

**Mass Youth Soccer BOD Meeting
February 7, 2018
VIA CONFERENCE CALL**

Present Board Members: H. Blatt, D. Boloz, J. Chambers, D. Dalrymple, C. Foscatto, C. Goulet, R. Kahlon, R. Moo, T. Ringler, D. Santilli, J. Scarpaci, D. Smith, L. Tarquinio and B. Trudeau (14)

Absent: D. Amidon, and T. Rivet (2)

Non-Voting Members/Staff: M. Borislow, R. Holliday, S. Smoller, T. Ritchie (4)

A quorum was declared present and President Bob Trudeau called the meeting to order at 7:00 PM.

2018 Mass Youth Soccer Awards Night, Workshop & Breaking Barriers Event

Bob, Mike and Caroline summarized the extraordinary efforts of the staff to put on this year's events. Attendance was the highest to-date. Congratulations and many thanks to Lynn Gugliuzza and Rob Holliday for their exhaustive efforts!

Pending Legislation

Bob reviewed the status of Bill 534 which has passed in the Senate and the House and is expected to be signed by the President within the next few weeks. If signed, it will become federal law. As written, the bill sets forth requirements for policies, procedures, training, and reporting in the area of sexual abuse.

US Soccer Presidential Election

Mike reported on intentions to bring the board's guidance and advice regarding the presidential election to the US Soccer annual meeting at which elections will take place for the next President. Following were the top four choices (in order) as voted by the Board: Steve Gans, Kyle Martino, Paul Caligiuri, and Carlos Cordeiro.

Motion by David Dalrymple, second by Dana Santilli to approve the minutes as amended from January. Motion approved unanimously.

Treasurer's Report

Derek will have updated financials distributed next week.

Good of the Game

Caroline reported that Scores Boston (through a relationship with Football for Hope) will be sending four Boston HS players to the World Cup. Caryn reported on progress to establish a Unified TOPSoccer league in Fall '18.

Motion by David Dalrymple, second by Jeff Chambers to adjourn at 8:41 PM. Motion approved unanimously.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
March 7, 2018
VIA CONFERENCE CALL**

Present Board Members: D. Amidon, H. Blatt, J. Chambers, D. Dalrymple, C. Foscatto, C. Goulet, R. Kahlon, R. Moo, D. Santilli, J. Scarpaci, D. Smith, L. Tarquinio and B. Trudeau (13)

Absent: D. Boloz, T. Ringler and T. Rivet (3)

Non-Voting Members/Staff: M. Borislow, R. Holliday, S. Smoller, and T. Ritchie (4)

A quorum was declared present and President Bob Trudeau called the meeting to order at 7:03 PM.

2018 US Soccer AGM

Bob, Mike, and David gave a brief summary of the events at the AGM and the outcome of the presidential election (e.g. Carlos Cordeiro). Jeff thanked the many efforts put forth by Bob and Mike to keep the Board and membership educated and informed about each of the candidates and their platforms.

Columbus Day Tournament Proposal

Bob reviewed the historical deference given to town-based tournaments during Columbus Day weekend, but with waning interest and participation each year. Mass Youth has received a request from a club to utilize the fields for their Columbus Day tournament with the added component of town-based team brackets for grades 3-4 as well as grades 5-6. Mike will follow up with the club.

Abuse Prevention

Bob reviewed the status of Bill 534 which has passed in the Senate and the House and is expected to be signed by the President within the next few weeks. If signed, it will become federal law. As written, the bill sets forth requirements for policies, procedures, training, and reporting in the area of sexual abuse.

February minutes will be approved at the April Board.

MYSA AGM

Derek Smith and Steve Smoller volunteered to be monitors for voting.

Treasurer's Report

Derek will have updated financials distributed next meeting.

Good of the Game

Jeff reported on tremendous response to the Grassroots Referee Program (10 towns).

Motion to adjourn approved unanimously via phone at 8:55 PM.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
April 4, 2018**

Present Board Members: D. Amidon, H. Blatt, D. Boloz, J. Chambers, D. Dalrymple (via phone), J. Gargan, C. Goulet, R. Kahlon, R. Moo, T. Ringler, T. Rivet, D. Santilli, J. Scarpaci, D. Smith (via phone) and B. Trudeau (15)

Absent: C. Foscatto (1)

Non-Voting Members/Staff: M. Borislow, R. Holliday, and I. Mulliner (3)

A quorum was declared present and President Bob Trudeau called the meeting to order at 7:02 PM.

U.S. Soccer Grassroots Coaching Courses

Ian Mulliner reported on the new U.S. Soccer coaching courses, Introduction to Soccer (20 min online video), 4v4 (available online 3-4 hours), 7v7, 9v9, 11v11 and Grassroots D courses which Mass Youth is rolling out. Ian described the new courses as being an improved focus on players and the game with less focus on the coaches, noting that all courses require registration with the Digital Coaching Center (DCC). As an aside, Ian noted that a licensure cannot be finalized until the participant submits "Page of Experience" feedback page. Bob asked for all Board members to sign-up and take as many courses as possible, but at least to register with the DCC and take the Intro course.

East Region and National League

Mike Borislow reported on progress at the USYS national and regional levels to unify pathways to the National Championship League, Series and Championships to be run by outside league managers. There are no final plans, but expectations are that New England will have a geographically available sub-regional league with an appropriate number of tiers in which clubs can choose to participate effective Fall '18.

Columbus Day Weekend – Field Complex Request

Bob Trudeau reported on discussions with the leagues committee, town-based tournaments and interested parties to rent the field complex during Columbus Day weekend. Bob noted the efforts to preserve participation for town-based tournaments as much as possible.

Board Governance

Mike reported on a presentation that he and Loy attended at the Urban Soccer Symposium entitled "The Context for Innovative Board Leadership." Following some substantial discussion, there was a general consensus that, although Mass Youth has progressed to becoming more of a Strategic Board. Discussion was held on how we can move our board meeting to discussing topics more geared toward organization strategy and vision and less on the details or programs. The use of a Consent Agenda and new meeting format will be attempted.

Motion by Jeff Chambers, second by David Dalrymple to approve the minutes from February and March. Motion approved by majority.

Membership

Mike reported on a recent meeting with the a YMCA organization which is interested in becoming a member of Mass Youth.

Treasurer's Report

Derek Smith reviewed the distributed financials and Mike reported that the audit recently concluded, noting that there were extremely few findings by the audit firm.

President's Remarks

Bob remarked on the DSD event taking place at the Putnam Club at Gillette Stadium on Saturday, April 14th. Bob also commented on recent participation in league meetings and also mentioned MSRC's recent system crash. Bob reminded the Board that leaders of the Strategic Initiative groups owe updates prior to the May Board meeting.

Good of the Game

Caryn Goulet reported on the presentation made by MSRC's Mentor Program Director Elie Nassif at Wilmington Youth Soccer's pre-season coaches meeting, the 8th Annual Girls Night Out program taking place in Wilmington on April 8th, the recent East/South Region TOPSoccer Symposium that took place in Atlanta and a new TOPSoccer program that started in Weston earlier this month. It was noted that, Board members should try to embrace opportunities to tag Mass Youth on social media when participating in appropriate program/events. Mike highlighted the impending manner in which new marketing efforts will profile member organizations and encouraged the Board to consider a new category for the state awards; that of "Program of the Year." Rob Holliday noted that Ian and Mike will be on FaceBook Live at 3:00 PM on Thursday, April 5th. Lastly – good luck to Rachel Moo running in the Boston Marathon for team MR8 (Martin Richards)!

Motion by Jeff Chambers, second by Rachel Moo to adjourn at 9:20 PM. Motion approved unanimously.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
May 2, 2018**

Present Board Members: D. Amidon, H. Blatt, J. Chambers, D. Dalrymple, C. Foscatto, J. Gargan, R. Kahlon, R. Moo, T. Ringler, T. Ritchie, T. Rivet, J. Scarpaci and B. Trudeau (13)

Absent: D. Boloz, C. Goulet, D. Santilli, D. Smith (4)

Non-Voting Members/Staff: M. Borislow and I. Mulliner (2)

A quorum was declared present and President Bob Trudeau called the meeting to order at 7:14 PM.

Prior to the start of Vision and Action Discussion topics, Mike Borislow briefed the Board on a pending change to the state office phone system. The new system will provide direct dial numbers for office staff and “on hold” messaging for waiting callers.

Board Meeting Structure and Format

Based on prior Board meeting discussion, the distribution of documents prior to the Board meeting was made in a consent agenda format including previous meeting minutes, financial statement and updated Strategic Initiative Reports. As part of the document distribution, Board Members were encouraged to review the documents and engage the respective authors directly with any questions or comments via email or phone call. Discussion at the Board meeting ensued as to the methodology and process of a consent agenda format. Consensus of the Board was that a formal consent agenda format was not required, however, the Board was in favor of adopting features of the process that might streamline Board meeting discussions and actions.

The topic discussion then moved into an extended exchange of ideas for topics and objectives for future Board meetings.

Volunteer and Coach Challenges

1. Attracting, Training, Retaining

Due to the length of time spent in discussion of Board Meeting Structure and Format and the general consensus on meeting format, the Volunteer and Coach Challenges topic was tabled for a future Board meeting.

Motion by Jeff Chambers, second by David Dalrymple to approve the minutes from April. Motion approved 11 – 0 with 1 abstention.

Board Member Club Visits

Dave Dalrymple reported on two meetings held with local clubs. Allston-Brighton is a new organization trying to be in a position to offer programs starting Fall 2018. Dave is advising the organization on actions and documentation required to satisfy state and Mass Youth Soccer requirements.

Dave has also met with Bedford Youth Soccer, answering questions regarding the US Soccer Player Development Initiatives (PDIs) and navigating the Mass Youth Soccer website to find appropriate Session Plans to help their coaches develop appropriate practice plans.

President's Remarks

Bob Trudeau updated the Board on recent developments in the Middlesex Youth Soccer League.

He also advised that club visits during April included speaking at the Nashoba Valley Youth Soccer League pre-season coaches meeting and Board of Directors meeting (Bob, Mike B. and Maureen LaRoche).

Bob and Mike also attended the Berkshire County Youth Soccer Leagues Board of Directors meeting and Town Coordinators meeting.

Topics covered at the meetings included: US Soccer Grassroots Coaching Education Courses, Mass Youth Soccer coaches education opportunities, Town Select League, Mass Youth Soccer strategic initiatives, Grassroots Referee Program and updating league governance documents.

**Motion by Dave Dalrymple, second by Jared Scarpaci to adjourn at 9:08 PM.
Motion approved unanimously.**

Respectfully submitted,

Bob Trudeau for

Caryn Goulet, Secretary

**Mass Youth Soccer BOD Meeting
June 6, 2018**

Present Board Members: D. Amidon, H. Blatt, J. Chambers, D. Dalrymple, C. Foscatto (via phone), J. Gargan, C. Goulet, R. Kahlon, R. Moo, D. Santilli, J. Scarpaci, D. Smith (via phone) and B. Trudeau (13)

Absent: D. Boloz, T. Ringler, T. Rivet and D. Smith (4)

Non-Voting Members/Staff: M. Borislow, S. Smoller, T. Ritchie and R. Wolf (4)

A quorum was declared present and President Bob Trudeau called the meeting to order at 7:02 PM.

Strategic Initiatives

Mike Borislow reported on progress by USYS to inventory, benchmark and standardize state associations regarding governance policies, procedures, etc. During the first inventory waive, Mass Youth cleared 100% of the requirements. In a similar effort, Mass Youth is working on a specific strategic initiative to identify categories, must-have's, should-have's and nice-to-have's in the standardization of league policies, rules and initiatives.

U.S. Soccer Grassroots Coaching Courses

Mike updated reports on the new U.S. Soccer coaching courses, Introduction to Soccer (20 min online video), 4v4 (available online 3-4 hours), 7v7, 9v9, 11v11 and Grassroots D courses which Mass Youth is rolling out. Mike reminded Board Members to progress through the courses ASAP, noting that all courses require registration with the Digital Coaching Center (DCC).

Motion by Jeff Chambers, second by David Dalrymple to approve the minutes from May. Motion approved by majority.

East Region and National League

Mike Borislow reported on progress at the USYS national and regional levels to unify pathways to the National Championship League, Series and Championships to be run by outside league managers. Massachusetts will be part of the New England Conference effective Fall '18.

Affinity Sports Update

David Dalrymple reported on recent efforts with Affinity Sports to address some hiccups in registration issues as it relates to twins as well as a few other exceptions.

State Cup

Mike and Bob reported on last weekend's successful collaboration with the NEP and NSL leagues culminating in the State Cup tournament held at Lancaster. Many staff & volunteers were vital to the success of the event, including: Terri Filippetti, Jim & Marlene Gondek, David & Jennifer Dalrymple, Steve & Melanie Robinson, Katelyn

(Filippetti) Mallozzi, Ross Weaver, Dave Westbury, Dave Martinez, Rob Holliday, Jake Davis and, of course, Dick Threadgould.

President's Remarks

Bob and Russ reported on a recent meeting between NEP, NSL, GPS, US Officials and Mass Ref to fund a position devoted to Referee Recruitment. The job description for this position is under review. Bob also announced that FIFA makes its decision on the award for the 2026 World Cup takes place on June 13th.

Good of the Game

Bob reported that Diego Fagundez' presence at the State Cup tournament last weekend was extremely popular. Mike also reported on progress with an out-of-state Beach Soccer organization to collaborate with Boston Beach Soccer, the efforts for which will be supported by Mass Youth.

**Motion by Jeff Chambers, second by David Dalrymple to adjourn at 9:07 PM.
Motion approved unanimously.**

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
August 1, 2018**

Present Board Members: D. Amidon, J. Chambers (via telephone), D. Dalrymple, C. Foscatto, C. Goulet, R. Kahlon, D. Santilli (via telephone), J. Scarpaci, D. Smith (via telephone) and B. Trudeau (10)

Absent: D. Boloz, H. Blatt, J. Gargan, R. Moo, T. Ringler and T. Rivet (6)

Non-Voting Members/Staff: M. Borislow, S. Smoller, T. Ritchie and T. Endow (4)

A quorum was declared in attendance and Bob Trudeau called the meeting to order at 7:02 PM.

Strategic Initiatives

Mike Borislow presented a final policy recommendation for review. It fell under a Strategic Initiative to create a statewide process policy to deal with discipline, grievances, complaints and appeals in a consistent manner. Next steps for implementation start with updating Mass Youth's policies for inclusion followed by rollout on a league by league basis.

Motion by David Amidon, second by Derek Smith to approve the policy as presented entitled "Member Organization Procedures for Disciplinary Actions and Appeals, Grievances and Complaints Appeals. Motion approved unanimously.

Caroline Foscatto reported on progress by the Strategic Initiative committee dedicated to enhancing access to soccer for underserved populations, including programs/event such as: Breaking Barriers workshop, Soccer For Success, Boston Soccer Collaborative, Unity Cup, Gateway Festival, Soccer In The Streets, SCORES, Goals program, newsletters, events, etc. Noteworthy is that Mass Youth also attends the annual Urban Soccer Symposium along with 15 other state associations to network for other access ideas. Additional ideas and potential program partners were discussed.

Updates

Mike reported on the ongoing progression of the leagues across the state as well as ongoing efforts by the Town of Lancaster to develop viable land in the area around the Mass Youth complex.

President's Remarks

Bob Trudeau recapped the USYS AGM, elections, budget, Federation membership taskforce as well as ongoing conversations with USYS and collaborative work with other state associations. Bob also reported on the phenomenal increase in participation at TSL tryouts. The staff are busy preparing for the Mass Youth Soccer Night at the Revs taking place on Saturday, September 22, 2018. Caryn reported on a tandem program for TOPSoccer that will take place during the event.

Good of the Game

Congratulations went out to Mike Borislow for being elected one of the Top 50 Most Influential People in Soccer by New England Soccer Journal. Caroline reported that four Mass Youth Soccer players attended the World Cup through an America SCORES scholarship.

Motion by Roger Kahlon second by David Dalrymple to adjourn at 9:20 PM. Motion approved unanimously.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
September 5, 2018**

Present Board Members: D. Amidon, H. Blatt, J. Chambers (via telephone), J. Gargan, C. Goulet, R. Moo, D. Santili, D. Smith and B. Trudeau (9)

Absent: D. Boloz, D. Dalrymple, C. Foscatto, R. Kahlon, T. Ringler, T. Rivet, and J. Scarpaci (7)

Non-Voting Members/Staff: I. Mulliner, R. Holliday and R. Wolfe (3)

A quorum was declared in attendance and Bob Trudeau called the meeting to order at 7:10 PM.

Strategic Initiatives

Howie Blatt reported on progress of the Director of Soccer Development (DSD) program; a strategic initiative which has been underway for more than one year. The initial introduction saw approximately 28 enrollees. Since that time approximately 120 people have expressed interest in becoming a DSD. The Technical Department has collaborated with a focus group of 12 in order to buildout the roles and responsibilities of a DSD as well as identify the necessary support tools and resources. The goal is to finalize the structure for a second launch during the January 26th workshop. Over time, the expectation is that the program will grow to the point of having a DSD in each of our 260-member towns.

Risk Management Discussion

Bob Trudeau and David Amidon reported on the proposed Risk Management policy issued by USYS on August 17, 2018. David also commented on ongoing discussions about concerns with details contained within the policy. More details to follow as the policy is vetted by the state associations. An additional discussion was held about the background checks currently conducted by Mass Youth along with ideas and options.

President's Remarks

Bob Trudeau recapped the Mass Youth player registration data provided and suggested reviewing the data in context of the Board's strategic initiatives.

Russ Wolfe reported on a new Director of Referee Recruitment, a state-wide position with support from NEP, NSL, USOFFICIALS, Mass State Referee Committee, Mass Youth Soccer, Bay State Soccer League and GPS. The position has been filled by Michael Guimares Jr., a Certified Grade 8 referee and Assignor from Pembroke, MA.

The staff are busy preparing for the Mass Youth Soccer Night at the Revs taking place on Saturday, September 22, 2018. Caryn reported on a tandem program for TOPSoccer that will take place during the event.

Good of the Game

Congratulations went out to Mike Borislow for being elected one of the Top 50 Most Influential People in Soccer by New England Soccer Journal. Caroline reported that four Mass Youth Soccer players attended the World Cup through an America SCORES scholarship.

Motion by Dana Santili second by Rachel Moo to adjourn at 8:59 PM. Motion approved unanimously.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
October 3, 2018**

Present Board Members: D. Amidon, J. Chambers, D. Dalrymple, C. Foscatto, J. Gargan, C. Goulet, R. Kahlon (via phone), T. Ringler, J. Scarpaci, D. Smith (via phone) and B. Trudeau (12)

Absent: H. Blatt, D. Boloz, R. Moo, T. Rivet, and D. Santilli (5)

Non-Voting Members/Staff: R. Holliday and E. Nassif (2)

A quorum was declared in attendance and Bob Trudeau called the meeting to order at 7:08 PM.

Strategic Initiatives

Elie Nassif, Jeff Chambers and Janet Gargan reported on progress engaging towns and communities in referee development as well as to inspire an increase in the enrollment of youths in certification classes. Nearly one year ago the Grassroots Referee Program was formed and presented at the 2018 Workshop. To-date, four programs (towns) have gone through the accreditation process and seven more in-process; totaling 300+ youth referees and 35+ adult volunteers. Many more have expressed interest in putting programs in place for Spring '19. As part of the progression of the program, efforts are underway to identify and develop "fast trackers."

USYS Leadership Conference

Bob Trudeau and Mike Borislow reported on the attendees, speakers, and meetings that took place at the recent conference. There were no votes taken in open session regarding any fee increases but discussion did take place on the topic and a special meeting is expected to be scheduled for January 2019. Bob also reported on the USYS Taskforce assembling the five major youth soccer organizations to collaborate on manners in which to mend the fractured youth soccer landscape.

Membership Data Analytics

Mike presented some very high-level data analytics of the Mass Youth membership and challenged the group to think about future ways to close some of the diversity gaps.

Consent Agenda, Executive Director and President's Remarks

Bob noted the submission and acknowledgement of minutes, staff reports and financials. Mike also reported on efforts underway to evaluate registration data bases and provided a high-level field status report.

Old Business, New Business and Good of the Game

Mike reported on a new partnership with a Worcester school to develop a Goals for Soccer program which will be run by Loy Urbina. Other opportunities also exist to expand the game into more areas through USYS' Innovate to Grow fund/program. Congratulations went out to everyone involved in the Mass Youth Soccer Night at the Revs events with special thanks to Rob Holliday for his extraordinary efforts. There were more than 1200 players in attendance, 48 TOPSoccer players, 88 TOPSoccer buddies, and 133 TOPSoccer family members in attendance. Well done!

Motion by Caryn Goulet second by David Dalrymple for Mass Youth to purchase a portable street soccer pitch for a not to exceed amount of \$22,500 plus reasonable shipping costs. Motion approved unanimously.

Respectfully submitted,

Caryn Goulet

**Mass Youth Soccer BOD Meeting
November 7, 2018**

Present Board Members: H. Blatt, J. Chambers, D. Dalrymple, J. Gargan, C. Goulet, R. Moo, T. Ringler, J. Scarpaci (via phone), D. Smith and B. Trudeau (10)

Absent: D. Amidon, D. Boloz, C. Foscatto, R. Kahlon, T. Rivet, and D. Santilli (6)

Non-Voting Members/Staff: R. Holliday and T. Ritchie (2)

A quorum was declared in attendance and Bob Trudeau called the meeting to order at 7:00 PM.

Budget Review and Related Fiscal Topics

Derek talked through the fiscal budget proposal for 11/1/18 – 10/31/19, noting that the fiscal year does not run concurrent with the playing year. This is the first full budget under the new player fee structure. Some noteworthy items include the Town Select League which continues to grow in size and revenue, impending increases in minimum wage, cotton for uniforms/awards, and expenses related to the aging grass and turf fields. Derek also reviewed recent analysis and review of the organization's Investment Committee and overall financial reviews and presented the following motions:

- **Motion by Jeff Chambers second by David Dalrymple to accept the budget as presented; motion approved unanimously.**
- **Motion by Derek Smith second by Jeff Chambers to transfer \$225K from the operating account back to the investment account; motion approved unanimously.**
- **On behalf of the organization's 401(k) Plan, motion by Derek Smith second by David Dalrymple to appoint Voya as custodian effective 1/1/19 and Angell Pension as the Plan's record keeper effective immediately; motion approved unanimously.**

Update: US Soccer Abuse & Prevention Policy and Safe Soccer Framework

With the recent passing of the SafeSports Act, Mike reported on impending requirements for a state adopted version of US Soccer's revised Policy 212-3, USYS' taskforce activities, training, and reporting, etc. Mike reminded the board that Mass Youth already has significant policies, procedures and training in place (<http://www.mayouthsoccer.org/about/abuseprevention/>) but is working diligently with Affinity and other third parties to ensure compliance with whatever is finalized by the Federation.

Consent Agenda, Executive Director and President's Remarks

Bob noted the submission and acknowledgement of minutes, strategic initiative reports, staff reports and financials. Jeff also reported on a recent MSRC meeting at which the organization passed its budget, reported on receiving 501c3 approval, identified fast-trackers for Grassroots Referee program, and creative training & education efforts. Mike noted on the need for all Board members to be as attentive as possible to MyCommittee communications and responses. Mike also provided an update relative to the USYS budget that was not initially passed, prospective fee increases, and an impending Special USYS meeting in January to hear final recommendations.

Old Business, New Business and Good of the Game

Bob reported on Pioneer Valley's new president Rui Marks. He also remarked about early efforts to get prepared for the March '19 AGM, including identifying those Board positions up for re-election. Bob also reported on his recent attendance at a New England Sports for Women meeting, South End Soccer's 10th anniversary and two MYSA award recipients who have advanced to regional consideration.

Motion by Derek Smith second by David Dalrymple to adjourn at 9:11 PM; motion approved unanimously.

Respectfully submitted,

Caryn Goulet