

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
In person meeting – Kentucky Youth Soccer Office, Lexington  
March 7, 2015**

**Board of Directors Present**

Regina Martin, Vice President  
Jack Banbury, Secretary  
Dewayne Johnson, District 1 Administrator  
Steve Fugmann, District 2 Administrator  
Jeff Hall, District 3 Administrator  
Bob Drake, District 4 Administrator  
Stan Sizemore, Youth Referee Administrator

**Board Members Absent**

Tim Turney, President  
Wes Hogan, Treasurer

**Non Voting Members Present**

Peggy Polley, Adults

**Non Voting Members Absent**

Chad Collins

**Staff Present**

Kris Zander – Executive Director  
Bryan Brooks – Director of Programs & Marketing  
Adrian Parrish – Technical Director  
Holly Kirkpatrick – Programs & Marketing Assistant  
Steven Murry – KPL Admin (Partial Attendance)

**President's Update**

In Tim's absence, Regina gave some brief updates from the US Youth Soccer/NSCAA meetings in Philadelphia. Most of the conversations and regional meetings in Philadelphia revolved around the changes and updates to US Youth Soccer's bylaw changes and impacts from a staffing and structure standpoint. Chris Moore was announced at US Youth Soccer's first CEO – he started in early February. Other than that, it was one of the quieter regional and national meetings. Regina met with Sarah Clay, the new Region 2 ODP Administrator – Regina was unaware that Sarah from Kentucky and felt like she was a great fit for the program. Regina also mentioned that Tim has announced his intention to run for US Youth Soccer's Vice Chairman this coming July at the US Youth Soccer's Annual General Meeting. In the event that Tim's wins, Tim's position of President of Kentucky Youth Soccer will be filled by Regina until the Kentucky Youth Soccer's Annual General Meeting on August 8<sup>th</sup> where Tim's position is up for election.

**Meeting Minutes**

Regina presented the November 22, 2014 Minutes. **Steve Fugmann moved to approve the minutes as presented, seconded by Jack Banbury.** Approved unanimously.

**Financials**

Kris presented the financial statements through March 4 – he made the comment that the numbers will change once the bank statements came in and income from Affinity on the reconciled statements. Kris highlighted some specific items that showed large differences from 2013-2014:

- Registration fees are up.
- Meijer sponsorship increased marketing dollars by \$10,000.
- Affinity (Association One Fees) will be up \$40,000 by the end of the fiscal year without any revenue source.
- Office Salary is behind but those will be up slightly once the reconciliation from Paychex is received.
- Contract Labor is where Steve Murry payments are noted.
- If everything tracks for the rest of the fiscal year, the bottom line will show a deficit mostly due to the switch to the Affinity Software.

Stan Sizemore asked about administration expenses for the KPL. Kris mentioned those expenses were most likely patches, game balls and small items along those lines.

**State Office Report**

Bryan Brooks briefly went over the new report that will be presented to the board before each meeting to give board an update on the day to day operational aspects of the organization. He mentioned if anyone has any questions on the document or information you would like to see in the future please let the staff know.

### **Annual General Meeting**

Bryan informed the board that everything has been confirmed for August 8, 2015 at the Louisville Marriott East – the property is located in the general area of 1-64 and Hurstbourne in Louisville. Adrian asked if the board is happy with the current format of the AGM and he mentioned his recent trips to Indiana and West Virginia's as a way we could possibly add education. This comment stirred conversations with the board as they examined our current setup, the need for the business meeting, and future education ideas. The board expressed to the staff to look at bringing in an MC and/or speaker for the 2015 awards luncheon. In addition, the board asked staff to bring a list of ideas and concepts for an education event preliminary for the winter months in 2016.

### **Registration Report**

Kris reviewed the registration report and mentioned that overall we are experiencing a small increase of 1-2% from the fall of 2013. While we did experience growth in new organizations, the popularity of the World Cup assisted in growth this fall.

### **State Rules (U12 Rostering of Players)**

Kris reviewed the potential change in rosters of U12 players in the State Rules that were presented at the November 22 Board Meeting. The change would allow U12 teams to roster up to 22 players giving roster flexibility – this change came from a request by several members due to many of the U12 teams starting to play multiple formats including 11v11. In the event, any U12 through U19 team that rosters more than 18 players, they would be required to provide a game roster of 18 players. Kris mentioned the change, if approved, would not take effect until August 1, 2015. **Jack Banbury moved to approve the change, Stan Sizemore seconded. Approved unanimously.**

### **Recreational Tournament Policy**

Bryan presented the change to the recreational tournament policy that would allow teams to add up to 3 players to the tournament roster. The one stipulation to the policy is the player added to the tournament roster must be properly registered recreationally from the same member organization. **Jack Banbury moved to approve the change, Steve Fugmann seconded. Approved unanimously.**

### **Recreational Transfer Policy**

Holly received a few calls from members with questions regarding the recreational transfer policy that was put into place a few years ago from requests from our member organizations. After reviewing the policy, it appears there may be some conflicts in the policy and staff is going to review for potential action at future meetings.

### **Future Membership Fees**

Kris started by discussing the financial breakdown of the organization with some historical background of organizational financial surpluses and deficits. He has talked with each staff member and looked at their current allocation of time spent on membership activities and programs – that document was shared with the board. Kris went to mention that Kentucky Youth Soccer has not had any change in membership fees since at least 2003 and at that point there was an increase from US Youth Soccer so it was just a pass through increase. Kris presented a breakdown of current membership fees of each of the US Youth Soccer State Associations to see where Kentucky falls. He wanted to clarify that people should not compare things exactly as some states charge for many things that we do not such as coaching cards or tournament approvals. Regina formed the following committee to discuss membership fees and bring back a new fee structure to the board for the April meeting:

- Bob Drake, Dwayne Johnson, Regina Martin, Kris Zander and Bryan Brooks

### **Risk Management**

Regina discussed a risk management policy that the committee has been working on for a few months. The committee has the following members: Regina Martin, Chad Collins, Bob Drake, Tim Turney, Rock Vance and Kris Zander. Regina walked through the policies process, disqualification criteria, procedures and appeal process – information mirrors Michigan Youth Soccer's current policy. There are a few minor outstanding issues that need to be resolved before being voted on by the board.

### **Kentucky Premier League**

Kris Zander and Steven Murry gave an update on the KPL – there have been some outstanding issues with Affinity that has caused headaches with the scheduling this spring along with the unprecedented snowfall in March that has caused for many game cancellations. Kris went on to say the league is still in its infancy and each group (teams, clubs, referees, league) is still finding the best way to work together. Kris has made the decision that the league will not expand for the 2015-2016 seasonal year and informed the board.

### **Referee Program**

Stan Sizemore said the Kentucky State Referee Association recently named Don Cooper as the Director of Assessment – Don is a national referee and will be a great addition to the KSRA. The Grade 8 course has been condensed to a day on field course instead of 2 days – similar to many of the coaching courses, there will be pre course work that can be done exclusively online to help eliminate the time on the field. KSRA also has a marketing program to help recruit and retain referees – if you have anyone that is interested in helping, have them contact Stan.

### **Using Uncertified Referees**

Stan brought up a map of the state of Kentucky and overlaid Kentucky Youth Soccer's members with the number of certified referees. The map showed an abundance use of uncertified referees in many areas of the state that brings up large insurance and liability issues for both the referees and the member organizations. KSRA would like to send out a certified letter to each member organization stating per US Soccer's Bylaw 1503, every member organization is required to use certified referees.

### **Law 11 Update**

Stan talked about the recent change of FIFA Law 11 regarding offside and the potential impact. He said US Soccer is in the middle of clarifying this information to all referees and hopefully that should help. This could have an impact for our tournament and Stan is working with Bryan so all teams and referees are calling the law correctly.

### **Approved Tournaments**

Stan talked about having large tournaments on the same weekend and how that has an impact on referees. This year, there were 3 tournaments in the Louisville area scheduled. In this particular situation, one of the tournaments was willing to shift their dates eliminating the problem. Stan asked if the state office could forward any tournaments to KSRA before they get approved so help solve the issue before they become a problem.

### **USSF License**

Adrian briefly discussed US Soccer's Digital Coaching Platform and the USSF F License. The F License is strictly completed online for \$25, not only giving them access to the content; it allows coaches the ability to access to the Lesson Plan Software. Access to the Platform content is for one year – this can be renewed yearly for \$25. This course information has been sent out to all member organizations and is currently being promoted in our marketing materials and on our website. Starting in May, any coach that is looking to start the US Soccer Coaching Education pathway, including coaches who have NSCAA diplomas, will need to start with the F License.

### **Planning Session**

Regina had sent an email prior to the meeting to brainstorm on idea to help Kentucky Youth Soccer Grow – no idea was bad and then individually the group threw out ideas and concepts that were written down on the easel. After the brain storming ended, each board member went up to the board and highlighted their top three items for consideration. Regina tasked the staff members to break all of the ideas into three different categories, quality, growth and viability and discuss what we think we can do in the next year, next two years and next three years. Staff will bring this plan back to the next board meeting.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
March 30, 2015**

**Board of Directors Present**

Tim Turney, President  
Regina Martin, Vice President  
Wes Hogan, Treasurer  
Jack Banbury, Secretary  
Dewayne Johnson, District I Administrator  
Jeff Hall, District 3 Administrator  
Stan Sizemore, Youth Referee Administrator

**Board Members Absent**

Steve Fugmann, District 2 Administrator  
Bob Drake, District 4 Administrator

**Non Voting Members Present**

Peggy Polley, Adults  
Chad Collins

**Non Voting Members Absent**

**Staff Present**

Kris Zander – Executive Director  
Adrian Parrish – Technical Director  
Holly Kirkpatrick – Programs & Marketing Assistant

**Staff Absent**

Bryan Brooks – Director of Programs & Marketing

Turney called the meeting to order at 8:00 p.m. EST

**President's Update**

**Meeting Minutes**

Zander presented the Minutes from the March 7, 2015 board meeting. **Banbury moved to approve the minutes as presented, seconded by Hall.** Approved unanimously.

**Financials**

Zander present financials at the March 7, 2015 meeting and had not updates for this meeting.

**State Office Report**

Zander presented the state office report to the board.

**Annual General Meeting**

**Future Membership Fees**

Zander provided an update on meeting held by the Membership Fee Committee – This committee is Bob Drake, Dwayne Johnson, Regina Martin, Kris Zander, Wes Hogan and Bryan Brooks (Chair) . Zander reported that the committee has met two times to date and has reviewed and discussed where a financial target for future revenue generation from player fees to provide long term stability. A history of player fees and the last time that a fee increase was implemented by KYSA was 2001. Also discussed was what other states are charging and what other fees structures states generate revenue from. This includes but not limited to coaching fees and team fees. The committee has also discussed what added benefits would be derived from a potential fee increase.

**Risk Management**

Regina discussed a risk management policy that the committee has been working on for a few months. The committee has the following members: Regina Martin (Chair), Chad Collins, Bob Drake, Tim Turney, Rock Vance and Kris Zander. Regina walked through the policies process, disqualification criteria, procedures and appeal process – information mirrors Michigan Youth Soccer's current policy. There are a few minor outstanding issues that need to be resolved before being voted on by the board.

**Kentucky Premier League**

Martin, asked Zander about the progress of the league and what staff needs from the board. Zander reported that things were getting smoother following a very challenging March due to weather, cancellations and the increased number of teams from the fall season to the spring. Zander indicated that he feels like the board will be asked to provide more resources to the league from a financial perspective and staffing perspective moving forward. The challenges of starting a new league are very apparent at the current and Zander and Murry are working with the appropriate individuals, clubs, teams, administrators to continue to improve operations across the board.

### **Planning Session**

Banbury asked Zander about the ideas generated from the planning session on March 7, 2015 and what direction we are heading with any initiatives. Zander advised that the process of compiling that information has begun and that information is going to go to the Membership Fee Committee for review as that committee moves forward. Further updates will be provided to the board at the next meeting in April.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
April 27, 2015**

**Board of Directors Present**

Regina Martin, Vice President  
Wes Hogan, Treasurer  
Jack Banbury, Secretary  
Jeff Hall, District 3 Administrator  
Bob Drake, District 4 Administrator  
Stan Sizemore, Youth Referee Administrator

**Board Members Absent**

Tim Turney, President  
Steve Fugmann, District 2 Administrator  
Dewayne Johnson, District 1 Administrator

**Non Voting Members Present**

Peggy Polley, Adults  
Chad Collins

**Staff Present**

Kris Zander – Executive Director  
Adrian Parrish – Technical Director  
Holly Kirkpatrick – Programs & Marketing Assistant  
Bryan Brooks – Director of Programs & Marketing

Regina Martin called the meeting to order at 8:00 p.m. EST in Tim Turney's absence.

**President's Update**

Martin did not have any updates.

**Meeting Minutes**

Martin presented the Minutes from the March 30, 2015 board meeting. **Hall moved to approve the minutes as presented, seconded by Hogan.** Approved unanimously.

**Financials**

Zander present financials as of March 30, 2015. He gave a brief explanation of some of the larger increases from 2014 including \$8,000 in insurance premiums, \$28,500 in registration software cost and contract labor cost mainly due to the addition of the KPL. Martin asked Zander his thoughts on where the fiscal year will end up based on some larger increases in expenses. Without having completed a full financial breakdown, Zander thought the association would likely be looking at a \$15,000 projected loss, maybe more depending on the final 4 months of the fiscal year.

**State Office Report**

Zander presented the state office report to the board and had no questions from the Board. Martin appreciated the document as it showed the Board how the staff spends it time. This report will continue at each Board Meeting.

**Future Membership Fees**

Brooks presented a comprehensive report for the board on the current status of the player fee, background of that fee and a recommendation from the Player Fee Committee to split the recreational fee, raise the select player fee and add a team fee. Several questions were asked and then Regina addressed some of the challenges with Risk Management and Background Checks specially that were recommended by the committee. The committee will be meeting to develop a long term strategic plan on new membership services and programs and will bring back to the board in May.

**Referee Report**

Stan Sizemore said the referee committee is working on all of the operational details for the youth state tournaments, youth regional events and ODP summer events. He also has some outstanding issues with KPL that hopefully can be addressed over the summer in preparation for next fall.

**Kentucky Premier League**

Zander gave a brief update on the league and how they are working to make positive changes as the league comes into its last 6 weeks. The applications for next fall will be coming out in the next 2-3 weeks. During the selection process, the technical committee will need to be smarter in its selection and the likelihood that the leagues contracts in size is very likely.

### **Tournaments**

Brooks gave an update on the tournaments – registration is up in all spring tournaments and the weeks leading up to the tournament are spent on all of the little details. Overall, everything is good shape and we are looking forward to a good month of May. Due to some cancelled and unscheduled games, some teams will be suing Sate Cup games as dual purpose KPL games.

### **Coaching Education**

Adrian gave a brief update that some coaches and clubs have coaches that do not meet the current minimum coaching standards. He is reaching out to those individuals to see if they can attend an upcoming course this summer. In addition, he is looking to other state association how they monitor coaches not in compliance.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Embassy Suites Lexington, Keeneland Board Room  
June 27, 2015**

**Board of Directors Present**

Tim Turney, President  
Regina Martin, Vice President  
Wes Hogan, Treasurer  
Jack Banbury, Secretary  
Dewayne Johnson, District 1 Administrator  
Steve Fugmann, District 2 Administrator  
Jeff Hall, District 3 Administrator  
Bob Drake, District 4 Administrator (Via Phone)  
Stan Sizemore, Youth Referee Administrator

**Non Voting Members Present**

Peggy Polley, Adults  
Chad Collins, Referee

**Staff Present**

Kris Zander – Executive Director  
Adrian Parrish – Technical Director  
Holly Kirkpatrick – Programs & Marketing Assistant  
Bryan Brooks – Director of Programs & Marketing  
Steven Murray – KPL Admin (Partial Attendance)

Tim Turney called the meeting to order at 9:00 a.m. EST.

**Meeting Minutes**

Turney presented the Minutes from the April 27, 2015 board meeting. **Hall moved to approve the minutes as presented, seconded by Hogan. Approved unanimously.**

**Executive Director Report**

Zander included a report for the board of some staff and association highlights from the last 5 years. In addition, he thanked Tim Turney and Jack Banbury for their years of service – combined; they have served over 25 years on the state board.

**Strategic Plan and Fee Structure Presentation**

Brooks, along with help from Zander and Hogan, shared with the board the presentation that will eventually be shared with the membership at the Annual General Meeting on August 8th. During the presentation, the board made some comments, additions, and deletions to the document. Staff will make the changes and forward out to the board for review before the AGM. **Martin made a motion to approve and present to the membership the recommended fee increase and strategic plan as presented with changes, seconded by Hogan. Approved unanimously.**

**Risk Management**

Martin shared with the board the final risk management policy that will go into effect for all members this fall and be run through the Affinity system. **Banbury made a motion to approve the risk management policy, seconded by Drake. Approved unanimously.**

**Financials**

Zander present financials as of May 31, 2015 and gave an update on the financials as of June 25, 2015. He walked through the two documents while highlighting several line items and based on current projections, the association is looking at an approximately \$20,000 deficit. The primary reason is due to the addition of the Affinity Software expense that began in the summer of 2014.

**Budget**

Zander walked through a preliminary 2015-2016 association budget. He noted that currently this budget was based on financial actuals from the last two years and was flat in those regards. In addition, he noted that he budgeted flat in the area of ODP and did not currently take into the account of the loss of Gildan and how both of those could affect the bottom line as to many unknowns at the current time. After a long and deliberate discussion, **Fugmann made a motion to approve the budget, seconded by Jack. Motion approved with the directive that the board will reevaluate in the final three months of this calendar year and make any necessary amendments at that time.**



### **Annual General Meeting**

Zander passed out a list of the current nominations for elections – the following positions are up for elections: President, Secretary, District 1, District 3 and Youth Administrators. As had been previously communicated to the board and membership, Tim Turney will not be seeking another term and has been nominated for US Youth Soccer vice Chair. The names received to date for elections are: President, Regina Martin, Secretary, Mike Cocanougher, District 1 Administrator, Dewayne Johnson, District 3 Administrator, Jeff Hall. The final notification will be going out the week of July 6 and will have information regarding the potential fee increase.

### **Insurance Quotes**

Zander gave the group a verbal update on insurance quotes. He has been pressing our insurance agent for quotes and unfortunately did not have final information in that regards. He did note that due perceived chance of future concussion related lawsuits that our current liability insurance company chose to not renew any liability policies for any soccer organizations. Our insurance agent has found a replacement liability carrier and there will be an approximate \$3000 increase in the annual premium.

### **Personnel Committee**

Turney appointed a committee comprising of the President, Vice President, Treasurer and Past President to establish and maintain employee Salary, Goals and Objectives on an annually basis. **Sizemore made a motion to approve the committee, seconded by Hall. Approved unanimously.**

### **Updated Medical Releases**

Brooks presented an updated US Youth Soccer Medical Release form that will be forward to the membership in the coming weeks.

### **Apparel Contracts**

Brooks gave an update on the current status of our apparel contract – he hopes to have a final resolution in the coming weeks. In addition, due to a shift in corporate marketing spending, Gildan has decided to resign our marketing agreement. While it comes as a surprise, we are looking at other opportunities to help fill the gap.

### **Founders Scholarships**

Kirkpatrick gave an update on the scholarship program and recommended 4 scholarships at \$1,000 per recipients. **Johnson made a motion to approve the four recipients, seconded by Fugmann.**

### **Tournaments**

Brooks gave a final update on the tournaments and regional tournaments – registration slightly up in each select tournament and overall, the events went very well. Highlights of the report was the increased communications to teams some preliminary ideas on improving tournaments in future years.

The board broke for lunch at 12:00pm and returned to meeting at 1:00pm.

### **Kentucky Premier League**

Murray and Zander gave a very detailed update on the first year of the KPL and how they plan to resolve some issues that lead to issues during the first 12 months. Hard data and communications was shared with the board along with ideas how to help teams out in second year. Both communicated the technical committee had recently selected the U13-U14 teams for the 2015-2016 and those teams will be notified shortly.

### **Technical Report**

Adrian gave his technical report focusing on following areas: Coaching Education, U9 Academy, Player Development Updates, change in the Region 2 ODP and Coaching Education. In addition, he mentioned the upcoming changes to birth years and playing formats pending US Soccer approval in August.

### **Referee Update**

Sizemore gave an update on all the referee topics related to youth events – the mentoring programs that this year's events were very successful. KSRA has approved new bylaws and will be approving a new financial policy

in August. Sizemore gave a proposal to Zander that will ask KYSA to pay all actual referee expenses for state and regional expenses to be addressed at the next board meeting.

### **Board Survey**

Martin distributed results of the board survey completed by 9 of the 11 board members. The results were discussed and the following actions will be taken. One, Zander will work with Martin, Johnson, Banner and a possible additional member on developing a board director manual. Two, Zander will work with the Personnel Committee on identifying the goals and objectives of the Executive Director and the staff and will report those to the board. Updates and drafts to be distributed at the September board meeting.

### **Executive Session**

The Board went into executive session at 3:15 p.m. Executive session was completed at 3:30 p.m.

Motion by Hall, seconded by Fugmann to adjourn. Motion approved. The meeting adjourned at 3:35 p.m.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
August 3, 2015**

**Board of Directors Present**

Regina Martin, Interim President  
Wes Hogan, Treasurer  
Jack Banbury, Secretary  
Dewayne Johnson, District 1 Administrator  
Jeff Hall, District 3 Administrator  
Bob Drake, District 4 Administrator  
Stan Sizemore, Youth Referee Administrator  
Tim Turney, Past President

**Non Voting Members Present**

Chad Collins, Referees

**Staff Present**

Kris Zander – Executive Director  
Adrian Parrish – Technical Director  
Holly Kirkpatrick – Programs & Marketing Assistant  
Bryan Brooks – Director of Programs & Marketing

**Board of Directors Absent**

Steve Fugmann, District 2 Administrator

Regina Martin called the meeting to order at 8:00 p.m. EST.

**President's Remarks**

Martin started the meeting stating that Tim Turney won the Vice Chair with US Youth Soccer and congratulated him on that honor. Per US Youth Soccer Bylaws, Tim was required to vacate his position of President of Kentucky Youth Soccer immediately. She went on to state that per Kentucky Youth Soccer Bylaws, the current Vice President will assume the position of President until the President position is up for election, which is August 8, 2015. She stated that she had previously notified everyone that she planned to run for the office of President at the AGM.

**Meeting Minutes**

Martin presented the Minutes from the June 27, 2015 board meeting. **Drake moved to approve the minutes as presented, seconded by Banbury. Approved unanimously.**

**Strategic Plan and Fee Structure Presentation**

Brooks gave an update of the presentation and how the information will be presented at the AGM. In addition, an FAQ along with district meetings will be set up during the months of September and October to further explain and answer any outstanding questions from the membership before a vote from the membership. Staff will be in touch with the District Administrators regarding availability and preliminary dates will be presented at the AGM.

**Annual General Meeting**

Zander presented the agenda for the August 8 meeting – the information has been presented to the membership via email and any additional topics should be address before the meeting.

**Insurance**

Zander received new insurance quotes and as expected, there was a small insurance in annual premium that goes into effect September 1.

**Apparel Contracts**

Brooks gave a short update on the Under Armour and adidas proposals – a decision will be made by August 15.

**2014/2015 Board Action Items**

Zander presented the Board actions items for ratification prior to the AGM. This information was pulled from the board of director's minutes and will be shared with the membership. **Banbury moved to approve the minutes as presented, seconded by Turney. Approved unanimously.**

**Recreational Transfer Policy**

Zander gave an update to the recreational transfer policy and said staff deleted a portion of the policy that has caused confusion for our players and leagues. In addition, there may be some small changes that staff will look at in the coming seasonal year and will present any additional changes to the board. **Hogan moved to approve the policy changes as presented, seconded by Drake. Approved unanimously.**

### **US Soccer Player Initiatives**

Turney gave an update that US Soccer approved two initiatives in July regarding new guidelines regarding small sided games and birth years. These policies have been approved and recommended for implementation in 2016 with mandated by 2017. This information will be shared with the membership in August and then again at the District Meetings this fall with how Kentucky Youth Soccer will manage the process as it relates to our membership.

### **ODP International Trip**

Parrish presented a plan to take the oldest two ODP age groups (combined one team) on an international trip to Holland over spring break. The trip would be organized through Feynord Club in Holland; the players will get to the opportunity to train, plays games and attend professional games. The total cost for the players will approximately \$3,000 and the cost could possibly be subsidized through individual/group fundraising. The cost will be covered by the individual players. The board discussed the proposal at length and any financial liabilities to the association. **Drake moved to approve the international, seconded by Banbury. Approved unanimously.**

Motion by Banbury, seconded by Hall to adjourn. Motion approved. The meeting adjourned at 8:50 p.m. EST

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
August 30, 2015**

**Board of Directors Present**

Regina Martin, President  
Wes Hogan, Treasurer  
Mike Cocanaugher, Secretary (Non-Voting till Sept. 1)  
Jack Banbury, Secretary (Voting til Aug. 31)  
Jeff Hall, District 3 Administrator  
Bob Drake, District 3 Administrator  
Stan Sizemore, Youth Administrator  
Tim Turney, Past President

**Board of Directors Absent**

Dewayne Johnson, District 1 Administrator  
Steve Fugmann, District 2 Administrator

**Non-Voting Members Absent**

Chad Collins, Referees  
Peggy Polley-Grizzle, Adults

**Staff Present**

Kris Zander, Executive Director  
Adrian Parrish, Technical Director  
Holly Kirkpatrick, Programs & Marketing Assistant

**Staff Absent**

Bryan Brooks, Director of Programs & Marketing

Regina Martin called the meeting to order at 8:04 p.m. EST.

**Meeting Minutes**

Martin presented the minutes from the August 3, 2015 board meeting. **Drake moved to approve the minutes as presented, seconded by Hall. Approved Unanimously.**

**District Meetings**

Martin gave a brief update on the District Meetings planned for September and October. District admins will be attending the meeting designated for their District. Martin requested that additional board members plan to attend District Meetings. She requested that board members let Zander and Brooks know what meetings they can attend, so we can ensure that each meeting is covered appropriately.

Zander gave a brief update on the modifications of the presentations for the District Meetings. The financial information has been updated and the presentation has been trimmed down from what was presented at the AGM. A one page document will be handed out at the meetings that will include items that we, as an organization, would like to do in the future and short descriptions of those items.

**Vice President**

There was a discussion on the vacant position of Vice President and the candidate presented to the board. It was noted that no concerns were brought to Martin's attention after the initial recommendation went out via email until the board meeting on Aug. 24<sup>th</sup>. Board members were invited to voice their opinion on the matter at which time members voiced their concerns and/or support for Martin's recommendation. Martin put forth Bob Riley as her recommendation for Vice President of Kentucky Youth Soccer Board of Directors. **Banbury moved to approve Riley as Vice President of Kentucky Youth Soccer BOD, seconded by Drake. Motion failed with a vote of 3 – 2.**

Martin will bring a new name forward to fill the Vice President vacancy at the next board meeting on September 21, 2015.

**Profile Sheet**

Martin requested that all BOD members fill out and return the profile sheet sent out by Cocanaugher as soon as possible.

The call ended at 8:20 p.m. EST.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
September 21, 2015**

**Board of Directors Present**

Regina Martin, President  
Jack Banbury, Vice President  
Mike Cocanougher, Secretary  
Dewayne Johnson, District 1 Administrator  
Jeff Hall, District 3 Administrator  
Bob Drake, District 4 Administrator

**Board of Directors Absent**

Wes Hogan, Treasurer  
Steve Fugmann, District 2 Administrator  
Stan Sizemore, Youth Administrator

**Non-Voting Members Present**

Peggy Polley

**Non-Voting Members Absent**

Chad Collins, Referees  
Tim Turney, Past President

**Staff Present**

Kris Zander, Executive Director  
Adrian Parrish, Technical Director  
Holly Kirkpatrick, Programs & Marketing Assistant  
Bryan Brooks, Director of Programs & Marketing

Regina Martin called the meeting to order at 8:01 p.m. EST.

**President's Report**

Martin briefly discussed the President's Report that was distributed via email and noted a few items in particular:

- She requested each board member to fill out the information sheet and return to Mike Cocanougher as soon as possible.
- Enclosed was the current list of committee appoints
- Martin would like to have a board retreat in either December or February.
- Martin recently forwarded US Youth Soccer Town Hall Information – to keep the board up to speed and on regional and national items

**Meeting Minutes**

Martin presented the minutes from the August 24, 2015 board meeting. **Hall moved to approve the minutes as presented, seconded by Banbury. Approved Unanimously.**

**Financial Information**

Zander provided the August 31 Balance Sheet and condensed Profit & Loss statement. The income derived from the National C License will be taken reclassified to the 2015-2016 seasonal year hence an adjustment will be made to final statement. Due some increased ODP Regional fees and expenses, the fiscal year should come in the \$35,000-\$40,000 deficit. Once finalized, Zander will forward the final financial statements to the entire board for review.

**Audit**

Martin stated she would like the board to consider doing a complete financial and operational audit of the organization as suggested by Tim Turney. Due to the potential expense to the association, she will be gathering information and anticipates to bring a full proposal and budget amendment to the board after the membership votes on any potential fee increase.

**State Office Report**

Zander stated the State Office report was enclosed and if you have any questions please direct those to him.

**Committees**

Martin made note of the committee list enclosed and requested from the board recommendations for any open slots. As those committees are completed, they will forwarded to the entire board.

**District Meeting Updates**

Brooks stated that the first meeting in Lexington September 15<sup>th</sup> was nicely attended and the three other meetings have been finalized for September 22, October 6 and October 13.

### **Fee Recommendations**

Brooks stated based on the current feedback we have received from the membership at the AGM, the first District Meeting and individual conversations, he recommends the board consider adjusting the recreational fee to one fee rather than splitting into two fees. After some discussion, **the Board approved unanimously the recreational fee be \$12.00.**

### **US Soccer Mandates**

Brooks stated the office has received many phone calls from the membership regarding the new mandates. Based on the information recently released from US Youth Soccer and staff will be coming to the board for a recommendation during the October board meeting with the hope to release to the membership in early November. There will be some issues to moving to the calendar birth year especially in the U14 and U18 age groups so there is still plenty of work to get done.

### **Select League Approval**

Brooks would like the board to consider adding Indiana Soccer League as an approved Select League for our cup competitions. We have many teams in western Kentucky that have historically played leagues in Indiana and other times some of those leagues have been rolled up into the ISL. Brooks stated he was told by ISL Director that all games will be played in the state of Indiana. **Drake moved to approve, seconded by Banbury. Approved with Hall opposed.**

### **Futsal Tournament**

Brooks gave a brief update on the new Futsal event schedule for December 12. Staff is hopeful to release all of the registration information in the next few days.

### **Board Member Handbook**

Cocanougher gave an update on the new board member handbook. Over the last few weeks, he has been gathering information from other state associations and hopes to have a draft completed in the next few weeks.

### **Personnel Committee**

Martin said the personnel committee (Drake, Banbury and herself – Turney and Hogan were unavailable) met with Kris last Thursday to discuss the following:

- Employees Annual Reviews have been completed
- Employee Handbook is being updated
- Committee is looking at benefits package
- Staff will be updating annual measurable goals

### **Vice President**

Martin asked the board to consider Jack Banbury as Vice President to fill her term till August 2016. Hall moved to approve Banbury, seconded by Cocanougher. Approved unanimously.

### **ODP International Trip**

Parrish gave an update on the international trip with tryouts coming next month and fundraising beginning very soon.

### **Executive Session**

Adrian Parrish, Holly Kirkpatrick and Bryan Brooks left the call at 8:45 p.m. The Board along with Kris Zander stayed on to discuss staffing. The meeting was taken out of Executive session at 8:55

### **Budget Amendment**

**Banbury moved to approve the budget amendment for employee bonuses as recommended by the Personnel Committee, seconded by Drake. Approved Unanimously**

The call ended at 9:00 p.m. EST.





**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Conference Call  
October 26, 2015**

**Board of Directors Present**

Regina Martin, President  
Jack Banbury, Vice President  
Mike Cocanougher, Secretary  
Wes Hogan, Treasurer  
Steve Fugmann, District 2 Administrator  
Bob Drake, District 4 Administrator

**Board of Directors Absent**

Dewayne Johnson, District 1 Administrator  
Jeff Hall, District 3 Administrator  
Stan Sizemore, Youth Administrator

**Non-Voting Members Present**

Peggy Polley  
Tim Turney, Past President

**Non-Voting Members Absent**

Chad Collins, Referees

**Staff Present**

Kris Zander, Executive Director  
Adrian Parrish, Technical Director  
Holly Kirkpatrick, Programs & Marketing Assistant  
Bryan Brooks, Director of Programs & Marketing

Regina Martin called the meeting to order at 8:02 p.m. EST.

**President's Report**

Martin briefly discussed the President's Report that was distributed via email earlier in the day and noted a few items in particular. A full report from the Region 2 Fall Meeting will be sent out later in the week:

- She requested each board member to fill out the information sheet and return to Mike Cocanougher as soon as possible
- US Youth Soccer recently sent out a survey to determine operational issues
- Holly and herself attended the Affinity conference in San Diego and a report was distributed
- US Soccer age group was topic discussed heavily in Indiana
- Bill Podewils is no longer the Region 2 Chair – a vote will be forthcoming on a new individual
- US Soccer really is in the process of creating a national player database

**Meeting Minutes**

Martin presented the minutes from the September 31, 2015 board meeting. **Fugmann moved to approve the minutes as presented, seconded by Banbury. Approved Unanimously.**

**Financial Information**

Zander provided the August 31 Balance Sheet and condensed Profit & Loss statement. The income derived from the National C License will be taken reclassified to the 2015-2016 seasonal year hence an adjustment will be made to final statement. The financials have been given to the accountant and are anticipating getting the information back before the December 5<sup>th</sup> meeting. The fiscal year should finish in the range of \$40,000 deficit once all of the final journal entries have been completed.

Bob Drake commented how closely the budgeted was managed this year and the deficit was exactly what the board had anticipated for the entire fiscal year.

**US Youth Soccer Workshop**

Zander stated the US Youth Soccer Workshop is January 13-17, 2015 in Baltimore – if anyone is interested in attending, please let Kris know no later than the December 5 meeting. All registrations and hotel arrangements need to be made no later than December 15.

**Special Meeting Notice**

Zander proposed the December 5 meeting in Lexington be as follows:

- 9:30am -11:45am Kentucky Youth Soccer Board of Directors Meeting
- 11:45am-1:00pm Lunch

- 1:00pm - 2:00pm Special Meeting of the Membership
- 2:00pm - 3:00pm Board Meeting continuation if necessary

Zander gave a brief update on the feedback received during all of the district meetings. One comment in particular was the feedback of the select team fee, for simplicity reasons, most recommended the team fee be cut out and just raise the per player fee by a few dollars.

Based on the feedback, Martin asked the board to consider raising the select player fee to \$27, **moved by Cocanougher, seconded by Wes Hogan. Approved Unanimously.**

#### **State Office Report**

Zander stated the State Office report was enclosed and if you have any questions please direct those to him.

#### **Affinity User Conference**

Kirkpatrick gave a brief update on the report she emailed out the previous week. As stated in the report, Affinity has some exciting new enhancements on the horizon that will benefit the state association as well as the membership such as a new scheduling wizard, digital player cards and other online opportunities.

#### **US Soccer Mandates**

Zander and Martin talked about the US Soccer birth year and the discussion at the Region 2 Fall Meeting; it appears most states are planning on making the move during the 2016-2017 birth year. There appears to be some confusion on some recent birth year chart that was distributed and everyone is trying to get clarification from US Soccer and US Youth Soccer.

#### **Coaching Standards**

Parrish gave an updated on the new coaching requirements for the USSF D and E License and how time consuming and difficult the course have become not only for the candidates but for the coaching education staff. Based on those reasons, Parrish would like the board to consider lower the mandatory coaching education requirements for the U12 and younger teams. The board will address this at the December 5 meeting.

#### **ODP International**

The training pool of 24 has been selected and 20 players have registered for the event. The training events will start in early November 7 and the fundraising opportunities have been communicated to the players. Parrish and Martin feel confident that the trip will be a very popular event in the coming years.

#### **Board Retreat**

Based on the current calendar of events, staff has identified January 30 and February 20 as a potential for the upcoming board retreat. Martin asked if anyone had any issues with these dates and no one responded with any conflicts. Staff will begin looking at options and will present those once completed.

**Fugmann moved to end the meeting, seconded by Drake.**

The call ended at 8:59 p.m. EST.

**Kentucky Youth Soccer  
Board of Directors Meeting Minutes  
Lexington Public Library – Beaumont Branch  
December 5, 2015**

**Board of Directors Present**

Regina Martin, President  
Jack Banbury, Vice President  
Mike Cocanougher, Secretary  
Wes Hogan, Treasurer  
Steve Fugmann, District 2 Administrator  
Bob Drake, District 4 Administrator  
Stan Sizemore, Youth Administrator

**Board of Directors Absent**

Dewayne Johnson, District 1 Administrator  
Jeff Hall, District 3 Administrator

**Non-Voting Members Present**

Peggy Polley, Kentucky Soccer Association  
Tim Turney, Past President

**Non-Voting Members Absent**

Chad Collins, Referees

**Staff Present**

Kris Zander, Executive Director  
Holly Kirkpatrick, Programs & Marketing Assistant  
Bryan Brooks, Director of Programs & Marketing

**Staff Absent**

Adrian Parrish, Technical Director

Regina Martin called the meeting to order at 9:37 a.m. EST.

**President's Report**

Martin briefed everyone on the changes with Bill Powdelis as Region 2 Chair since the last board meeting. Jim Martella was elected Region 2 Representative where he will represent Region 2 at all National meetings and Rich Jensen was elected Region 2 Chair where he will run the Region 2 meetings. The regional staff and committees will report to Rich Jensen.

Regional ODP seems to be still influx – adjustments to the initial proposal to summer programming have been made. More information should be available at the NSCAA convention in January.

**Meeting Minutes**

Martin presented the minutes from the October 26, 2015 board meeting. **Banbury moved to approve the minutes as presented, seconded by Drake. Approved Unanimously.**

**Financial Information**

Zander provided the audited August 31 from the accountant and it showed the final deficit of \$41,266 after all of the income from the National C License was moved to the current fiscal year.

Balance Sheet and condensed Profit & Loss statement through November 20, 2015 was presented. Zander noted they have not been reconciled but everything was appeared to be on par with last year and the current budget.

**State Office Report**

Zander stated the State Office report was enclosed and if you have any questions please direct those to the office.

**US Soccer Mandates**

Martin asked the board to consider voting on implementation of the new US Soccer Player Development for the 2016-2017 seasonal year. She reiterated that US Youth Soccer regional and national competitions will transition in 2016-2017. This vote would mean all player registrations would move to calendar year and the small sided games modifications (7v7 at U10 and 9v9 at U12) would start with the Fall 2016 season. **Drake moved to approve the minutes as presented, seconded by Sizemore. Approved Unanimously.**

### **Kentucky State Referee Association**

Sizemore would like to make a budget amendment that Kentucky Youth Soccer pay for all referee lodging at all state association events and travel, lodging and transportation expenses for the regional events. Based on the information provided, Sizemore's calculations made an additional \$14,000 in for Kentucky Youth Soccer. There was lengthy discussion on the exact cost and how this would affect the current year's budget. **Drake moved to discuss in further detail and have Sizemore/Zander provide an updated policy at the next board meeting, seconded by Hogan. Approved with Sizemore opposing.**

### **Strategic Plan Update**

Brooks stated the strategic plan calendar was included in the information – staff will begin to work on the items and update based on the results of the fee increase vote. The strategic plan committee will be meeting again in January and will provide any updates at the next board meeting.

### **US Youth Soccer Workshop**

Zander stated the US Youth Soccer Workshop is January 13-17, 2015 in Baltimore – the following people will be attending the convention: Regina Martin, Kris Zander, Mike Cocanougher and Adrian Parrish. All registration, travel and hotel arrangements will be finalized by December 11.

### **Coaching Education Standards**

In Parrish's absence, Zander provided the board with the documentation to lower the current coaching education minimum standard that was originally submitted at the October meeting. **Jack moved to approve the policy, seconded by Hogan. Approved unanimously.**

### **ODP International Trip**

Zander gave a brief update on the trip – the teams will be selected by mid December, chaperones have been selected and payments are being collected. Fundraising is ongoing. Due to the political unrest in Europe, Zander is going to explore the option for families to purchase additional insurance in the event of cancellation. Zander wished the board to see the agreement and approve the document. **Cocanougher moved to approve the document, Banbury seconded. Approved unanimously.**

### **Kentucky Premier League**

Zander gave a brief update on the fall season and overall was happy with the progress of the league. The standalone KPL website should be completed and ready after the first part of the year. In addition, Zander noted an increased social media presence will be coming this spring. With the new US Soccer Mandates, the KPL Technical committee has recommended not expanding beyond the U13 age group for 2016.

### **Bownet Futsal Tournament**

Brooks gave a brief update on the December 12<sup>th</sup> event at Kentucky Basketball Academy.

**Cocanougher moved to end the meeting at 11:52am for lunch and the Youth Council Meeting, seconded by Fugmann. Motion Approved.**

**The Meeting reconvened at 2:25pm**

### **Budget**

Martin would like to complete an operational audit of the organization and has researched a few companies locally to help with this. From the information gathered, Martin felt like this would be approximately \$10,000 and requested a budget amendment. **Banbury moved to approve the budget amendment, seconded by Fugmann. Approved unanimously.**

The meeting ended at 2:45 p.m. EST.