



North Carolina Youth Soccer Association
Annual General Meeting
January 30, 2022 – 10:00 a.m.
Held Virtually via Zoom

TENTATIVE
1/11/2022

AGENDA

Call to Order	Marvin Bishop, President
Special Guest	TBA
Credentials Report	Janice Drimer, Secretary
Minutes 6/28/2021 Board of Directors Mid-Year Meeting (Virtual)	Marvin Bishop, President
Actions of the Executive Board 8/10/2021, 10/12/2021, 12/14/2021	Marvin Bishop, President
Officer Reports	
President	Marvin Bishop
Executive Vice President	Bob Singer
Treasurer – Financials	John Koslick
VP Recreation	Rick Pierce
VP Competitive	Larry Taylor
VP Tournaments & Travel	Jeff Thomas
VP Player & Coaching Development	Art Rex
Coaching Education	
State Select/Olympic Development Program (ODP)	
Academy Program	
Member at Large	Boxley Llewellyn
SRA/SYRA	Paul James
Committee Reports	
Risk Management	Bob Singer/John Koslick, Co-Chairs
Discipline and Appeals	Larry Taylor, Chairman
Registration	Jane Llewellyn, State Registrar
Classic Promotion and Relegation	Larry Taylor, VP Competitive
National League – Piedmont Conference	Mike Rottjakob, State Representative
Membership	Marvin Bishop, Chairman
Parent Committee	Boxley Llewellyn
Unfinished Business	
New Business	
Strategic Planning Presentation	Boxley Llewellyn, Member at Large
Bylaw Proposal New Bylaw - Proposal by Seashore Soccer League	Marvin Bishop, President
NCSRA Presentation – Fee increase	Paul James, SRA/SYRA NCSRA

Election of Officers

Bylaw 401.Section 4. The following officers shall be elected in even calendar years and shall serve for a period of two (2) successive years:

Executive Vice President	Bob Singer seeking re-election
Treasurer	John Koslick seeking re-election
Vice President of Recreation	Rick Pierce seeking re-election
Member at Large	Boxley Llewellyn seeking re-election

Nominations also taken from the floor

Good of the Game

It's hard to say goodbye but Thank you MARK MOORE for your 29 ½ years of service to NC Youth Soccer. Enjoy your retirement! You will be missed.

Adjournment



NORTH CAROLINA YOUTH SOCCER ASSOCIATION, Inc.

TO: NCYSA SECRETARY

RE: NCYSA Board of Directors Meeting - AGM

Please email to Mark Moore **no later than THURS, January 27, 12:00 noon.**
(Scan or photograph and email to mark@ncsoccer.org)

FROM: _____

RE: PROXY – Board of Directors AGM – Due by 12:00 p.m. – January 27, 2022. (All emailed proxies will have to be sent on or before this date/time to be valid for the virtual meeting .)

As this is a virtual meeting, hand-delivered proxies will not be accepted.
NOTE: Phone call approvals will NO LONGER be accepted in place of the signed proxy.

FOR THE BOARD OF DIRECTORS – AGM Sunday, January 30, 2022 at 10:00 a.m. virtually and online voting

(Check one and complete the remaining blanks)

- _____ A. This Association will be represented at this meeting by its delegate or by an authorized alternate from this association. The person representing our association will be _____.
(This MUST carry the name of the person representing the association IF NOT THE PRESIDENT)
- _____ B. This Association appoints _____ as its true and lawful Attorney in Fact and Proxy to vote on all business which may legally come before this meeting. ***(This needs to carry the name of the person outside of your association that will be representing you.)***
Bylaw 304. Voting. Section 3. Proxy. A person may hold a maximum of four (4) proxies.
- _____ C. This Association relinquishes its right to vote. The Association's right to vote is regained immediately after this meeting ends.

Special Note: If this letter is not returned by the Association, it is assumed that the Association chooses option 'C'.

NAME OF ASSOCIATION: _____

PRINTED NAME OF PRESIDENT OR DELEGATE: _____

SIGNATURE OF PRESIDENT: _____

DATE: _____

RETURN NO LATER THAN 12:00 p.m. on January 27, 2022

Reminders:

- A single person may only hold a maximum of four (4) individual association proxies. (A person representing an affiliated association by proxy can hold that proxy plus three (3) additional individual association proxies); and,
- No Officer or staff member of the NCYSA shall hold a proxy vote.



North Carolina Youth Soccer Association
Board of Directors Meeting
 June 28, 2021 7:00 p.m.
 Online Zoom Meeting

MINUTES

ROLL CALL

PRESIDENT	MARVIN BISHOP	PRESENT
EXECUTIVE VICE PRESIDENT	BOB SINGER	PRESENT
SECRETARY	JANICE DRIMER	PRESENT
TREASURER	JOHN KOSLICK	PRESENT
VICE PRESIDENT RECREATION	RICK PIERCE	PRESENT
VICE PRESIDENT COMPETITIVE	LARRY TAYLOR	ABSENT
VICE PRESIDENT CHALLENGE	BOXLEY LLEWELLYN	PRESENT
VICE PRESIDENT TOURNAMENTS & TRAVEL	JEFF THOMAS	PRESENT
VICE PRESIDENT PLAYER & COACHING DEVELOPMENT	ART REX	PRESENT
STATE YOUTH REFEREE ADMINISTRATOR	PAUL JAMES	PRESENT
NCYSA EXECUTIVE DIRECTOR	KATHY ROBINSON	PRESENT

NCYSA Membership

Association	President	Roll Call	Proxy	Proxy Name
AC SANDHILLS	KRISTEN HUDSON			
ASHEBORO CITY FUTBOL CLUB	MICHAEL MOWERS			
ASHEVILLE BUNCOMBE YOUTH SOCCER ASSOCIATION	LISA MAY	X		
BURKE SOCCER ASSOCIATION	BRADLEY TAYLOR			
BURLINGTON SOCCER CLUB	RYAN KIRK			
CAROLINA MOUNTAINS SOCCER CLUB	CYNTHIA DOWNS			
CAROLINA UNITED SOCCER ASSOCIATION	LOUIS HORNTAL			
CAROLINA VELOCITY FUTBOL CLUB	KRIS LAMB			
CATAWBA VALLEY YOUTH SOCCER ASSOCIATION	MICHAEL POE			
CHARLOTTE INDEPENDENCE SOCCER CLUB	PATRICK CONDON			
CHARLOTTE SOCCER ACADEMY	JAMES CANTALUPO		X	JIMMY O'BOYLE
CHATHAM SOCCER LEAGUE	MARK HALL			
CHEROKEE CO. SOCCER LEAGUE	LAUREN CARISEO			
COASTAL AREA SOCCER ASSOCIATION	JONATHAN CHRISANT			
COASTAL UNITED SOCCER ASSOCIATION	JAMES ANDERSON			
DAVIDSON COUNTY YOUTH SOCCER LEAGUE	ENRIQUE CISNEROS	X		
DENVER UNITED FUTBOL CLUB	ELLEN CALDWELL	X		
EAST DUPLIN SOCCER CLUB	RANDALL SHOUP			
EAST WAKE SOCCER ASSOCIATION	NICHOLAS PITTMAN			
FAYETTEVILLE SOCCER CLUB	CHARLES STAPLETON			
FC CAROLINAS	DAVID BROXTON			

FRANKLIN WAKE SOCCER CLUB	CHRISTOPHER STRAITS		
GREATER CLEVELAND ATHLETIC ASSOCIATION	MICHAEL KNOTT		
GREATER CLEVELAND CO. SOCCER ASSOCIATION	KRISTEN ENDERBY		
GREENSBORO UNITED SOCCER ASSOCIATION	JAMES MARTINEAU	X	TERRY HALES
HAVELOCK SOCCER ASSOCIATION	JOHN ROOKS		
HENDERSON COUNTY SOCCER ASSOCIATION	STACIE WORRELL		
HIGH COUNTRY SOCCER ASSOCIATION	CAROLINE HART		
INDIAN TRAIL ATHLETIC ASSOCIATION	JOHN CASTELLO		
IREDELL COUNTY RECREATION DEPARTMENT	CHRISTOPHER BARKER		
JACKSONVILLE AREA SOCCER ASSOCIATION	SAMUEL DURAN		
JAMESTOWN YOUTH LEAGUE	JAMES DUNFORD		
KERNERSVILLE SOCCER ASSOCIATION	GARY OLIVE		
LENOIR YOUTH SOCCER ASSOCIATION	NATHAN SWANSON		
LIBERTY SOCCER ACADEMY	BRUCE BRADHAM		
LUMBER RIVER SOCCER ASSOCIATION	PETER MONTEIRO		
MACON COUNTY SOCCER CLUB	CHRISTIAN STRINGER		
MEBANE YOUTH SOCCER ASSOCIATION	ALAN HUFFMAN		
MINT HILL ATHLETIC ASSOCIATION	THOMAS HAMM		
NC FUSION	TERRY HALES	X	
NEUSE RIVER FUTBOL ALLIANCE	TIMOTHY SUGGS		
NORTH CAROLINA FC	JOHN DALPE	X	
NORTHERN TRIAD SOCCER CLUB	JOSHUA LAWSON		
OBX STORM, INC	STEVE SMALLEY		
ONSLOW CLASSIC SOCCER ASSOCIATION	JOSHUA BLOCK		
PENDER YOUTH SOCCER ASSOCIATION	WESLEE BILLITER		
PIEDMONT AREA SOCCER ASSOCIATION	RICHARD CANTWELL		
PIEDMONT SOCCER ALLIANCE	STEPHEN HILL		
PIEDMONT TRIAD FUTBOL CLUB	GARY OLIVE		
PINEY GREEN SOCCER CLUB	CRYSTAL SULLIVAN		
PITT-GREENVILLE SOCCER ASSOCIATION	ROYCE GRADY	X	
PORTER RIDGE ATHLETIC ASSOCIATION	ELIZABETH PERRY		
RICHLANDS SOCCER CLUB	DEBBIE MARSHBURN		
ROANOKE VALLEY YOUTH SOCCER ASSOCIATION	EDWARD GARNER II		
RUTHERFORD COUNTY SOCCER ASSOCIATION	ELLIOT BYERS		
SAMPSON COUNTY SOCCER CLUB	JACK GUNNELLS		
SANFORD AREA SOCCER LEAGUE	LARS JENSEN		
SEASHORE SOCCER LEAGUE	JOSEPH COSTANZO	X	DENNIS FELIPE
SOUTH IREDELL SOCCER ASSOCIATION	DARYL TILLEY		
SOUTHEASTERN STOKES YOUTH SOCCER ASSOC	HANNAH JONES		
SOUTHWEST SOCCER CLUB	ELWOOD WHALEY		
STEELE CREEK SOCCER CLUB	RANDY HELMS		

STOKESDALE PARK SOCCER ASSOCIATION	JASON BAYNES	
STRIKERS OF GASTON COUNTY SOCCER ASSOC	SUSAN MOSK	
SUMMERSILL SOCCER CLUB	DERRICK LAUDERDALE	
SWAIN YOUTH SOCCER ASSOCIATION	LARRY CLINE	
SWANSBORO SOCCER ASSOCIATION	EDWARD COWELL	
TAR RIVER YOUTH SOCCER ASSOCIATION	MICHAEL COOK	
TOE VALLEY SOCCER ASSOCIATION	JOSEPH TOMCHO	
TRANSYLVANIA YOUTH SOCCER ASSOCIATION	BRUCE TOMS	
TRIAD ELITE SOCCER CLUB	STEFANO HAMILTON	
TRIANGLE UNITED SOCCER ASSOCIATION	CAMERON TEW	X
TRIANGLE Y SOCCER CLUB	WESLEY PENNINGTON	X
TRINITY SOCCER ACADEMY	SEAN O'CONNOR	
TWIN CITY YOUTH SOCCER ASSOCIATION	TERRY HALES	X
UNITED ROCKINGHAM YOUTH SOCCER ASSOCIATION	GEOFFREY DOUCETTE	X
UNITED SOCCER CLUB NC INC	LORRAINE DIXON	
WAKE FC, INC.	ROBERT EIMERS	X
WAXHAW ATHLETIC ASSOCIATION	TODD DINCHAK	
WAYNE COUNTY UNITED SOCCER CLUB	BRYAN GERY	X
WESLEY CHAPEL WEDDINGTON ATHLETIC ASSN.	GEORGE SELLA	
WESTERN UNITED SOCCER CLUB	GEOFFREY SPENCER	
WILMINGTON HAMMERHEADS YOUTH FC	WILLIAM SHEALLY	
WILSON YOUTH SOCCER ASSOCIATION	ANTHONY GESELL	
WINGS OF WILKES SOCCER CLUB	MATT MATTHEWS	
YADKIN SOCCER ASSOCIATION	JASON ST. JOHN	
YMCA OF CATAWBA VALLEY SOCCER CLUB	JEFFREY TAYLOR	X

Call to Order

President Marvin Bishop called the meeting to order at 7:05 p.m.

Credentials Report

Secretary Janice Drimer reported that of our 87 member associations, there were sixteen association presidents/proxies and nine members of the executive board present for a total of 27 votes. Some associations were represented by guest attendees.

Minutes 1/24/21 Board of Directors AGM

Geoffrey Doucette made a motion to accept the minutes with a second by John Dalpe. The minutes were unanimously approved.

Actions 2/25/21, 4/13/21, 5/10/21, 6/8/21, 6/24/21

Geoffrey Doucette made a motion to accept the actions with a second by Enrique Cisneros. John Dalpe raised a question regarding the 4/13/21 action which addressed the state cup rule change. VP Tournaments and Travel Jeff Thomas explained that due to ECNL teams playing in an association's in house challenge league and then applying to play in state cup, a rule change was necessary to close this loophole. Teams applying for State Cup must now play in a NCYSA sanctioned classic league in the current seasonal year in order to be eligible to apply for state cup. Following the question and response, the actions were unanimously approved.

Officer Reports

Marvin Bishop shared that five new recreation only members have applied to join NCYSA and were approved as they met all the requirements for acceptance.

Executive Vice President Bob Singer asked everyone to remind those filling out their Risk Management application to be truthful.

VP Recreation Rick Pierce shared that recreation players are starting to return after the Covid pandemic. Road Shows are now taking place. Staff members Keri Jones and Jamie McLeod are doing a great job with reemphasizing recreation programs. TOPSoccer is going well, also. NCYSA received a grant from US Soccer and held our first very successful United Cup in Ashville in June.

VP Competitive Larry Taylor was not on the call but had a report in the packet.

VP Tournaments and Travel Jeff Thomas stated that State Cup went well, thanks in part to great weather. President's Cup Regionals in Decatur, AL was a "nightmare" due to weather but NCS Regionals in Greenville, SC were much better with minimal weather issues. Due to Covid travel concerns this year, State Cup and Kepner used a one weekend format for preliminaries. The plan is to keep Kepner preliminary games on the one weekend format but NCS state cup will return to the one game a day schedule. Jeff encouraged associations to reach out to him if the Kepner format was unacceptable.

Geoffrey Doucette questioned if it would be possible for state cup play in games to be held at neutral sites to help reduce travel. Colby Morton stated that our current rules say the higher seeded team is the home team, but that we will look at that possibility.

VP Player and Coaching Development Art Rex shared that Coach for Community is a new US Soccer program starting this summer. It offers free coaching education to current and potential members and they receive Coaching Education Voucher for an online Game Model Course. A blended format of online and in person will continue in an attempt to maximize the number of coaches we can get licensed. NCYSA is working with SC to provide coaching education for them. ODP will have camp this summer and the format has changed from state teams to individual players attending. We have twelve coaches on camp staff: 4 on the male side and 8 on the female side. ODP is looking for young female coaches who might like to get involved with the program. The Academy Showcase was held this spring and 95 teams attended. He is hopeful participation will grow post-Covid.

Member at Large Boxley Llewellyn said the Parent Committee is working on parent behavior and if clubs want someone to come speak to their members, they would be glad to do so. He said we need to make some short videos to use versus written material. On the strategic side, he would like to create a player council for input and feedback.

SYRA Paul James said numbers are down from last year and registration for the 2022 season is opening. He expects the trend to go up as play ramps back up. A brochure has been created to try to get more interested in becoming a referee, especially in our underserved areas.

Exciting Update

Keri Jones gave an excellent power point presentation on SportGait, which is a concussion screening program. From August 1st until December 31 this year, free baseline testing will be available to our members. There is also an option for Covid screening questions available on the app. Folks are encouraged to reach out to Keri or Wendy Burns at the NCYSA office for more information.

Financials

Treasurer John Koslick said our balance sheet is overall in good shape. We are about \$130,000 ahead in cash compared to last year, but about \$60,000 of that is from the PPP (Paycheck Protection Program) money. We have about 1.6 million in total assets. May and June post our worst income for the year and we have lots of expenses then so he expects our loss will exceed the \$93,000 currently showing. The proposed budget for 21/22 was made using the current census and is basically a break even budget, assuming there are no hiccups like we experienced with Covid.

Executive Board Activities

Strategic planning has been kicked off and a survey will be coming out soon to our associations. Marvin Bishop asked everyone to please respond.

Our Bylaws need to be reviewed and Bob Singer will head up the committee to do take on the task. He asked for volunteers interested in helping.

The Membership Committee will be reconvening. Some unintended consequences of allowing new recreation only members to join NCYSA have arisen with NCYSA players being recruited to play on US Club teams within the new member association(s). The goal is to make sure all associations - small, large, east and west - are represented on the committee. Kathy Robinson, Billy Furjanic and Joette Kivette from the staff will be on the committee.

Marvin Bishop thanked our members for their patience as we navigated the uncharted territory Covid presented. He went on to thank the staff and executive board for their work as we strove to keep the best interest of the kids at heart with every decision.

Good of the Game

Jeff Thomas shared that we have two teams headed to Presidents Cup Nationals in Des Moines, IA:

02 (19U) TESC Red (Triad Elite Soccer Club)

08 (13U) CSA Elite 1 G (Charlotte Soccer Academy)

And two teams headed to Bradenton, FL for NCS Nationals:

03 (18U) NCFC Elite G (North Carolina FC)

07 (14U) WFC Blue GA

The meeting was adjourned at 8:09 p.m.

Respectfully submitted,

Janice Drimer

Janice Drimer



NCYSA BYLAW MOTION FORM

Proposed by: Association President NCYSA Officer Date: 8/13/2021

Bylaw 701. Timing

Adoption of proposed amendments to these Bylaws can only be affected at the AGM.

Bylaw 702. Who may propose amendments?

Section 1. Amendments can be made by member association Presidents or by Officers of the NCYSA.

Section 2. Amendments must be made in writing to the NCYSA Secretary at least sixty (60) days prior to the AGM at which they are to be acted upon.

Bylaw 703. Notification of proposed amendments

The NCYSA Secretary shall notify member association Presidents and Officers of the NCYSA at least forty-five (45) days prior to the AGM by electronic notification of proposed amendments to the Bylaws.

I. CURRENT or NEW BYLAW: Type the text of the current bylaw to be changed, including the title of the section where the bylaw is located or a proposed new bylaw and section of location.

In keeping with the intent of being a grassroots organization that is rooted in their community, no member of NCYSA shall operate an auxiliary campus, practice, or clinics at a location no more than thirty minutes from the address of their main campus or mailing address. Furthermore no organization that bears any NIL (Name, Image, or Likeness) or any NIL that is similar to an established NCYSA member shall be organized with the intent of setting up an auxiliary location. There will be no grandfather clause with this amendment. Any members that may find themselves in a situation that may be in violation of this amendment has thirty days from the date that this amendment is passed to remove any auxiliary campus, practices, or clinics.

II. HOW THE BYLAW WOULD BE CHANGED: State the bylaw as changed, including the title of the section where the bylaw is located. Underline and **bold** the added words and ~~strike~~ the words removed.

This would be a new bylaw.

III. RATIONALE: In detail, provide the justification for the proposed or new amendment. Also, explain in detail why your proposed or new amendment should be adopted.

Members of NCYSA should serve a need within their community. If there is already an established NCYSA member in an area already, and they are in good standing, there should not be a need for another club to operate their club at another location. This would undercut the established member club, which may financially impact them. With many NCYSA members operating as small clubs, the other fear is if larger clubs expand their geographic reach, they may not be able to survive. This bylaw would prevent the rise of "super clubs".

Signed: *Dennis Felipe*

Printed Name: Dennis Felipe, on behalf of our president

Association: Seashore Soccer League

Motion: Passed Failed Withdrawn



North Carolina Youth Soccer Association

Executive Board Meeting
December 14, 2021 7:00 p.m.
WebEx online meeting

ACTIONS

ROLL CALL

PRESIDENT	MARVIN BISHOP	PRESENT
EXECUTIVE VICE PRESIDENT	BOB SINGER	PRESENT
SECRETARY	JANICE DRIMER	PRESENT
TREASURER	JOHN KOSLICK	PRESENT
VICE PRESIDENT RECREATION	RICK PIERCE	PRESENT
VICE PRESIDENT COMPETITIVE	LARRY TAYLOR	PRESENT
MEMBER AT LARGE	BOXLEY LLEWELLYN	PRESENT
VICE PRESIDENT TOURNAMENTS & TRAVEL	JEFF THOMAS	ABSENT
VICE PRESIDENT PLAYER & COACHING DEVELOPMENT	ART REX	PRESENT
STATE YOUTH REFEREE ADMINISTRATOR	PAUL JAMES	PRESENT
NCYSA EXECUTIVE DIRECTOR	KATHY ROBINSON	PRESENT

Approval of Minutes 10/12/21 and Actions 8/10/21 and 10/12/21

John Koslick made a motion to approve the minutes and actions with a second by Art Rex. The minutes and actions were unanimously approved.

SYRA Paul James shared a referee pay increase proposal which he submitted by the Dec. 17th deadline (per our bylaws). It is to be presented for a vote at the AGM in January. The executive board approved the proposal by acclamation.

Marvin Bishop approved the DEI committee members and the board ratified the committee member selections.

Respectfully submitted,

Janice Drimer

Janice Drimer



North Carolina Youth Soccer Association

Executive Board Meeting
August 10, 2021 7:00 p.m.
WebEx online meeting

ACTIONS

ROLL CALL

PRESIDENT	MARVIN BISHOP	PRESENT
EXECUTIVE VICE PRESIDENT	BOB SINGER	PRESENT
SECRETARY	JANICE DRIMER	PRESENT
TREASURER	JOHN KOSLICK	PRESENT
VICE PRESIDENT RECREATION	RICK PIERCE	PRESENT
VICE PRESIDENT COMPETITIVE	LARRY TAYLOR	PRESENT
MEMBER AT LARGE	BOXLEY LLEWELLYN	PRESENT
VICE PRESIDENT TOURNAMENTS & TRAVEL	JEFF THOMAS	PRESENT
VICE PRESIDENT PLAYER & COACHING DEVELOPMENT	ART REX	PRESENT
STATE YOUTH REFEREE ADMINISTRATOR	PAUL JAMES	PRESENT
NCYSA EXECUTIVE DIRECTOR	KATHY ROBINSON	PRESENT

Approval of Minutes 6/8/21

John Koslick made a motion to approve the minutes with a second from Art Rex. The minutes were unanimously approved.

Symposium/AGM Survey: *After reviewing the small number of results that came in from the membership, discussion ensued and it was decided by general consensus the January 2022 AGM will be virtual.*

Carolina Velocity Futbol Club (Recreation/Academy): *Bob Singer made a motion to inform Carolina Velocity that they have until September 1st to comply with our 60/40 rule or they will have violated the conditions of their membership and will cease to qualify. Larry Taylor seconded the motion and it passed unanimously.*

Recreation Registration Due Dates Proposal: *Rick Pierce made a proposal to adjust the dates of recreation player registrations. Bob Singer seconded the motion. The proposed recreation registration deadlines as listed below and approved unanimously by the executive board will take effect for the spring 2022 season:*

Proposed:

Spring:	Fall:
Jan 1 – Feb 15 = \$8	July 1 – Aug 31 = \$8
Feb 16 – Feb 28 = \$9	Sept 1 – Sept. 15 = \$9
March 1 or after = \$10	Sept 16 and after - \$10

***For our mountain communities, we may need to be flexible with them for spring as they may have a later start date due to weather.**

Respectfully submitted,

Janice Drimer

Janice Drimer



North Carolina Youth Soccer Association
Executive Board Meeting
October 12, 2021 7:00 p.m.
WebEx online meeting

ACTIONS

ROLL CALL

PRESIDENT	MARVIN BISHOP	PRESENT
EXECUTIVE VICE PRESIDENT	BOB SINGER	PRESENT
SECRETARY	JANICE DRIMER	ABSENT
TREASURER	JOHN KOSLICK	PRESENT
VICE PRESIDENT RECREATION	RICK PIERCE	PRESENT
VICE PRESIDENT COMPETITIVE	LARRY TAYLOR	PRESENT
MEMBER AT LARGE	BOXLEY LLEWELLYN	PRESENT
VICE PRESIDENT TOURNAMENTS & TRAVEL	JEFF THOMAS	PRESENT
VICE PRESIDENT PLAYER & COACHING DEVELOPMENT	ART REX	PRESENT
STATE YOUTH REFEREE ADMINISTRATOR	PAUL JAMES	PRESENT
NCYSA EXECUTIVE DIRECTOR	KATHY ROBINSON	PRESENT

The Diversity, Equity, Inclusive (DEI) Committee did a presentation and requested the Executive Board approve the budget they presented. *The Executive Board approved the \$15,000.00 budget as presented by acclamation.*

Approval of Minutes

Motion to approve the 8/10/21 minutes. The minutes were approved by acclamation.

Recreation Committee Approved: *The proposed Recreation Committee presented was approved by acclamation.*

Purchase Yellow Wristbands for Minor Referees: *The Executive Board by acclamation voted to approve the purchase of "yellow wrist bands" for minor referees.*

Symposium/AGM Survey: *The Executive Board voted to virtually host the Mandatory Presidents' meeting on Saturday January 29, 2022 at 10:00 and the Annual General Meeting on January 30, 2022 at 10:00 a.m.*

Respectfully submitted,

Kathy Robinson, Executive Director

In the absence of Janice Drimer, Secretary




NORTH CAROLINA SOCCER REFEREES ASSOCIATION



REFEREE GAME FEE INCREASE PROPOSAL TO NCYSA

WHY AN INCREASE IS NEEDED



- ▶ DUE TO THE PANDEMIC AND OTHER CAUSES, THE NUMBER OF USSF CERTIFIED AVAILABLE REFEREES FOR 2021 DROPPED BY MORE THAN 1000
 - ▶ THE NUMBER DROPPED FROM OVER 2800 TO JUST OVER 1600
 - ▶ 1600 REFEREES IS INADEQUATE TO EFFECTIVELY COVER MATCHES ON A SUSTAINED BASIS
- 
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- ▶ REFEREE FEES WERE LAST RAISED IN 2014
- ▶ SINCE 2014 CUMMULATIVE INFLATION THROUGH SEPTEMBER 2021 IS 18.25%
- ▶ IN OCTOBER 2021 CURRENT INFLATION WAS AT A 30 YEAR HIGH OF 6.22%

INFLATION ISSUES

- ▶ NCYSA MATCHES AT ALL LEVELS ARE NOW COMPETING FOR REFEREE SERVICES WITH MULTIPLE OTHER GROUPS INCLUDING
- ▶ USYS NATIONAL LEAGUE, US CLUB ECNL, HIGH SCHOOL AND COLLEGE
- ▶ ALL OF THESE GROUPS ARE PRESENTLY PAYING SIGNIFICANTLY HIGHER GAME FEES THAN NCYSA

COMPETITION

- ▶ National League Current Rates*
- ▶ U17-19 80/50/50
- ▶ U14-16 70/40/40
- ▶ *These rates are likely to rise to meet the new ECNL rates

COMPETING RATES

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- ▶ ECNL rates as of 11/8/21
- ▶ U13 75/50/50
- ▶ U14-16 80/50/50
- ▶ U17-19 90/60/60

COMPETING RATES

- ▶ In addition to the higher rates on the previous slides, many of the ECNL and National League large events are also offering referees who travel more than 100 miles an extra per diem payment to attract them.
- ▶ For Grassroots Referees those range from \$100-\$200 regardless of whether the official actually drove.
- ▶ For Regional Referees the per diem offered is higher, anywhere from \$150-\$250, also regardless of actual driving.
- ▶ Referees are electing to carpool from various areas with 3-5 in a car and thus collecting significant additional compensation.

COMPETING RATES

- ▶ For these large events referees traveling to the event are also provided housing at the expense of the event sponsor.

COMPETING RATES

- ▶ The ECNL new rates for referee positions as compared to NCYSA current referee position rates at the Classic level are percentage wise higher as indicated below
- ▶ 39% for U13-14
- ▶ 32% for U15-16
- ▶ 33% for U17-19

COMPETITION

- ▶ The ECNL new rates for assistant referee positions as compared to NCYSA current assistant referee position rates at the Classic level are percentage wise higher as indicated below
- ▶ 44% for U13-14
- ▶ 30% for U15-16
- ▶ 30% for U17-19

COMPETITION

- ▶ When compared to current Challenge and Recreational maximum allowed rates the ECNL and USYS National League rates are even more drastically higher
- ▶ Additionally, assignors statewide report extreme difficulties in covering U14 and below assistant referee positions due to the low level of pay.
- ▶ Economically most referees do not find it feasible to accept a single assistant referee assignment or even two back to back at that level of compensation

COMPETITION

- ▶ For many reasons, the reported level of spectator and participant abuse leveled at officials in all sports has risen drastically over the past 22 months.
- ▶ The pandemic is almost certainly a principal, but not the only, cause of this
- ▶ However, this abuse, coupled with the risks of COVID19 and relatively low pay, have apparently made many referees reconsider their willingness to officiate.
- ▶ Raising the pay level significantly may help to address this.

WORKING CONDITIONS

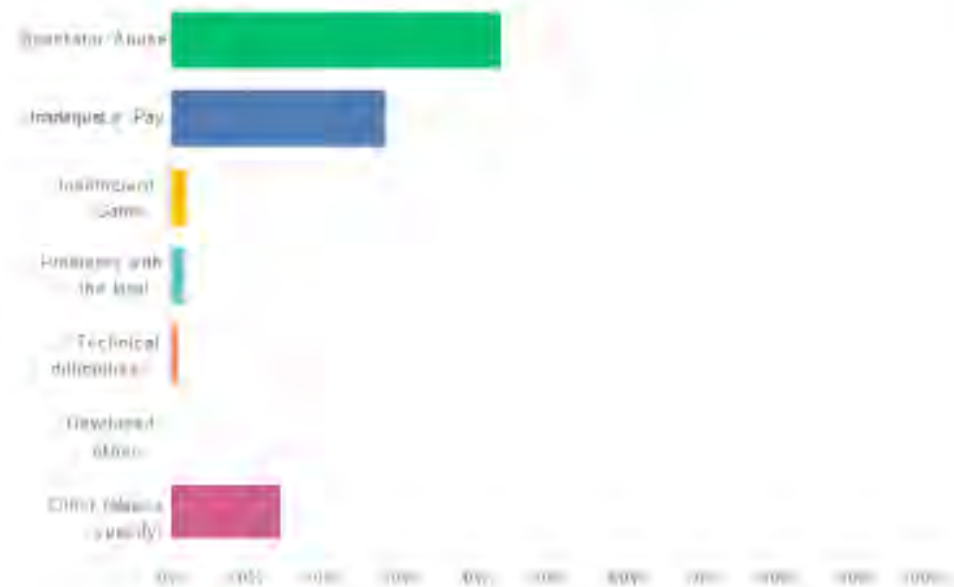
- ▶ In a recent survey of present and recently former referees, the number one reported concern and reason for not officiating was spectator and participant abuse.
- ▶ The need to increase referee fees was second.
- ▶ *For those officials who had stopped officiating the low pay was cited as the primary reason.*

WORKING CONDITIONS

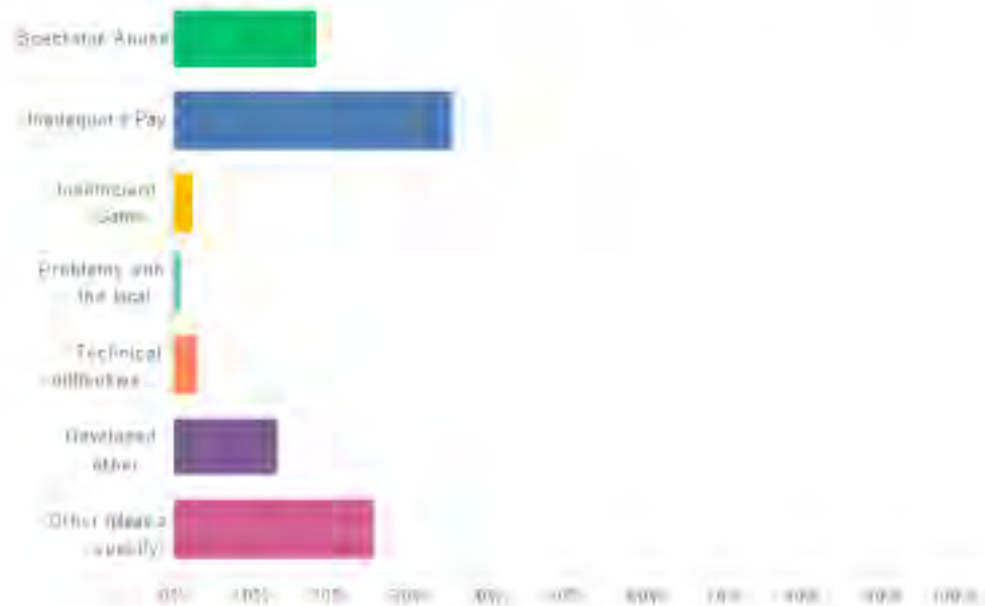
Q1 How significant do you believe the current referee game fee structure is in discouraging referee participation in NCYSA sanctioned games?



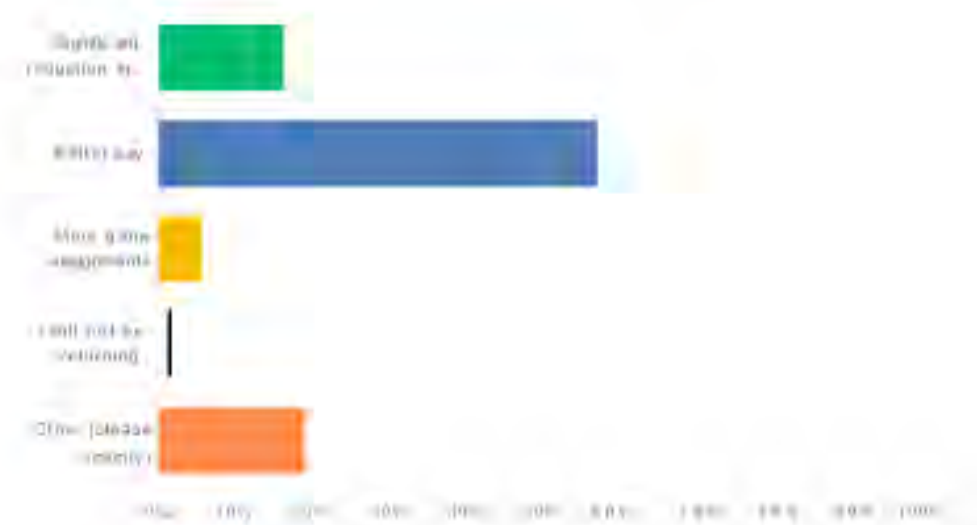
Q4 What is the MOST significant reason you believe people stop refereeing?



QS If you have elected to stop officiating please list your primary reason



Q6 If you have stopped officiating what if anything is the MOST important thing to get you to return?



- ▶ *Based on the survey answers, although abuse is a major concern for current referees, the strongest incentive to get referees to return is a significant increase in referee game fees.*

HOW TO GET REFEREES BACK

- ▶ For the foregoing reasons NCSRA is strongly recommending the NCYSA Board of Directors adopt the proposed fee increase.
- ▶ The NCYSA Executive Board also endorses this proposal

FEE INCREASE

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ For Recreation division matches the fees below would be the maximum allowable rates but local associations may elect to use lower rates in their discretion.

Recreation

U17-19 60/40/40

U15-16 50/35/35

U13-14 45/30/30

U11-12 40/25/25

U10 single ref 35

FEE INCREASE

- ▶ For Challenge division matches the fees below would be the maximum allowable rates but local associations may elect to use lower rates in their discretion.

Challenge

U17-19 65/40/40

U15-16 55/35/35

U13-14 50/30/30

U11-12 45/25/25

U10 single ref 35

FEE INCREASE

- ▶ For Classic division matches the fees below would be the rates for all matches

Classic

U17-19 75/55/55

U15-16 70/45/45

U13-14 60/35/35

U11-12 50/30/30

U10 single ref 40

FEE INCREASE

- ▶ For State Cup and NCYSA designated special events, competitions, or tournament divisions, the match fees below would be the rates for all matches so designated by NCYSA

Special Designation Events

Top Tier/St Cup

U17-19 90/60/60

U15-16 80/50/50

U13-14 80/50/50

U11-12 75/50/50

U10 (55) 45*/30/30

*55 for single ref

FEE INCREASE

- ▶ For comparison across the board the proposed rates are shown below. Recreation and Challenge are maximum rates and Classic and special designation are fixed rates.

Special Designation Events			
Top Tier/St Cup	Classic	Challenge	Recreation
U17-19 90/60/60	U17-19 75/55/55	U17-19 65/40/40	U17-19 60/40/40
U15-16 80/50/50	U15-16 70/45/45	U15-16 55/35/35	U15-16 50/35/35
U13-14 80/50/50	U13-14 60/35/35	U13-14 50/30/30	U13-14 45/30/30
U11-12 75/50/50	U11-12 50/30/30	U11-12 45/25/25	U11-12 40/25/25
U10 (55) 45*/30/30	U10 single ref 40	U10 single ref 35	U10 single ref 35
*55 for single ref			

FEE INCREASE

- ▶ In order to timely address the need for referee fee increases this proposal also provides for a bi-annual rate adjustment to account for inflation.
- ▶ A bi-annual rate increase of 5% is recommended, with actual figures rounded up to the nearest easily divisible by 2 total

PLANNING FOR THE FUTURE



IMPLEMENTATION

If adopted these new rates would take effect beginning August 1, 2022 for regular season games.

If deemed feasible by the State Cup Committee the special designation rates would apply to the Spring State Cup for 2022