



Washington Youth Soccer

500 S. 336th Street, Suite #100 · Federal Way, Washington 98003-6389
PHONE (253) 4-SOCCER · FAX (253) 925-1830 · TOLL FREE 1-877-424-4318
www.wsysa.com



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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

WASHINGTON YOUTH SOCCER BOARD OF DIRECTORS MEETING December 12, 2008

CALL TO ORDER

Doug Andreassen called the regularly scheduled meeting to order at Washington Youth Soccer Headquarters at 7:10 pm.

ROLL CALL

Present:

President Doug Andreassen
1st VP Laurie Myers
VP Competition Gail Zimbelman (by phone)
VP Development Dave Miller
VP Recreation Bryan Vasbinder
Secretary Cynthia Spencer
Treasurer George Maitland
District 1 Comm. Jan Phillips
District 2 Comm. Larry Mana'o
District 3 Comm. Stu Snow
District 4 Comm. Kasey O'Leary
District 6 Comm. Mike Terris

Excused

District 7 Comm. Ken Phillipson
District 5 Comm. Troy Maxcy

Staff

Brenda Heintz, Office Manager
Dave Schumacher, Director of Coaching

Guests

Jan Glick

APPROVAL OF MINUTES

October 25, 2008

- Approved unanimously as presented.



Affiliates:

FIFA

US Soccer Federation

2/23/2009



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November 14, 2008 Board Meeting

- Approved unanimously as presented.

AGENDA / COMMUNICATIONS

REPORTS

Secretary's Report

Cynthia informed the Board that notices were sent to Associations, District Administrators and Commissioners about the deadlines for "Of the Year" Awards and reiterated that the deadlines are:

- Young Referee of the Year Jan. 1, 2009
- Hall of Fame Nominees Jan. 15, 2009
- Coaches of the Year Feb. 15, 2009
- Volunteer of the Year Feb. 15, 2009
- TopSoccer Buddy of the Year Feb. 15, 2009
- Goal of the Year Feb. 15, 2009
- Save of the Year Feb. 15, 2009

Treasurer's Report

George indicated that all the loan documents for Bainbridge Island field development have been received and loans initiated.

VP - Competition's Report

Public draw for positions in the following State Cups will be held tomorrow night at WYS HQ: Commissioner's Cup, and Challenge Cup and Championship Cup (except HS-age girls). More than 75 people are expected.

VP Recreation's Report

Semi-finals for President's Cup were held last weekend. Finals start tomorrow at Starfire. If the weather doesn't cooperate (started to snow already), Starfire is reserved for the 2nd weekend of January for make-ups (if necessary).

VP Development's Report

Dave Miller shared that extreme efforts were made by Tuxedo Technologies, lead by Barry O'Brian, to modify our tournament scheduling software to be user friendly.

ODP Committee has been working hard to budget and set fees for ODP pool, entry into tournaments and regional events on Martin Luther King Weekend. Amounts will be published on the website.



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UNFINISHED BUSINESS

Labor and Industries Proposal—Referees

George informed the Board that following extensive negotiations, a draft agreement was reached. The draft agreement, which was formalized today, was distributed. Under this agreement Washington Youth Soccer will pay the L&I insurance for all youth games. Based upon the known number of matches and the presumed number of referees per game (1 for recreational matches, 3 for competitive matches), WSYSA sponsors approximately 88,000 referee hours / year. Recreational play represents approximately 48,000 hours out of the total. The agreed hourly rate will be \$0.22/hour.

Annual cost will be approximately \$18,000. For 2008, the state association will pay \$9,000 and the local associations that are registered with L&I will be responsible for paying the L&I insurance through the end of 2008. Going forward, Washington Youth Soccer will pay the full amount. Associations will be notified once the L&I agreement is signed by Labor & Industries.

Discussion ensued about the reason that WSYSA is taking responsibility and whether the State Referee Committee should be paying the fee. The SRC is currently a part of WSYSA, which makes WSYSA responsible. However, the SRC is starting the process of establishing a separate identity, therefore discussion continued regarding whether the costs should be borne by the SRC and the question of whether all referees hired by local clubs are licensed. Concern was also expressed about treating referees as employees and the potential exposure to employment taxes (FICA and payroll).

Budget

A revised budget was distributed by George which proposes a reduced player increase. The major changes in this draft are:

- reduction in staff additions
- reduced expectations for sponsorships
- change publication schedule of *PlayOn!* to twice / year
- eliminate Soccer Palooza from 2010 budget (and revamp for following year)

Following review, the Board agreed that a \$1.00 / player increase is reasonable, especially considering that the last increase was six years ago. It was noted that US Youth and USSF may also increase fees that would be passed through as part of the total player fee. Changes to these fees are outside our control. Proposed increases are US Youth - \$1 plus USSF - \$2 if World Cup comes to the US in 2010.

Concern was voiced about the need for timely notice so the increases can be

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reflected in association budgets.

It was moved and seconded that a \$1 player fee increase be presented to Council. Motion to charge \$7.20 player fee (WSYSA portion) passed unanimously.

George distributed copies of the Annual Financial Report and the Management Letter issued by Mahrt & Associates, PLLC. Discussion ensued about whether we need to meet / satisfy specific recommendations in the letter that generally are expected of large for-profit companies since our organization is not publicly traded or issuing financial statements to investors or lenders.

A copy of the financial statements will be posted to the website and distributed to the membership.

Playing Up

Dave Schumacher shared with the Board recommendations for a U-10 Player Development Program, which was discussed and agreed to by the PDL clubs. The goal is to keep young players in age-appropriate environments and stop clubs from forming teams of (for example) 9-year-olds and registering them to play U-11. The purpose of the program is to provide a structure and format for clubs of any level wishing to work with 8 and 9 year olds that are not currently doing so. Washington Youth Soccer is not mandating establishment of a U-10 program, rather allowing it where the district and association deem it appropriate for the local area. District and association agreement will be needed for clubs to offer new U-10 Player Development Programs.

Discussion confirmed that this proposal is consistent with the Seamless Soccer Initiative even through it started before that. However, it needs to be presented with a framing document that explains the rationale for recommending it, is labeled as a draft, shows who issued it and indicates where to address feedback.

Constitutional Convention

- Jan Glick shared with the Board feedback from District meetings.
- The revised Rules Committee met and began considering its expanded mission.
- Second draft of proposed bylaws will be distributed to the Board within the next two weeks.
 - Concern was voiced that additional BoD meetings will be needed prior to Council.
 - **Agreed to meet as a Board at 6:30 pm Friday, Jan. 9, 2009 to consider Constitutional Convention issues.**
 - **Agreed to meet by telephone conference on Wednesday, Jan. 21, 2009 to review proposed Bylaws and Board Nominees.**
- Board Member Prospects for 2009 election – Intent to propose a slate of 14 Board

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members. Would identify most / all of the slate by the AGM.

- Goal is to keep half of existing members on the Board as transitional board members
 - Discussion around roles ensued, including the fact that Commissioners continuing on the Board would become At-Large members and no longer be District Commissioners.
- New board prospects – Doug is targeting Presidents, CEOs and CFOs of Washington businesses. Looking for recommendations from current Board members.
 - Common concern is consistency between prior board and new board.
 - Looking for diversity, including gender, geographic, etc.
- Job Description and Hiring process for Director of Member Services & Communications
 - Discussion ensued about the order of hiring (this position v. Executive Director), as well as the specific responsibilities and desired qualifications.
 - **It was moved and seconded to approve and open a search to fill this position. Motion passed unanimously.**
- Job Description and Hiring process for Executive Director
 - Jan Glick and Doug will draft a job description.
 - Intent is to launch an active search for a new ED soon.

REPORTS

December 2008 Financials. George shared the financial statements and highlighted our strong cash position (which will drop once field loans are funded).

NEW BUSINESS

Fair Play Campaign

Doug shared concerns about problems encountered during post-game handshakes (often at recreational division games) where disrespect is shown by players, coaches and/or referees. Therefore, in lieu of post-match handshakes, Doug proposed we consider adopting a Fair Play Campaign that moves the handshake to pre-game.

Support is available from US Youth Soccer and FIFA for handing out Fair Play awards.

Doug distributed a draft campaign using materials from US Youth that would not be expensive to implement, and asked the Board to review it for discussion at a subsequent meeting.

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Recreational Training & Symposium

Doug updated the Board on programs focused on recreational play. Gary White and Dave Schumacher have developed training programs for age-appropriate training, which coaches can download off our website to use at practices. A sample training module for Under-7 Players was shared. These modules will work in conjunction with the Recreational Coaches Handbook that was published this fall.

• Star 1 Soccer

Bryan shared a fee-based program offered by Star 1 Soccer as an internet-based training program for recreational players. The program is focused at young recreational players and their parents to increase soccer skills and incorporates skill testing activities that allow player development which contributes to the game. Designed to be fun and encourage kids to train away from structured team training sessions. Option to utilize program at home with own family and/or enter competitions. Proposed competitions will be held on regional basis with statewide play-offs at collegiate or professional match.

Proposal is a partnership with WYS whereby a portion of the net profits from challenge packages purchased by members will be paid to WYS as a sponsorship fee.

• Symposium

Recommended timing for the deferred Symposium was suggested for August 2009, possibly offered in multiple locations to reduce size of group to allow interaction and encourage turnout by minimizing travel.

• Growth and Community Outreach

Doug and Dave Schumacher shared ideas for taking our programs into elementary schools to promote local soccer opportunities and encourage physical fitness and safe / fair play. Working with PE specialists, Dave indicated strong desire for training and equipment that we can share. Many tie-ins are available with our sponsors (for free give-aways), which will allow us to offer programs to schools free of charge. We can also partner with local businesses and draw in community representation.

The major benefit of this initiative is it gets Washington Youth Soccer into local communities without adding cost since it utilizes existing staff, product from our sponsors and partners with our local associations and clubs. Growth in soccer interest by young kids benefits the local community so giving back to our membership.

Commissioner Topics

- Kasey O'Leary announced that a possible new club is forming in District 4. Kingston FC United is in organizational stage.



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- Kasey also indicated concern that People-to-People is recruiting soccer players for travel programs and parents are asking how their names got on the mailing lists. Doug confirmed that People-to-People is an advertiser in *PlayOn!*, which gives them the right to mail to our address list (through a bonded mailing house so they don't get to see who is on the list). Doug agreed to share the mechanics for how to opt out of the mailing list.
- Jan Phillips reported that Tynecastle has officially applied for membership in North County.

Spring League

Dave Miller indicated that teams entered in Commissioner's Cup are applying to play in the Spring League. Based upon current rules, his interpretation is that since the spring league is a state league, the teams playing in Commissioner's Cup by definition are not eligible to play. Intent of the spring league was to organize a place for non-PDL teams who want to play in more competitive state cups (Challenge and Championship) to play a spring season as a warm-up for the State Cups. Not allowing state league teams to play in Commissioners Cup is consistent with U13 state league. Suggestion was made to consider the spring league as a training program, not a state league.

Dave agreed to frame the issue and propose a short term solution. Gail suggested that divisions be formed to bracket like teams with like teams but allow cross-over games. The framed issue will be emailed to the board for consideration by email vote.

U-11 Tryouts

Dave Miller informed the Board that requests have come to move the tryouts for U-11 teams earlier than the end of State Cups due to the large number of teams being formed by clubs. On its face, this shouldn't present a problem except that there are a lot of U-10 teams currently playing up as U-11. The original issue of delaying tryouts until after the end of State Cups was designed to give players a short break after the end of Cups. Goal of the clubs is to ease registration that comes at the same time as recreational teams.

Dave Miller and Dave Schumacher agreed to frame the issue and a proposed solution to circulate by email.

FOR THE GOOD OF THE GAME

Bryan Vasbinder announced that President's Cup semi-finals and finals are slated for the same two venues next year (Skagit for semi-finals and Starfire for finals).



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ADJOURNMENT

With no further business, the meeting adjourned at 10:35 pm.

Respectfully submitted,

Cynthia J. Spencer

Secretary

Washington Youth Soccer Board of Directors



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