

UTAH YOUTH SOCCER ASSOCIATION
Minutes of the Meeting of the Board of Directors
January 15, 2004

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 7:30 p.m. at the State Office of Utah Youth Soccer Association in Salt Lake City, Utah. The following Board members were present:

Paul C. Burke, President
Scott Maxfield, Vice President
Jodi Wells, Secretary
Tom Borrowman, Treasurer
Debbie Haycock, Girls Competition Director
Richard Yoder, Chairman of Discipline Committee (Proxy for Director of Development)
Arnold Wilcox, Chairman of District 1 (Salt Lake City)
Bill Patterson, Chairman of District 2 (West Salt Lake County)
John Lowery, Chairman of District 3 (Sandy/Draper)
Dave Mills, Chairman of District 4 (North Davis & Weber County)
Mike Tate, Chairman of District 5 (Utah County)
Richard Messenger, Proxy for District 6 (Davis County)
Lance Postma, Proxy for District 7 (Cache County)

Also present were Gail Ellison (ODP Administrator), Scott Harward (Executive Director), John Johnson (Blitz F.C. Vice-President), Linda Kay Messenger (Rules Committee Chair), and Tina Patterson (State Registrar).

Board Members who were excused or absent included: Bruce Cuppett (Director of Development), Dave Malchenson (Boys Competition Director), Peter Unwin (Chairman, District 6) 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 welcomed its participants to the first meeting of the new year. Burke also thanked those present for their punctual attendance.

ADOPTION OF MEETING RULES

Motion was made, seconded, and approved to adopt the amended agenda and the following meeting rules to (1) limit reports to ten minutes without permission from the Chairman; (2) limit discussion on action items to fifteen minutes; (3) authorize the Chairman 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 10:30 PM. This motion was adopted.

ADOPTION OF MINUTES FROM PREVIOUS MEETING

Secretary Jodi Wells presented the draft minutes from the last meeting of the Board of Directors. These draft minutes from December 18, 2003 Board meeting had been made available on the Association's website and were distributed to Board members at the meeting.

Motion was made, seconded, and approved to amend the minutes under the Call to Order section to add that Eric Blommer serves as the Assistant District Chairman of District 2. Motion was then made, seconded and approved to accept, as amended, the draft minutes from the December 18, 2003 meeting of the Board of Directors.

REPORTS

VICE PRESIDENT'S REPORT

Vice President Scott Maxfield reported on preparations for the Association's Annual General Meeting, which will be held at the Red Lion Hotel in Salt Lake City on January 30-31, 2004. Maxfield announced that Aleisha Cramer Rose, a former member of the U.S. Women's National Team and an All-American player at Brigham Young University, has agreed to be the keynote speaker at the Award Banquet on Friday evening. Rich Manning, Head Coach of the University of Utah's Mountain West Conference Champion Lady

Utes, will then speak at the luncheon on Saturday. Maxfield encouraged all members of the State Council to attend the Association's 26th Annual General Meeting.

EXECUTIVE DIRECTOR'S REPORT

Executive Director Scott Harward reported that he and the office staff have been working with Vice President Scott Maxfield to make preparations for the Annual General Meeting.

TREASURER

Treasurer Tom Borrowman reminded the Board of Directors that the independent audit for the Association's 2002-03 fiscal year has been completed. Borrowman reported that the Association had been given positive marks for its finances, financial management, and internal controls. Borrowman said that the auditor was very pleased with the progress the Association has made since January 2003.

Borrowman also reported on discussions with President Paul C. Burke about the composition of the audit committee. The initial appointments to this committee last year included representatives from odd numbered districts, and it was anticipated that representatives from even numbered districts would be appointed to serve as replacements during even numbered years. However, because district elections are supposed to be conducted on the same schedule, some concern has been raised about potential turnover and disruption. As a result, Burke and Borrowman are considering flopping the appointment schedule for the audit committee.

Borrowman concluded his report by distributing current financial statements of the Association's accounts. Borrowman invited anyone with questions about the financial statements or the audit to contact him.

STATE COMPETITION LEAGUE

Girls Competition Director Debbie Haycock reported that State Competition League is considering proposed changes to the scheduling and alignment processes. The Boys and Girls Competition Committees held a joint meeting on Friday, January 9th to discuss and refine a variety of proposals. Haycock reported that discussions focused on the recommendation from the Alignment Study Committee to reduce the number of games in the season. Haycock reported that a consensus emerged to reject this recommendation. Haycock said that she expected to the State Competition League to retain its traditional home-and-away schedule. Another joint meeting of the Competition Committees meeting was scheduled on Friday, January 16, 2004 at 7:00 PM at the State Office to continue deliberations on the proposed changes.

DISTRICT REPORTS

DISTRICT 1

Chairman Arnold Wilcox reported that the district board had not recently met. Wilcox said that he had received an informal vote of confidence from district board members in a straw poll conducted by district registrar Maurine Reynolds. Wilcox agreed with President Paul C. Burke that the district needs to schedule a meeting to conduct formal elections.

DISTRICT 2

Chairman Bill Patterson reported that District 2 will hold elections at its regularly scheduled board meeting in April. Patterson announced that he will not seek re-election as district chairman. Patterson reported that, due to scheduling conflicts, the district board had not met for several months. Patterson also announced that Leisa Vineyard has become the district's treasurer.

DISTRICT 3

Chairman John Lowery reported that he was re-elected as district chairman when the district held its elections in early 2003. Lowery reported that 2004 has brought new challenges to secure needed fields. Sandy City has closed several fields until at least August, including a few of the larger fields. As a result, it will be difficult this spring to schedule games in the older age groups, particularly on Tuesdays, Thursdays, and Saturdays. Lowery also reported that a pair of referee clinics is scheduled to begin in the district during the next two months. More information about these clinics is available on the referee education section of the Association's website, which can be accessed at www.utahyouthsoccer.net/ref_clinic_area.html.

DISTRICT 4

Chairman Dave Mills reported that registration has begun in the district for the spring season. Mills also reported that the district is working on a risk management issue involving a coach.

DISTRICT 5

Chairman Mike Tate announced that elections will be held during the district's annual general meeting on February 11, 2004. Tate reported on efforts to develop recreation programs in Price, Saratoga Springs, Eagle Mountain, and Provo. Tate also reported that approximately ten people from the district have enrolled in the upcoming referee assignor's course.

DISTRICT 6

Proxy Richard Messenger reported that the district will be conducting elections at its annual general meeting shortly after the Association's annual general meeting. Messenger also reported that the office of the South Davis Soccer Association was recently damaged by a small fire. The timing of the blaze was especially unfortunate because SDSA had recently remodeled its office in Bountiful.

DISTRICT 7

Proxy Lance Postma reported that the district held its AGM in November and that District Chair Delon Brower was re-elected by acclamation. Postma said that the district board is studying how it might obtain more exposure and publicity for its advertising dollar. Postma also reported that registration for the spring season has begun, and that several new fields are expected to be opened this spring.

ACTION ITEMS

CLARIFICATION OF REFEREE MATCH FEES

President Paul C. Burke introduced this topic and explained that there had been confusion during the fall season regarding the proper match fee for officials in the U15 through U19 age groups of the State Competition League. The fee had once been set at \$55.00, but this amount was found to be inconvenient because, when divided among three officials by two teams, this amount required the teams to pay with coins.

Almost two years ago, at the March 21, 2002 meeting of the Board of Directors, a motion was reportedly passed to revise the payment scale to eliminate the need for quarters. Unfortunately, while the minutes from two years ago indicate that the proposal was passed by the Board, the minutes do not indicate the actual amount of the match fee that the Board meant to set. As a result, the referee community has been led to believe that the match fee had been increased to \$58.00. Moreover, during the fall season, many referees in the State Competition League collected \$58.00 per game.

President Paul C. Burke encouraged the Board to enact a resolution to eliminate any confusion and to formalize the practice that became common during the fall season. Motion was then made and seconded to revise Policy 14 to state that, for U15-19 matches in the State Competition League, each team is responsible to pay half of the total game fee of \$58.

District 5 Chairman Mike Tate expressed concern, which was shared by several Board members, that districts and leagues may have collected fees for the upcoming season based upon the old published fee. Teams from such leagues and districts might not have the funds in hand for the corrected rate.

District 3 Chairman John Lowery offered a motion to amend, which was seconded, to make the \$58 rate effective for the 2004-05 seasonal year. President Burke expressed concern about this proposal because it would inconvenience the Association's members with coins and because the referee community had been led to believe by the Board's previous action that the rate was already \$58 per game. The motion to amend was nevertheless adopted.

President Burke encouraged the Board to reconsider its decision to effectively cut the pay of referees in the State Competition League. Two years ago the Board had apparently meant to set the fee at \$58 per game, but this problem was created by the previous Board's failure to properly articulate its intent and communicate its decision. Burke said that the \$58 fee has become the de facto policy, so the delayed implementation of the \$58 fee would essentially result in referees suffering a cut in pay. Burke said that a pay cut is the wrong message to send to referee community that the Association needs to support.

Girls Competition Director Debbie Haycock expressed support for postponing the formal implementation of the \$58 match fee until the fall 2004 season. Haycock suggested that a letter be sent to the Utah Referees Association to advise it of the proper fee. The motion was then passed so that, effective for the 2004-05 seasonal year, Policy 14 will state that, for U15-19 matches in the State Competition League, each team will be responsible to pay half of the total game fee of \$58.

CONFLICT OF INTEREST POLICY

Motion was made and seconded to adopt the following conflict of interest policy as a supplement to Bylaw 2:16:01:

CONFLICT OF INTEREST POLICY

No Member of UYSA Board of Directors or State Officer as defined in Bylaw 2:02:01, 2:04:01, and 2:05:01 may receive remuneration (except for reimbursement of approved expenses) for the performance of services as an officer or director of the Association. Members of the Board of Directors and State Officers must disclose any affiliation that might create an actual or perceived conflict of interest. Members subject to this policy shall be considered to have a conflict of interest if:

(a) the Member has existing or potential financial or other interest that impairs or might reasonably appear to impair that Member's independent, unbiased judgment in the discharge of his or her responsibilities to the Association; or,

(b) the Member is aware that a member of his or her family, or any organization in which the Member (or member of his or her family) is an officer, director, employee, member, partner, trustee or controlling stockholder, has existing or potential financial or other interest that impairs or might reasonably appear to impair that Member's independent, unbiased judgment in the discharge of his or her responsibilities to the Association. For the purposes of this provision, a family member is defined as a spouse, parent, sibling, child, and any other person that resides in the same household as the Member.

Members shall disclose to the Board of Directors any possible conflict of interest at the earliest practical time. Each Member shall complete and sign a disclosure form provided annually by the Secretary. Furthermore, a Member who has disclosed a conflict of interest shall not participate in discussions of, and shall abstain from voting on, any pertinent matter under consideration by the Board of Directors. The minutes of these meetings shall reflect that a disclosure was made and that the Member having a conflict or possible conflict of interest abstained from voting. Any Member who is uncertain whether a conflict of interest may exist in any matter may request that the Board of Directors resolve the question in his or her absence by majority vote.

District 6 Proxy Richard Messenger questioned whether the policy should require disclosures about family members. President Burke responded that this policy should increase the confidence of the Association's membership in the integrity of the Association's officers and directors. In addition, Burke said this policy would hopefully prevent a Board member from using his or her influence to provide a financial benefit either directly or indirectly to a family member.

Discipline Committee Chairman Richard Yoder said the he had reviewed the conflict of interest policies of several state associations, and it was common for board members to be required to disclose potential conflicts involving family members. The Board then voted to pass the motion and adopt this conflict of interest policy.

BUDGETS FOR 2003-04 AND 2004-05

Executive Director Scott Harward reported that he worked on the mandate from the Board at its last meeting to incorporate line items in the 2004-05 budget to cover the 2004 Regional Workshops, which will be held in Salt Lake City in October, and the 2005 US Youth Soccer National Workshops, which will be hosted in Salt Lake City in February 2005. Because the upcoming meetings will be in Utah, obviating the need for much travel, Harward explained that funds were shifted from the travel budget to the workshop budgets. Harward also reported that \$3,000 had been included in the budget for the workshops to cover contingency expenses. Harward also reported that the budget includes the proposed US Youth Soccer fee increase for 2003-04. If the fee increase is passed by the national organization at its February meeting, the fee increase will be passed through by the Association.

District 6 Proxy Richard Messenger addressed the Board and stated that the budget for the workshops should be increased by \$20,000 to cover the projected cost of two continental breakfasts during the national workshops. Messenger explained that, during his tenure as the Association's president, he had submitted a bid on behalf of the Association to host the national workshops. Messenger reported that the Association's bid had pledged the Association to cover the cost of these breakfasts, and that it had been his intention to secure sponsorship to offset the costs from these breakfasts. Several members of the Board then expressed surprise and concern that this was the first time they had ever heard that the Association might be obliged to spend \$20,000 to underwrite events at the national workshops. President Paul C. Burke shared this concern and inquired about the nature and history of the obligation reported by Messenger. Burke then said that further investigation would be needed to determine whether any contractual obligation existed. Burke also said that, based on present information, he opposed the suggestion to put the budget into deficit by adding the \$20,000 obligation reported by Messenger.

Motion was made, seconded, and approved to accept the proposed revisions to the budget for the Association's 2003-04 fiscal year. Motion was then made, seconded, and approved to adopt the budget as presented by Executive Director Scott Harward for the Association's 2004-05 fiscal year.

POLICY FOR TEAM BENCH AREAS

Motion was made and seconded to substitute the following policy for Team Bench Areas for matches in the State Competition League:

POLICY: TEAM BENCH AREAS (State Competition League Only)

Team benches are to be on the same side of the field. A teams' bench area shall consist of that area two (2) yards away from the touch line and extending twenty yards in one direction beginning not closer than five yards from the midfield line. The home team has first choice as to where it wishes to locate its bench area. Coaches and substitutes are required to remain within their bench area during the game. Parents and spectators must occupy the opposite side of the field from the team's bench areas. In the unlikely event where physical restrictions of a field make the above impossible, at the discretion of the referee, spectators and parents may be allowed on the same side of the field.

District 5 Chairman Mike Tate stated that the board in his district had agreed to abide by this policy, which was endorsed by Technical Director Greg Maas. District 7 Proxy Lance Postma expressed support for this proposal and said that it would enhance the ability of coaches to instruct their players without parental interference.

District 6 Proxy Richard Messenger conveyed the opposition of District 6 Chairman Peter Unwin to this proposal. Unwin prefers that parents be stationed on the same side of the field as teams so that coaches, rather than referees, bear the larger burden of regulating parental behavior. Vice President Scott Maxfield shared this concern and wondered how coaches could be held accountable for behavior on the other side of the field. After the question was called, the Board voted in favor of the proposed policy.

RECESS

President Paul C. Burke announced a recess at 9:00 p.m. Burke called the meeting back to order seven minutes later.

RESIDENCY RULE

Rules Chair Linda Kay Messenger reported that she had formed an ad hoc committee with District 5 Chairman Mike Tate, Blitz Club Vice-President John Johnson, and former president Richard Messenger to continue developing a new residency rule. Motion was made and seconded to adopt the following bylaws and policies proposed by this committee:

3:01:01 Boundaries. The Association has established and recognizes specific boundaries for each of its leagues, districts and affiliated associations. Players must register to play in the league, district or association within whose boundaries they reside as of the dated regular registration begins for the seasonal year. Exception to this rule:

- * Players attending schools in another league or district
- * POLICY: ADJACENT REGISTRATION
- * Players reaching the level of play in recreation or competition play in UYSA that their skills, desires and inclinations permit, (3:06:03 PLAYER ADVANCEMENT)
- *6:01:01 Competition Program-greatest number of rostered players.
- *Players registering with Affiliated Clubs.

All recreation, district teams and independent state teams must indicate elementary school area in which they reside on the REGISTRATION FORM.

6:01:01 Competition Program. The State Competition program contains teams entered in statewide competition without regard to gender as follows:

- *Teams formed with players without regard to League/District boundaries.
- *Teams must be registered in the district in which the greatest number of rostered players resides as of the date of registration.
- *Teams wishing to register through an affiliated club must register in the league or district through which the club has been affiliated.
- *Assignment of teams within divisions shall be the responsibility of the Competition Board.

1:06:02 The Board of Directors shall create geographical sub-divisions within the territory which shall be known as "Districts." A District shall consist of two (2) or more Leagues or Affiliated Clubs.

After presenting this proposal, Rules Committee Chair Linda Kay Messenger explained that the State Council had directed the Board of Directors to clarify these policies. Ms. Messenger also said that she believed that the Board had the discretion to review the existing policy and then leave it in place. Ms. Messenger then presented the recommendation of the Rules Committee that the current residency rule remain in effect, even though this suggestion would result in the disenfranchisement of the clubs. Ms. Messenger also expressed opposition to the concept that players should be free to choose where to register. Ms. Messenger stated that players and teams would then be able to seek out the lowest available fee.

District 6 Proxy Richard Messenger said that some clubs want to have a vote in the State Council, but others do not. Blitz F.C. Vice-President John Johnson said that the rules should encourage clubs to become affiliated. Johnson also said that the existing rules not only permit but require affiliated teams to register in geographic areas depending on the composition of the team. Club teams are simply playing by the rules set by the State Council at the 2003 Annual General Meeting.

Vice President Scott Maxfield acknowledged that this policy has ramifications far beyond just voting rights. It involves the respective rights and responsibilities of clubs, leagues, and districts. It also touches on issues of team formation, recruiting, and field assignment.

Girls Competition Director Debbie Haycock stated that the rules should permit players to access fields that are maintained by their parents' tax dollars. District 5 Chairman Mike Tate disagreed, saying that players should forfeit the right to use local fields by choosing to affiliate with a club based in another area.

Upon the expiration of the discussion period, motion was made, seconded, and approved unanimously to continue discussion of this subject for ten additional minutes. Motion was then made, seconded, and approved to substitute the following for the initial proposal:

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for its Districts and recreation leagues. Players may register with the recreation league or membership organization of their choice.

6:01:01 COMPETITION PROGRAM. The State Competition Program consists of the State Competition League and other competition leagues authorized by the Board of Directors. The State Competition League consists of teams engaged in competition on a statewide basis. Teams registered to play in the State Competition League may be formed without regard to league or districts boundaries. Each team associated with an Affiliated Club must register through the Affiliated Club. An unaffiliated team must register through the District in which the greatest number of its players reside.

1:06:02 The Board of Directors may create and designate geographical sub-divisions called "Districts".

Rules Chair L. Messenger agreed that this proposal is simpler and agreed that it should be passed, provided that Bylaw 1:06:02 was amended to add a final sentence stating, "A district shall consist of two or more leagues or affiliated clubs." Such a motion to amend was then made, seconded, and approved.

Further discussion ensued about whether a club team should register in the home district of its players or the club. District 5 Chairman Tate insisted that a team should not have a claim on a local field if it chooses to affiliate with a club based elsewhere. Blitzz F.C. Vice-President Johnson then noted that some districts had refused to register teams affiliated with a "foreign" club.

President Burke explained that districts may not refuse to register a team simply because the team has chosen to affiliate with a club. The districts are subdivisions of the state association and therefore must comply with the Association's responsibilities. Moreover, since the Association's bylaws require every team in the State Competition League to register in the district in which a plurality of the team's players reside, the refusal of a district to register a club-affiliated team would be tantamount to denying the team of the opportunity to participate in the Association. Burke acknowledged, however, that it remains an open issue about what services a district may have to provide to teams affiliated with a club based in another district.

Motion was made, seconded, and approved unanimously to continue discussion of this subject for another five minutes. Motion was then made and seconded to amend the proposal by striking the following from 6:01:01: "Each team associated with an Affiliated Club Must register through the Affiliated Club. An unaffiliated team must register through the District in which the greater number of its players resides." The motion to amend failed by a vote of 13-6.

When discussion returned to the subject of registration and field rights, President Burke reminded the Board that it needed to take some action to fulfill the mandate from the State Council in January 2003. Motion was again made to amend the proposal by striking the final two sentences from the proposed Bylaw 6:01:01. The motion to amend was seconded, and then Girls Competition Director Debbie Haycock agreed that the elimination of the two sentences would permit clubs to vote at the AGM but would leave open the issues of services due by a district to a registered team. The motion to amend was adopted.

The Board then voted to adopt the proposal as amended. Consequently, the following bylaws and policies were enacted by the Board:

3:01:01 BOUNDARIES. The Association has established and recognizes specific boundaries for its Districts and recreation leagues. Players may register with the recreation league or membership organization of their choice.

6:01:01 COMPETITION PROGRAM. The State Competition Program consists of the State Competition League and other competition leagues authorized by the Board of Directors. The State Competition League consists of teams engaged in competition on a statewide basis. Teams registered to play in the State Competition League may be formed without regard to league or districts boundaries.

1:06:02 The Board of Directors may create and designate geographical sub-divisions called "Districts." A district shall consist of two or more leagues or affiliated clubs.

SOUTHERN UTAH INITIATIVE

President Paul C. Burke reported that the Southern Utah Soccer League (SUSL) slimmed down its original proposal and SUSL President Monica Chadez desired that the Board consider the revised proposal. Motion was then made and seconded to promote program development in southern Utah by authorizing the following:

- Designation of \$25,000 from the Association's unallocated general reserves for Program Development in central and southern Utah.
- Provide a grant of \$14,000, payable over the next 18 months, to the Southern Utah Soccer League to facilitate the hiring of an employee who will be responsible for membership recruitment, administration of recreational leagues, and development of a Regional Competition League in Southern Utah.
- Sanction a tournament in St. George to be hosted by the Southern Utah Soccer League on an annual basis.

President Burke explained that Eric Landon, a former professional player and high-level ODP and club coach, was prepared to move to southern Utah to manage and operate this program. Burke encouraged the Board to make the requested investment in the Association's program in southern Utah. Burke explained that SUSL may have to start a recreation program from scratch, but that the failure to invest in SUSL could result in its folding.

District 6 Proxy Richard Messenger expressed opposition to the Southern Utah Initiative and said that he preferred that any grants be given to District 6. District 2 Bill Patterson struck a similar note. Patterson recalled that the Board had refused in April 2000 to help his district to purchase some small goals.

District 5 Chairman Mike Tate encouraged the Board to pass the measure. Tate predicted that the Association's membership would grow in southern Utah as a result of this initiative. Vice President Scott Maxfield also encouraged the Board to vote affirmatively. The motion was then passed.

APPLICATION FOR AFFILIATION

Executive Director Scott Harward reported that he had received an application for UYSA affiliation from Impact United, which is based in District 1. Harward said that he had reviewed the application and it appeared complete except that a copy of the club's bylaws had not been submitted. Motion was then made, seconded, and passed to approve the application of Impact United for affiliation and thereby extend the rights, privileges, and responsibilities of UYSA membership to Impact United, subject to receipt of the club's bylaws by the Association before the AGM.

EXECUTIVE SESSION

Motion was made, seconded and approved to enter into Executive Session to discuss strategic planning issues. The Board returned from Executive Session without having taken any action.

ADJOURNMENT

Motion was made, seconded and approved to adjourn at 10:50 p.m. There will not be a UYSA Board meeting in February due to the timing of the US Youth Soccer National Workshop in Boston, Massachusetts on February 19-21. The next meeting of the Board of Directors of the Utah Youth Soccer Association will be on March 18, 2004 at 7:30 p.m. The meeting will be held in District 4 at a location to be announced.

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