New Sponsorships

Discussion centered on the appearance of conflict of interest between George Maitland and the Estate Solutions sponsorship. George reassured the Board that he will not participate in roll-out of the sponsorship relationship.

U19 Tournament

Dispute with teams that entered the tournament and then decided not to attend Regionals. Crossfire Club agreed to hold a raffle to raise funds to offset the costs incurred. The state association will approach hotels and airline to recoup credits for future travel to mitigate losses. Plan is to continue hosting a U19 Tournament but with

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Brenda N. Heintz Office Manager modifications, probably requiring a bond from the teams entering the state championship tournament to cover costs of withdrawal. Gail agreed to survey what other states are charging.

U11 Play-Ups

Dave Schumacher informed the Board that Dave Miller attended a PDL meeting and expressed concern about under-age players (teams made up of entirely 8 and 9 years and calling them U11 Development teams which play 9 v 9, rather than smaller sided). Washington Youth Soccer requirement is to have younger players stay on smaller-sided age-appropriate teams. PDL response was that they would either accept our mandate or move the teams to US Club Soccer. Dave Schumacher subsequently met with DoCs and raised the same concerns. Response from the coaching group is that at least 15 clubs have under-age teams, but they are willing to group the teams so only play against each other during a transition period that will allow time to develop a new program for a U-10 league that services recreational players too.

Dave Miller informed the Board that following Executive Board directive, he told the PDL that Washington Youth Soccer would not support the PDL pulling its teams out of district play to form a U10 League playing with U11 rules. Discussion circulated on whether the consequence should be ineligibility for the U10 teams to enter U11 State Cup playoffs.

Todd clarified that the discussion on this issue started this summer after clubs formed teams, therefore changes / mandates should be implemented for 2009. A long discussion ensued about how Districts are currently handling younger-age teams that want to play up, how our mission says every player should have the opportunity to play at an appropriate level and that development of a policy development should not be rushed and should allow clubs to have a voice in developing the policy.

Question to the Board was how to deal with the current year where the PDL has already segregated the under-age teams into a separate division. Motion was made to sanction the PDL U10 League as a pilot program under the review of VP of Development Dave Miller and Coaching Director Dave Schumacher for the fall 2008 season. Motion passed with one nay and one abstention.

An ad hoc committee was appointed to develop a long term policy including Dave Miller, Bryan Vasbinder, Larry Mana'O and Jan Phillips for discussion at the October board meeting.

Coaches Handbook

Copies were distributed. Handbooks were posting on-line and have been mailed to coaches. Training programs are posted on the web (limited this fall with future enhancements over time). Additional mailings will be organized to include latedeclared coaches. Dave Miller requested copies sent to club administrators.

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Brenda N. Heintz Office Manager Gail Zimbelman departed to attend the LPTs.

Fall 10-Game Season

Dave Schumacher updated the Board on plans to implement 10-game seasons for boys and girls. Todd developed a plan for future fall seasons and Dave for spring seasons that will allow for seven games to be played, a weekend off to re-group, then final three games played. Schedules looked three years out, with timing in fall geared to schedule completion by Thanksgiving. Todd indicated that the goal is to ensure that every game is meaningful and competitive.

Options are:

- Set schedule with teams segregated at beginning of season based on prior year position. Top four teams and bottom four teams round-robin in first three matches, then league rotates with full rotation. Delegation and relegation occurs based on final standings.
- Uncertain schedule with teams playing full round robin for seven weeks, then
 top four teams and bottom four teams replay each other. Final standings for
 delegation / relegation are established based on top four teams and bottom four
 teams.

Discussion centered on concerns about

- an uncertain schedule and the impact on field availability if uncertain schedule
- o fairness of delegation / relegation for each format
 - 4th place seeded team disadvantaged with set schedule
 - o 4th place seeded teams advantaged with uncertain schedule
- Potential forfeits by 3rd and 4th placed teams with final uncertain schedule (should penalty increase?)

Further discussion ensue regarding the decision in June to adopt the 10-game season and whether that included format proposal for Option 1 recommended by Gail Zimbelman. Review of draft minutes indicated that 10-game season was approved but not implementation.

Motion was made to adopt Coaching Director Dave Schumacher's proposal for the uncertain season format (Option 2 above). Motion passed with one nay and three abstentions.

NEW BUSINESS

State Cup Calendars

Dave Miller distributed a schedule for proposed dates. Goal is to publish dates as soon as possible. Expectation is

- Commissioners Cup will run January February with finals the weekend of Feb. 28-March 1.
- U-11s will have a separate tournament, consistent with 2008 with finals either

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the weekend of Feb. 14-15 or the 21-22.

- Challenge Cup for older boys will run in Jan Feb with finals March 8
- Challenge cup for younger boys could be held in April, allowing for spring season.
- GU12 GU19 and BU19 Challenge Cup
 - Start preliminary games April 4, 2009
 - o Semifinals May 9 -10, 2009
 - o Finals May 15-17, 2009
- 2009 Championship Cup dates proposed by Leslie Pointier, Tournament Director, still need to be reviewed.

An adhoc committee to resolve dates prior to September board meeting was appointed: Kasey O'Leary, Dave Schumacher and Laurie Myers in consultation with Leslie Pointier.

Constitutional Convention

Jan Glick and Yolanka Wulff were introduced. Jan Glick & Associates were hired to facilitate Washington Youth Soccer through review and update of the organization's governance process, operations and planning processes, goals and results to date. Jan presented preliminary results from first round assessment to gain understanding of state of the association (interviewing board members, executive director and previous board members, as well as Executive Directors of US Youth Soccer, Florida Youth Soccer and Indiana Youth Soccer; reviewing bylaws, administrative handbook, financial statements and documents from Indiana Youth Soccer's migration through a similar process).

- Need an agreed-upon vision to move process forward.
- Recommend a planning retreat for the Board to develop a straw proposal for governance changes
- Emphasized need for achieving unanimous agreement to be successful (referenced document included in binders titled "Striving for Unanimity"

Jan presented highlights of their findings (copies of the PowerPoint presentation were distributed to the Board).

General findings:

- Financial position and operational effectiveness are basically sound
- General agreement among board members that governance practices, documents and communications from BoD down to the individual member level need improvement
- Mission statement is fine no changes conceived
- o Vision:



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- Spend more time improving and expanding services to current and future members by improving governance and management processes (changes will allow greater focus on kids)
- Deliver quality programs for all kids.
- Increase number of player/member filling age, skill, geographic and demographic gaps. Any youth who wants to play soccer should be able to.

Consultants' observations:

- Lot of conflict between mission and the time/money/energy expended on small percentage of upper level competitive players. Distracts board members from more powerful outcomes for kids & the organization
- Organization has strength and potential to achieve bigger vision
- Governance practices and documents result from incremental changes over 40 years without significant change since founding of an all-volunteer agency.
- Organizational structure and systems are obsolete for an agency of 125,000 members and a \$2.5M budget, thus require significant changes.
- Findings:
 - Board roles (as per bylaws) are significantly comprised of operational matters, rather than governance roles
 - Several board roles and responsibilities of non-profit corporations are absent (best practices) from descriptions in bylaws
 - Board devotes majority of time on minutiae and "squeaky wheels" instead of strategic issues
 - Job descriptions for Board members don't focus on strategic roles

Process Goals

- Build the capacity for future WASHINGTON YOUTH SOCCER growth
- Improve communications among the board, from board to districts, associations, clubs and individual members (two way communication)
- Establish an open and transparent governance process
- Allow better execution of WASHINGTON YOUTH SOCCER board intent; improve operational effectiveness
- Build increased trust in the governance system among all WASHINGTON YOUTH SOCCER members
- Ultimately: allow more and better programs and services to soccer playing youth
- First Steps
 - Fix communications at all levels
 - Create more easily understandable structure / processes

Kasey O'Leary departed.

Following polling of individual reactions to the presentation, Yolanka presented board

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training on organizational structures and best practices for not-for-profit organizations.

A Board retreat was agreed in lieu of the September board meeting for the weekend of Sept. 13 – 14. Todd agreed to find an appropriate location. The Board Meeting will be rescheduled as a teleconference for Sept. 17 (if needed).

REPORTS

George presented the July financial reports. A forecast was prepared for the summer months to reflect the cyclical nature of costs. July was significantly ahead of budget.

Committee reports were included in the binders for review.

PROPOSALS

Medical Play-down

Laurie presented the policy first circulated last month to allow disabled or physically challenged players to play down one age year on small-sided or recreational teams. It was moved and seconded to accept the policy. Motion passed unanimously.

Drug / Alcohol Policies

Laurie presented a revised policy edited to address concerns about legal sale of alcohol at soccer facilities by public or private entities. Discussion centered on whether the difficulty in administering the drafted policy, as well as the need for a policy that allows action if an individual is determined by police to be intoxicated or under the influence of illegal drugs at a field event. Policy was tabled with the intent to ask Brian Lawler to redraft the proposal to allow WASHINGTON YOUTH SOCCER to act after the fact.

Labor and Industries Proposal for Referees

Todd reviewed the state position on referees and highlighted issues surrounding nonlicensed young referees hired by local clubs and/or associations. WASHINGTON YOUTH SOCCER proposes to pay the L&I insurance for all referees, then bill the assigning associations / clubs / assignors (approximately 19 cents per hour). Discussion centered on how to implement the process to get repaid. Further discussion focused on the need to license all young referees and collect the liability for L&I insurance payments.

The need for strong communication to local recreational clubs was urged with goal to implement full solution for 2009. In the interim, negotiations continue with L&I to achieve a good faith solution. To support that, WASHINGTON YOUTH SOCCER needs clubs to provide a number of games assigned by age (league, tournament and post-season) and how many referees per game by the end of September. Todd agreed to send a memorandum out requesting the data.

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Suggestion was made to quantify the cost and consider including in player fee increase, which would simplify the accounting.

Auditors Letter

Motion was made and seconded to authorize Mahrt & Associates, PLLC to perform the annual audit. Motion passed unanimously.

ODP Presentation

Dave Miller presented plans make ODP a self-sustaining program. First step is to host a showcase event in partnership with the Sounders FC the last weekend of August 2009. Sounders FC participation will be limited but assist with attracting MLSsponsored teams. Fundraising goal for the first year's showcase is \$35,000. Motion was made and seconded to authorize the ODP tournament. Motion passed with one nay.

President's Cup

Bryan Vasbinder proposed a fee increase to recover increase in travel costs, field rentals, trophies and referee costs. Prior year fees were \$75 / team. Motion made to increase the state portion of the President's Cup entry fee to \$100. Motion passed with one nav and one abstention.

Bryan notified the Board that no associations have volunteered to host the President's Cup semi-finals. Finals are set for Starfire on Dec. 13-14. Semi-finals are set for Dec. 6-7. If no associations step up to host, semi-finals could be held at Starfire.

Definition of recreational teams eligible for President's Cup was proposed. Motion made to change the definitions for eligibility in Rule 304.2. Motion passed unanimously.

Spring League

Motion was made to approve the 2009 Girls High School Age League schedule presented by Dave Schumacher with seven game round-robin followed by an open weekend for rescheduling and make-ups then final three games with top four teams and bottom four teams in subdivision play. The final result will provide the top two teams for potential State Cup seeding and bottom two teams for relegation and promotion. Motion passed unanimously.

2009 Recreational 10-week Format

Dave Schumacher presented a brief overview of the proposed new format for recreational soccer for U6/7 levels. New structure is designed to improve the overall qualify of experience for young players and aid in the recruitment and education of new youth coaches at the entry level. Proposed program includes coach training, lesson plans and a mix of "Play Days" and league games. The program will be provided in a "package format" so that all materials and support will be provided by WASHINGTON

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YOUTH SOCCER.

Staff Update

Todd informed the Board that the staff is working hard preparing for fall season. Todd thanked Brenda and the staff for their hard work. Last month Tiffany Stark started as marketing assistant. We're still seeking a webmaster.

Commissioners

Larry announced that the Commissioners going forward will provide a list of discussion topics for including on the agenda a week prior to meetings.

He also raised the issue of how we will handle newly-spanned leagues under the US Club umbrella. Consequences are the leagues are unsanctioned (since it is illegal under WASHINGTON YOUTH SOCCER rules to play in two leagues concurrently), therefore the teams are not eligible to play in WASHINGTON YOUTH SOCCER state cups. Larry agreed to get a list of coaches and teams. Commissioners requested a blast notice (and publication in PlayOn!) to all clubs and teams to reiterate the policy dealing with dual registered teams.

Discussion surrounded the reasons for canceling the Recreational Summit (due to lack of content). Dave Schumacher was tasked to develop a robust program to be held Saturday, Dec. 13, 2008 concurrent with the President's Cup finals at Starfire.

GOOD OF THE GAME

Doug shared proposals presented at the national US Youth AGM last month. Good news is no national fee increase for 2009.

Bryan Vasbinder raised concern about lack of representation from District V at recent board meetings. Doug agreed to call the district commission and determine why the commission and /or alternates are missing meetings.

Todd announced distribution of scholarship funds awarded and receipt of thank you notes from many of the winners.

ADJOURNMENT

With no further business, meeting was adjourned at 4 pm.

Respectfully submitted,

Cynthia J. Spencer

Secretary

Washington Youth Soccer









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Ken Phillipson District 7 Commissioner

Washington Youth Soccer Office

Todd McGann Executive Director, COO

Dave Schumacher Coaching Director

Brenda N. Heintz Office Manager







Affiliates:

FIFA

US Soccer Federation 10/14/2008