

UTAH YOUTH SOCCER ASSOCIATION
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
December 18, 2003

CALL TO ORDER

The regular monthly meeting of the Board of Directors of the Utah Youth Soccer Association was called to order by President Paul C. Burke at 8:00 p.m. at the offices of South Davis Soccer Association in Bountiful, Utah. The following Board members were present:

Paul C Burke, President
Jodi Wells, Secretary
Bruce Cuppett, Director of Development
Debbie Haycock, Girls Competition Director
David Malchenson, Boys Competition Director
Eric Blommer, Proxy for District 2 (West Salt Lake County)
John Lowery, Chairman of District 3 (Sandy/Draper)
Mike Tate, Chairman of District 5 (Utah County)
Peter Unwin, Chairman of District 6 (Davis County)
Richard Messenger, Past President

Also present were Gail Ellison (ODP Administrator), Scott Harward (Executive Director), Greg Maas (Technical Director), Linda Kay Messenger (Rules Committee Chair), Jodene Smith (Risk Management Director), Rocco Vitacca (Avalanche Club/District 3 Representative to Girls Competition Board), and Richard Yoder (Discipline Committee Chair).

Board Members who were excused or absent included Scott Maxfield (Vice President), Tom Borrowman (Treasurer), Arnold Wilcox (Chairman District 1), Bill Patterson (Chairman District 2), Dave Mills (Chairman District 4) and Delon Brower (Chairman District 7). The position of State Youth Referee Administrator is vacant.

WELCOME

President Paul C. Burke called the meeting to order and noted that quorum was narrowly achieved. Burke thanked those Board members in attendance and encouraged punctual attendance by all at future meetings.

President Burke then offered special thanks to South Davis Soccer Association for hosting this meeting. Burke extended his appreciation to District 6 Chairman Peter Unwin, Linda Kay Messenger, and Richard Messenger for preparing the office for the meeting. Burke also thanked the South Davis Soccer Association and Secretary Jodi Wells for preparing a pot luck holiday feast in conjunction with the meeting.

ADOPTION OF MEETING RULES

Motion was made by Peter Unwin to adopt the revised agenda and to approve meeting rules to (1) limit reports to ten minutes without permission from the Chair, (2) limit consideration of discussion and action items to 30 minutes each; (3) authorize the Chair to call for either a subsidiary motion or a vote on the pending motion upon expiration of the discussion period; and (4) set the time for adjournment at not later than 11:00 PM. After this motion was seconded, Peter Unwin offered an amendment to restore consideration of applications for club affiliation to the revised agenda. This motion to amend was seconded and adopted. The main motion, as amended, was then passed without dissent.

ADOPTION OF MINUTES FROM PREVIOUS MEETING

Secretary Jodi Wells presented the draft minutes from the last meeting of the Board of Directors. Draft minutes from the November 20, 2003 Board Meeting were made available on the Association's website and were distributed to the Board at the meeting. After clarification was offered to highlight one revision that had not yet been posted on the website, motion was made, seconded and approved to adopt the minutes from the November 20, 2003 meeting of the Board of Directors.

REPORTS

EXECUTIVE DIRECTOR'S REPORT

Executive Director Scott Harward presented the Board with the completed audit for the Association's 2002-03 fiscal year. The audit was performed by an independent auditor, Stephen K. Adamson, C.P.A. of the firm Smith & Adamson.

The audit gave positive marks to the Association's finances, financial management, and internal controls. The auditor reported to the Board of Directors that it was evident that steps had been taken to correct all of the deficiencies that had been documented in the audit for the 2001-02 fiscal year. As a result, the audit for 2002-03 was unqualified except to the extent that certain year-to-year comparisons could not be made due to the inadequate records from the previous fiscal year.

In addition to documenting the improvements in the Association's internal controls and financial management, the audit confirmed that the Association turned its finances around in 2003. The audit verified that the Association ended its 2002-03 fiscal year with an increase of \$15,703 in net assets. In contrast, the Association had suffered a documented loss of \$38,944 during the preceding year.

The audit also confirmed that the Olympic Development Program was separated from the Association's general treasury in 2003. Better still, the Olympic Development Program finished the 2002-03 fiscal year in the black by \$6,478, an impressive improvement given that operating losses had been assigned to ODP during the preceding fiscal year.

Harward responded to a question from President Paul C. Burke about the auditor's note regarding concentrations of risk. Harward explained that the Association has maintained its cash reserves at Wells Fargo, and that these reserves currently exceed the amount insured by the F.D.I.C. These reserves are not necessarily unsafe, but the Association could elect to diversify its holdings, though this would increase the complexity of the Association's bookkeeping.

Harward concluded his report by distributing current financial statements for the present fiscal year. Harward invited anyone with questions about the audit or the financial statements to contact him.

President Burke congratulated Harward and Treasurer Tom Borrowman for having implemented measures to improve the Association's internal controls for financial management. Burke also praised Harward for helping to reduce the Association's expenses in numerous categories while simultaneously improving and expanding membership services.

TECHNICAL DIRECTOR'S REPORT

Technical Director Greg Maas reported that, during December, E License courses were completed in Salt Lake City and Davis-Weber County with a total of 42 candidates. Additional D License courses will be conducted in January in Southern Utah and in Sandy during February. In March, a trio of D License courses will be held in Davis/Weber County, Utah County, and Cache Valley. An E License course is set for Utah County in late January.

Maas encouraged coaches to check the schedule for coaching education courses. A long-term schedule is available on the Association's website at www.utahyouthsoccer.net/education_date.html. Maas also asked for the cooperation of the Association's districts and member organizations to secure sites well in advance for scheduled courses so that this information can be added on the website as soon as possible. Finally, Maas said that he will be out of the office from December 24, 2003 through January 2, 2004.

REPORT OF THE ODP ADMINISTRATOR

ODP Administrator Gail Ellison reported that training sessions for both ODP and the Junior Development Academy have been well attended during the last month. The Olympic Development Program is prepared to take three boys and three girls teams to the annual tournament in Las Vegas. Ellison also reported that ODP is developing its budget for the 2004-05 fiscal year.

GIRLS COMPETITION DIRECTOR'S REPORT

Girls Competition Director Debbie Haycock reported that notices have been sent to the coaches of teams that earned trophies during the fall season. Trophies will be available to

be picked up from the state office beginning on Friday, December 19, 2003. These trophies must be claimed by a deadline or will be forfeited.

BOYS COMPETITION DIRECTOR'S REPORT

Boys Competition Director David Malchenson reported that he has been out of town during the last month because of work commitments. He thanked Girls Competition Director Debbie Haycock and Executive Director Scott Harward for attending to matters involving the boys divisions of the State Competition League during his absence.

DISCUSSION ITEMS

BUDGETS FOR FY 2003-2004 AND FY 2004-05

Executive Director Scott Harward introduced a proposed budget for the Association's 2004-05 fiscal year. Harward also presented proposed revisions to the budget for the 2003-04 fiscal year. He explained that changes to the budget for the current fiscal year are needed for several reasons. For starters, the existing budget, which was adopted at the Association's Annual General Meeting (AGM) in January 2003, does not provide for the separation of the Olympic Development Program from the Association's general treasury. In addition, improvements in the Association's bookkeeping have allowed for revenues and expenses to be tracked with greater precision. Finally, several reductions in the budget are being proposed to reflect cost savings or cuts that have already been achieved.

The revised budget for FY 2003-04 and the FY 2004-05 are both balanced. Harward explained that these budgets are conservative in nature, with estimates of revenues reserved and projections for expenses more generous. These budgets assume that the Association's membership will remain stable for the current year and then grow by 1,000 players the following seasonal year. These budgets also assume that the state association's player fee will remain the same, but include the fee increase that has been proposed, but not yet adopted, by US Youth Soccer for the 2004-05 fiscal year. Harward encouraged the Association's member organizations to plan for this proposed increase, even though it may not be approved by the national organization.

President Paul C. Burke thanked Harward and Treasurer Tom Borrowman for their work preparing these budgets. Burke said that the proposed budgets will be made available on the Association's website. The Board will revisit these budgets at its next meeting and will hopefully approve them.

POTENTIAL GEOGRAPHIC REQUIREMENTS

District 6 Chairman Peter Unwin encouraged the Board to consider reinstating registration rules with geographic requirements as a method of promoting pride in truly local teams. Unwin explained that he has become worried that teams lack geographic identities and strong ties to a particular community. Unwin also expressed his belief that

the current rules, which allow players to register anywhere in the state, have converted players into commodities. Unwin said he was concerned about recruiting that destabilized and undermined existing teams. Although he understood that the Association cannot completely prohibit player movement, Unwin said that he would favor a rule requiring teams to maintain a strong majority of players from a single area.

Girls Competition Director Debbie Haycock suggested that such a rule might combat the perception in some quarters that competition soccer is too expensive. Haycock observed that soccer becomes more expensive when a player decides to join a team that is based relatively far from home. Haycock wondered how often players feel pressured to join a distant team, and whether stricter registration rules might temper such pressure.

Eric Blommer, serving as proxy for District 2, said that such fears are overblown. Blommer noted that more than 75% of players are registered within their home districts. All players, Blommer said, deserve to choose the best opportunities, regardless of where those opportunities may arise. District 5 Chairman Mike Tate expressed skepticism that any additional geographic restrictions could curtail the recruitment of top players. Boys Competition Director David Malchenson stated that more stringent geographic requirements would likely detract from the development of teams capable of competing at the regional level.

President Paul C. Burke stated that he would strongly oppose any proposed rule that might restrict players from exercising the freedom to choose where to play. Burke reiterated the principal commandment of his soccer philosophy, which holds that players know the truth. Burke cautioned against paternalistic rules that hamstring players and coaches. Burke agreed that the Association needs to address certain recruiting practices, but he urged against an overreaction that might deny developmental opportunities to deserving players. Burke concluded that players, and not administrators or arbitrary geographic boundaries, deserve to control their own destinies when it comes to choosing among opportunities to register to play on teams.

ACTION ITEMS

PROPOSED REVISIONS TO RESIDENCY RULE

President Paul C. Burke introduced this topic with the observation that three different proposed policies had been made on this subject, each reflecting a different perspective on residency rules and governing structures. Burke asked each sponsor to introduce his proposal and to explain how it differed from the others. For reference, the existing bylaws state as follows:

3:01 RESIDENCY REQUIREMENTS

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for each of its leagues, districts and affiliate associations. Except as noted below and in 6:01:01 in the Bylaws and Rules, players must register to play in the league, district or association within whose boundaries they reside as

of the date regular registration begins for the seasonal year. Exceptions to the above-stated rule: Players who attend schools in another league or district. All competitive players must indicate elementary school area in which they reside on the REGISTRATION FORM

6:01:01 COMPETITION PROGRAM. The Competition Program contains teams entered on the state level playing in leagues formed on a statewide basis without regard to gender in the following manner:

- ◆ The State Competition Program consists of teams formed with players without regard to League/District boundaries.
- ◆ Assignments of teams within divisions shall be the responsibility of the Competition Board.

NOTE: Teams must register in the district in which the greatest number of rostered players resides as of the date of registration.

Past President Richard Messenger proposed that the Association adopt the following bylaws, with his proposed revisions appearing in italics:

3:01 RESIDENCY REQUIREMENTS

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for each of its leagues, districts and affiliate associations. Except as noted below and in 6:01:01 in the Bylaws and Rules, players must register to play in the league, district or association within whose boundaries they reside as of the date regular registration begins for the seasonal year. Exceptions to the above-stated rule: *1) Players who attend schools in another league or district, 2) players who want to play with friends and/or coach in another league or district, 3) players participating with an independent competition team in another league or district, or 4) a club. All players registered on District and Independent State teams must indicate elementary school area in which they reside.*

6:01:01 COMPETITION PROGRAM. The Competition Program contains teams entered on the state level playing in leagues formed on a statewide basis without regard to gender in the following manner:

- ◆ The State Competition Program consists of teams formed with players without regard to League/District boundaries.
- ◆ Assignments of teams within divisions shall be the responsibility of the Competition Board.

NOTE: *District and Independent State Teams* must register in the district in which the greatest number of rostered players resides as of the date of registration.

District 3 Chairman John Lowery then introduced a version that was drafted by John Johnson. Lowery explained that the proposal from District 3, which appears below, permits teams that are affiliated with clubs to register and receive equal access to services from the district in which the teams reside.

3:01 RESIDENCY REQUIREMENTS

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for each of its leagues *and affiliated club teams participating in the Competition program.* Except as noted below and in 6:01:01 in the Bylaws and Rules, players must register to play in the league, district or association within whose boundaries they reside as of the date regular registration begins for the seasonal year. Exceptions to the above-stated rule:

Players who attend schools in another league or district. All competition players must indicate elementary school area in which they reside on the REGISTRATION FORM.

6:01:01 COMPETITION PROGRAM. The Competition program contains *independent and affiliated club* teams entered on the state level playing in *age groups and divisions* formed on a state wide basis without regard to gender in the following manner:

- The State Competition Program consists of *independent and affiliated club* teams formed with players without regard to League/District boundaries.
- Assignments of teams within divisions shall be the responsibility of the Competition Board.

COMPETITION PROGRAMS REGISTRATION AND FIELDS. *Independent and affiliated club/team participating in the Competition Program may register in the district in which the greatest number of rostered players resides as of the date of registration. The district must register all such teams and provide for appropriate fields for such teams charging no greater fee than the fee necessary to cover administrative registration costs and field fees. Affiliated club teams may register in the primary district of the affiliated club and either play on fields in the primary district of the affiliated club or on such fields as may be secured by the team, affiliated club or district.*

District 6 Chairman Mike Tate then introduced his version. Its most notable feature was a requirement that would force all teams affiliated with a club to register in the district in which the club is sanctioned.

3:01 RESIDENCY REQUIREMENTS

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for each of its leagues, districts and affiliate associations. Except as noted below and in 6:01:01 in the Bylaws and Rules, players must register to play in the league, district or association within whose boundaries they reside as of the date regular registration begins for the seasonal year. *Players who participate with a Club or associated with a Club in any way must register within the district or league where the Club is sanctioned and approved. All District and independent State competitive players must indicate elementary school area in which they reside on REGISTRATION FORM*

6:01:01 COMPETITION PROGRAM. The Competition Program contains teams entered on the state level playing in leagues formed on a statewide basis without regard to gender in the following manner:

- ◆ The State Competition Program consists of teams formed with players without regard to League/District boundaries.
- ◆ Assignments of teams within divisions shall be the responsibility of the Competition Board.

NOTE: Teams must register in the district in which the greatest number of rostered players resides as of the date of registration. *Unless they are affiliated with a Club in any way, they will then register in the districts where the Club is sanctioned.*

President Paul C. Burke observed that these proposals reflect sharply differing views about the rights and respective responsibilities of districts, leagues, and clubs. Burke then solicited information from Board members to demonstrate that the Association's seven districts are operating without common principles or rules. For example, in some districts, the district itself is responsible for field acquisition and allocation; whereas in

other districts, the leagues and clubs have these responsibilities. District fees range from a few dollars to more than \$70 per year.

Because the Association's seven districts operate differently, each has developed its own set of internal rules and practices. Each district has its own culture, but none of the districts is an island. Unfortunately, too many members of the Association are finding themselves caught between divergent district cultures, and members know not how to navigate through varying rules, regulation, and practices. The result is confusion, inefficiency, frustration, and conflict.

Burke observed that many of the Association's recent disputes could be traced to a lack of operational consistency among the districts. Burke stated that the Association needs to develop more continuity and standards of operation so that the organization can better serve its membership.

Upon expiration of the discussion period for this topic, President Burke appointed Rules Chair Linda Kay Messenger to continue work on the residency rule. Burke directed Ms. Messenger to consult with the sponsors of the various proposed residency rules in an effort to develop consensus.

RECESS

President Paul C. Burke announced a recess at 9:50 PM. The meeting resumed five minutes later.

CHANGES TO THE STATE COMPETITION LEAGUE RECOMMENDED BY THE ALIGNMENT STUDY COMMITTEE

- **SEASONAL DATES**

Director of Development Bruce Cuppett made the motion to standardize the seasonal start dates in the State Competition League to the first Monday in April and the first Tuesday after Labor Day in September. After this motion was seconded, Rocco Vitacca observed that a Saturday in April would be lost and unavailable for play in some years. Cuppett accepted a friendly motion to amend to set the start of the spring season during the first week of April. The motion was then passed as amended.

- **PRE-ALIGNMENT TEAM INFORMATION FORM**

Girls Competition Director Debbie Haycock made the motion to implement a policy that would require teams in the State Competition League to submit a Pre-Alignment Team Information form as a mandatory part of registration. After this motion was seconded, the Chairman ruled the motion to be out of order because the subject did not appear on the agenda distributed with the notice of the Board meeting.

Motion was then made, seconded, and approved by more than a two-thirds margin to suspend the rules to permit introduction of this motion. Girls Competition Director Haycock and Rocco Vitacca, who serves as the District 3 representative on the Girls

Competition Board, explained that the alignment process would be improved if the committees had more extensive and reliable information about registered teams. Vitacca showed the Board an example of a form he had prepared to serve this purpose. The motion was then approved.

- NUMBER OF GAMES PER SEASON

Director of Development Bruce Cuppett made the motion to limit the number of games per season in the State Competition League to ten. After this motion was seconded, Cuppett explained the rationale for this proposal. Cuppett explained that a reduction in the number of games is recommended due to a number of limiting factors: too few fields, too few referees, and too few days with good weather and enough light. Cuppett explained that, in the usual eight team divisions, teams would play seven official matches—once against each other team—plus three scheduled friendly matches that would not count in league standings.

Rocco Vitacca, who represents District 3 on the Girls Competition Board, expressed concern about a ten game season with eight team divisions. Vitacca thought that these strictures would create scheduling and logistical challenges. Vitacca suggested that the State Competition League adopt 11 team divisions if it adopted a ten game schedule.

President Paul C. Burke said that he had both substantive and procedural concerns about the proposal to reduce the number of games in the State Competition League. Addressing the merits, Burke said that, as a coach, he was not convinced that this proposed change would better serve the players. On the other hand, Burke said he was convinced that players would dislike the change since players love the competition that exists only in matches.

Speaking as an administrator, Burke questioned whether the Association's membership would support cutting the number of real games in half. Burke said that the feedback he had received on this proposal was almost uniformly negative. Among the criticisms: that teams might receive byes on Saturdays during the season; that teams would not travel to play scheduled "friendly" matches; that a seven game season is too short and would unduly and unfairly magnify the importance of each game; that the proposed seven game season would be less beneficial for player development because, with only one game against each opponent, teams and players would find it more difficult to measure their progress; and that player development would be harmed because the quality teams would play each other less frequently.

President Burke also expressed procedural concerns about how this proposal was progressing towards implementation. While Burke applauded the Alignment Study Committee for working together to make this recommendation, Burke said that he believed that the recommendations should be presented to the governing Boards for the State Competition League.

Burke said that the Association would be better served if the Competition Boards made decisions of this nature. The Association's Board of Directors should focus on managing the Association's business and promoting soccer in state rather than obsessing on the details of the State Competition League. Although Burke conceded that this proposal represented an important policy initiative, he said that the Board of Directors should not undercut the Competition Boards by deciding this issue preemptively. The member organizations whose teams play in the State Competition League should be encouraged to participate in this decision-making process and to take ownership of the league. The governing boards for the State Competition League deserve more latitude to manage its operations.

A motion was then made, seconded, and approved to refer consideration of this proposal to shorten the length of the season in the State Competition League to a special joint meeting of the Girls and Boys Competition Boards.

Girls Competition Director Debbie Haycock and Boys Competition Director David Malchenson later announced that this meeting will be held on Friday, January 9, 2004 beginning at 7:30 PM at the State Office. The Association's membership is invited to participate in this process. Coaches in the State Competition League are especially encouraged to share their views on this subject with their representatives on the Competition Boards.

POSTPONEMENT OF ADJOURNMENT

Chairman Paul C. Burke announced that the time set for adjournment had arrived. Motion was then made, seconded, and approved unanimously to suspend the meeting rules in order to extend the meeting for 15 minutes.

APPLICATION FOR AFFILIATION

Executive Director Scott Harward reported that he had received an application for UYSA affiliation from Club United, which is based in District 6. Harward said that he had reviewed the application and it appeared to be complete. District 6 Chairman Peter Unwin offered the motion, which was subsequently seconded and approved, to approve the application of Club United for affiliation and thereby extend the rights, privileges, and responsibilities of UYSA membership to Club United.

EXECUTIVE SESSION

Motion was made, seconded and approved to enter into Executive Session to discuss potential litigation and personnel issues. After the Board exited from Executive session, it announced that motion had been made, seconded, and approved to award performance bonuses of \$2,000 to Executive Director Scott Harward and Technical Director Greg Maas.

ADJOURNMENT

Motion was made, seconded and approved to adjourn at 11:15 p.m. The next meeting of the Board of Directors of the Utah Youth Soccer Association is scheduled for Thursday, January 16, 2004 at 7:30 p.m. The meeting will be held at the State Office of Utah Youth Soccer Association in Salt Lake City, Utah.

**These draft minutes were prepared by Secretary Jodi Wells.
Please direct any correction or clarifications to ewells@networld.com**