MYSA BOD Meeting
February 21, 2001


Meeting was called to order at 7:08 PM.
A quorum was declared present.

Acceptance of January minutes

Sid Bloom moved, seconded by Thom Laine to accept the minutes. PASSED unanimously.

Development Coaches Report – 9 months

Dean Conway introduced the three development coaches who were present, Mario was out of the country. Dean said they are a great team – four great individuals who complement each other. Jackie Shannon made a prepared presentation indicating the functions of the coaches and suggestions on how to improve the program. Glen Cristofori reported he wants to promote futsal more. He discussed a proposed ODP futsal playoff for New England. In the South, seven states currently have such a tournament.

New SYRA

Andy Weiss announced that he has found someone willing and able to replace him as SYRA, and introduced Rich Frongillo. Steve Smoller moved, seconded by Sid Bloom that Rich Frongillo be appointed SYRA. Motion PASSED unanimously.

Executive Director Report

Jim Gondek reported Ella Russell underwent surgery last week and is home recuperating. Kristin Gondek is handling matters concerning instruction and ODP, while Rachel Woo is handling issues relating to the database, KidSafe and serving as receptionist. There was a meeting of the Mass Outreach program on February 1. There were 35 people present representing the Boston communities. Parkway is entering 7 travel teams in BAYS and affiliating 1200 people. Jim also met with MyTeam and a competitor to discuss future plans for our web page. Jim is also working on redesigning our page design. The recent issue of the Bay Stater had 64 pages – the first time we published so large an edition, and the distribution of 133,000 marked our largest ever distribution. We had $21,000 in paid advertising. Shaws has finalized an agreement for sponsoring a statewide recreational tournament. Details will be available at the AGM. We expect to realize $100,000 per year for 5 years.

Program Managers’ Reports

TOPS

Joe Nagle reports he has begun making contacts for the spring season.

ODP
Thom Laine had nothing new to report.

State Cups
John Burrill reported he is looking at making some scheduling accommodations for U-18 regarding graduations.

SYRA
Andy Weiss reported there was a mailing snafu in Chicago with referee registrations. The committee is working to correct the problem. At the recent Adidas coaches' workshop the session on sideline behavior had a huge attendance. Andy presented the idea proposed during the session that we need to recruit more adult referees, who would be better able to cope with poor sideline conduct.

Dennis LaVersa reported on an assignors' workshop. They stressed the need to assign referees to the appropriate level and not merely supply a name for a game.

Recreation
Nancy Hart reported that another item discussed at the Adidas workshop was preparing cards for the refs to give out listing the dates of upcoming referee courses. Nancy also reported that the MYSA Sportsmanship Committee has had its first meeting and is presently getting organized.

Instruction
Tim Castle reported they are still in the middle of their busy season. The symposium was among the best attended with great presentation. The Brandeis site worked well with 130 people in attendance. The Nichols College Site drew 50 people- not bad for the first time. Tim said the development coaches helped him and Dean and made the event run much more smoothly.

Appeals
Dennis LaVersa reported he would be making some changes based on information he received at the workshop. There is an effort to develop mediation teams as an alternative to conducting hearings.

Packard Update & Options
Jim Gondek reported that on February 1, Packard was supposed to begin their monthly non-refundable payments of $30,000 in order to keep the purchase and sales agreement in effect. On January 31, Packard terminated the agreement. Jim has contacted other interested parties looking to develop either an office campus, distribution center, retail group, or a golf course. The realty corp. met and there will be a decision made by mid-March on what direction MYSA will take. On a related note, Ray Robinson announced that we had terminated our agreement with Tellalian Associates and have suspended our capital campaign for the time being.

Constitution and bylaw changes
Dennis LaVersa suggested adding language regarding suspending members prior to a hearing, since the USYSA reorganization took the teeth out of the previous wording.

The issue of eliminating the position of Vice President of Instruction was raised. After lengthy discussion on the pros and cons, the suggestion was withdrawn.

All other proposed changes dealt with housekeeping or previously discussed and voted changes.
Financial Summary
A P&L statement was distributed to the board previously via email. Finances will be tight due to Packard's termination of the sales agreement.

Old Business
1. Open action items
   ...Consult with leagues committee on adopting a policy for ADA compliance. > J. Nagle. Still open. Joe will produce a document that will be an outline of a process coaches and administrators can use when they come up with an ADA issue. Jim Gondek reported that Charlie Monoco reported USYS was experiencing similar difficulties in arriving at the proper wording.
   ...Establish a committee to evaluate the player priority list and report back to the board. > S. Bloom. Sid stated he would have the committee formed by next meeting.
Sid reported the committee, consisting of himself as chair along with Ted Ritchie and Paul Irwin, has met and come up with a revision of the player priority list. The major change involves moving the ODP regional tournament from the #3 to #1 position, leaving State Cup as #2 and MTOC as #3. The revision will be finalized and presented to the board for approval.

New Business
1. We need a new publisher for the Bay Stater.
2. Ray Robinson reported on the Adidas workshop, He believes the USSF fee increase will be between $.50-. 75.
3. Thom Laine requested the minutes reflect ODP's appreciation of Ray Robinson's letter of encouragement.

Meeting was adjourned at 10:26 PM.

Respectfully submitted,
Steve Smoller,
Secretary
MYSA BOD Special Meeting
March 7, 2001


Meeting was called to order at 7:15PM by Sid Bloom, new MYSA president.

Motion was made John Burrill to appoint Skip Gorman as executive Vice President. Seconded by Thom Laine. Passed unanimously.

Motion was made by John Burrill to appoint John Linnehan as MTOC Commissioner. Seconded by Greg Avakian. Passed unanimously.

Five months projected revenue profit and loss sheets were distributed along with 5 months actual for a predicted 12 month forecast. Jim Gondek said the projections were conservative. There is $350,000 in grant money that we applied for. Jim plugged in an estimate of $125,000. The actual money coming in is from ticket sales, courses, and registrations.

Harry Scanlan indicated developer contributions were $240,000 and grants and sponsorships were $260,000. Revenue in total is a $230,000 decrease that equates closely to the developer fee of $240,000. Sponsorships are down. Jim is ahead of target for submitting paperwork for grants and scholarships.

We are looking at a worst case loss of $300,000. Question arose if there is any money targeted for field development. $15,000 from Gatorade – we are not talking about big money.

The registration money is a good accurate number. If the number of camps falls back, the expenses to run them fall back as well – fewer camps mean less expense.

Jim has started discussion with banks for a short-term loan to cover bills until fees come in. We are looking for repayment of the short-term loan to happen in fall – July-August time frame. The $1.00 assessment would be the security for this loan. The cost of the loan would be 9 or 10% for 5 months.

We need to reduce the budget by $80,000. From April 1 to August 21 we are looking at personnel and program cuts.

The inner city program is a straight budgeted item. Some grant money was applied for and should come in.

A notice of proposed budget cuts was distributed for discussion. Some suggestions were that is might be better to cut someone now rather than later, we could look at a 32 hour work week, resulting in a $42,600 reduction based on present 40 hour week. It was noted state workers would work four days instead of five. Staggered days off were also suggested. Cutting one issue of the Bay Stater would save $35,000, medical could be cut $20,000, instructor fees $17,000. The question was raised what are the inner city and goals programs. Can we bring in more revenue from the inner city? This is the second year of paying money for the program. The goals program is camp for ½ or full day. No one is contracted.
The question arose if we could get a general idea of what each employee does in the office. Where do the programs we offer fall into?

Jim Gondek suggested the Board direct the office to assess the $1.00 fee billing to be on May 1. The board should also ratify that we secure a short-term note for $200,000 and use the $1.00 assessment to secure the note. Motion was made by John Linnehan to authorize borrowing of up to $250,000 using a line of credit. Seconded by John Burrill. Passed unanimously.

Sid Bloom indicated we need the $1.50 fee increase being requested at the AGM. He met with the league presidents and they will support the request. Sid added we must return to a strong financial position.

Harry Scanlan indicated we needed the fee increase because fund raising has not been profitable. The purchased land carries a debt. The structure of the text of the current bylaw is the fee is the sum of any fee by USYSA and $6.00.

Sid stated the land complex is not going to happen, we have to sell the land. Jim stated there is activity to sell the land, seven prospects are looking at the parcel. Skip Gorman suggested we keep approx. 25 acres to build on. Discussion resulted on whether to sell all or part of the parcel. Sid suggested 25 acres could house 4 fields and a building.

Reebok will not be renewing as equipment supplier/sponsor. We are negotiating with Adidas.

Tim Castle asked if we could get a sponsor for the symposiums or other specific programs. Jim responded he is looking for such opportunities. Now that the capital campaign has been suspended we can go after smaller sums of money for specific programs.

The new player priority list was distributed. This was determined by a committee chaired by Sid Bloom with Ted Ritchie representing the competitive leagues and Paul Irwin representing MAPLE filling out the committee. Motion was made by Skip Gorman to accept the new player priority list. Seconded by Nancy Hart. Passed.

John Burrill announced that State Cups format for U-12 is going to change. Currently after 11 kids are divisionalized. With the change they will play through U-12 before they are divisionalized. It will change the structure of State Cups. John is looking at single elimination games after MAPLE season ends. Some seeding on the second weekend in June. U-12 round robin would return the following weekend.

Tim Castle is working in an Operation Manual for the Instruction Manual. It will explain all job descriptions.

Sid stated the major goal is financial footing. He is a numbers person and will watch the budget closely.

Meeting adjourned.
Minutes taken by Nancy Hart

Meeting was called to order at 7:15 PM. A quorum was declared present.

Acceptance of February minutes

John Burrill moved, seconded by Skip Gorman to accept the minutes. PASSED unanimously.

Executive Director Report

Jim Gondek reported he is negotiating the sale of the Lancaster site and is currently entertaining two offers. He further reported that Ella Russell is back part time. He is also preparing for the AGM. The packets have gone out to the towns. Jim distributed copies of the audit. He is negotiating a short-term loan to cover cash flow till the proceeds of the fee increase come in. He had to cancel the administrators’ workshop due to the low number of pre-registrations. John Burrill requested we receive monthly profit & loss statements.

Program Managers’ Reports

TOPS

Joe Nagle reports he submitted an article to the Bay Stater that covers activities to date.

ODP

Thom Laine reported the coaches are in place. The teams are attending soccer scrambles. Thom is working on scouting and the selection process. Sid Bloom raised the issue of ODP players who owed money. Sid feels if the players are not paid up on their past due accounts they should not be allowed to play.

(Hearing)

At this point, the board conducted a hearing regarding a player in bad standing appealing to be re-instated. Gary Burgess requested the hearing. He explained the special circumstances that prevented the proper people from receiving notices of past due account. John Burrill moved, seconded by Thom Laine that we rescind the bad standing. The motion passed unanimously.

Skip Gorman moved, seconded by Nancy Hart, that we send a letter to inform Lee Ann Zillioli that she is about to be placed in bad standing for failing to pay her past due account. Motion passed 5-1-1.

State Cups

John Burrill reported April 1 is the first roster freeze date for the first round of challenge games. 30 games must be played by April 25.

MTOC

John Linnehan reported the games at MTOC this year will start Friday at 1PM and end on Sunday. All of the leagues except South Shore schedule their U-12 boys & girls on Saturday.

Recreation
Nancy Hart reported that districts is waiting for a sponsor. She is looking for volunteers for Tide American Cup, scheduled for September 28 at Devens, and the Big Apple Festival, scheduled for September 29 also at Devens.

Development
Dean Conway reported this is a large course month. An E course in Spanish was conducted at the Foxboro bubble. The development coaches have been meeting with their leagues. The Boston group wants to get a summer league going. They are working with Bill Ryan of the Boston Parks and Recreation Department. Next meeting will be April 4. Charlestown is just about to affiliate; Parkway has affiliated 1200 people.

Headgear/Helmets
John Linnehan requested discussion on this issue, since he has received inquiries about headgear. After a brief discussion the topic was tabled.

AGM Preview
Regarding the fee proposal, we must be sure to separate two issues: the $1.00 assessment is fields related, while the $1.50 increase is programs related.

Old Business
1. Open action items
   …Consult with leagues committee on adopting a policy for ADA compliance.
   > J. Nagle. Still open. Joe will produce a document that will be an outline of a process coaches and administrators can use when they come up with an ADA issue. Jim Gondek reported that Charlie Monaco reported USYS was experiencing similar difficulties in arriving at the proper wording.

New Business
1. Thom Laine asked status of Revolution tickets – we have purchased 20 per game.
2. John Burrill reported progress on his video project regarding sideline conduct: Peter Kokolski will write the script. The person to oversee production must get back to John. John is seeking permission to use parts of “Myths of Soccer”. He will have a proposal for the May meeting. Jim Gondek feels Region 1 may fund a portion of the project.
3. The web site needs a lot of work. We need to learn what the members want or don’t want.
4. New equipment sponsor. The contract is with their attorney.
5. **John Burrill moved, seconded by Thom Laine that the board authorize Sid Bloom to sign checks and enter into agreements with financial institutions.** Passed unanimously.

Meeting was adjourned at 9:45 PM.

Respectfully submitted,
Steve Smoller,
Secretary
MYSA BOD Meeting
April 18, 2001

Present: S. Bloom, S. Gorman, J. Burrill, T. Laine, T. Castle, S. Smoller, J. Gondek
Guests: Dave Smith, Hank Amabile, Ed Highers.

Meeting was called to order at 7:02 PM.
A quorum was declared present.

Acceptance of March BOD and special meeting minutes
John Burrill moved, seconded by Skip Gorman to accept the minutes.
PASSED unanimously.

Expression of interest in Lancaster site
Dave Smith, representing a shopping center developer made a proposal for the purchase of the Lancaster site. The executive board will take his presentation into consideration.

Land Sale Support – Grubb & Ellis proposal
Hank Amabile and Ed Highers from Grubb & Ellis made a presentation, proposing their firm represent MYSA in the sale of the Lancaster site. They would market the site, negotiate a purchase and sale agreement and follow through implementation to closing. The executive board will consider their proposal.

Reports of Program Managers
ODP
Discussion concerning ODP players still in arrears took place. Gary Burgess is paying and working at the MYSA office to cover the amount outstanding. Zillioz’s father is avoiding payment. The mother has just been contacted by the office. John Burrill moved, seconded by Tim Castle that MYSA not allow Lee Ann Zilioz to play ODP till her bill is paid, but she should be allowed to play club soccer. Motion PASSED 3-3-1.
Discussion followed regarding establishing a policy on coach eligibility for ODP teams. Sid Bloom distributed a copy of Cal North’s policy. Sid would like to structure a policy by the next meeting. Thom Laine cautioned we need to retain some flexibility in case something unforeseen occurs.

State Cup
John Burrill reported the challenge games are off and running. John is keeping up with rescheduling, and keeping the MTOC committee chair informed of changes.

Instruction
Tim Castle reported that the development coaches were doing vacation camps this week. The Boston camps are affiliating their players with MYSA.

MTOC
Skip Gorman reported the committee is ordering shirts, selecting vendors, and the housing is all set.
Executive Director Report
Jim Gondek reported he has had 3-4 meetings on the land sale, receiving 2 offers. He is making progress on the contracts for MyTeam and Adidas. He is meeting April 1 with the inner city groups at the Boston Parks & Rec office. They plan to start a summer league patterned after their basketball program with regional sites culminating in a championship. They plan to affiliate their players with MYSA. USYSA is considering Boston as host city for the 2004 youth workshop. Jim met with the Kraft publishing people who are working on the Bay Stater. Plans are to change focus and make it more youth oriented with more pictures coming from more parts of the state. Jim and Sid Bloom met with Pam Reeve to restructure the capital campaign toward programs and make sure we maintain contacts from the capital campaign. The invoices for the special assessment were mailed to the towns yesterday.

Land Offers
The board discussed the offers received from the Kennedy Group, General Growth, and the Grubb & Ellis proposal. **Skip Gorman moved, seconded by Steve Smoller, that MYSA employ Grubb & Ellis to handle the sale of the Lancaster land.** Motion PASSED unanimously.

Old Business
1. **Open action items**
   ...Consult with leagues committee on adopting a policy for ADA compliance. > J. Nagle. Still open. Joe will produce a document that will be an outline of a process coaches and administrators can use when they come up with an ADA issue. Jim Gondek reported that Charlie Monoco reported USYS was experiencing similar difficulties in arriving at the proper wording.

New Business
1. John Burrill reported progress on his video project regarding sideline conduct: He is meeting with the person who will oversee production of the video.
2. Tim Castle questioned presenting budgets at the next AGM. We will present a timely P&L statement. Sid Bloom would like to set up a budget committee.
3. Thom Laine would like to further improve the selection process for ODP. He will again work with MAPLE coaches as well as mailing invitations to the evaluations from a database.

Meeting was adjourned at 9:42 PM.

Respectfully submitted,
Steve Smoller,
Secretary
MYSA BOD Meeting
May 23, 2001


Meeting was called to order at 7:02 PM.
A quorum was declared present.

Acceptance of April BOD minutes
John Burrill moved, seconded by Skip Gorman to accept the minutes.
PASSED unanimously.

Appointment of new Treasurer
Harry Scanlan has resigned his position as Treasurer due to health reasons. Sid Bloom appointed Carl Goldstein to fill the balance of Harry’s term. John Linnehan moved ratification of the appointment, seconded by John Burrill. Motion PASSED unanimously.

Executive Director’s Report
Kristen Gondek is leaving on Wednesday, requiring some reassigning of office personnel. Ella Russell will be working a 4-day week for the summer. Land issues: the board had voted to hire Grubb & Ellis to handle the sale of the Lancaster property. Kennedy Development had increased their offer. The executive board agreed to accept the new offer. Jim mentioned we have some potential sponsors: Stoneybrook Farms, Dunkin Donuts, Blue Cross/Blue Shield are all interested. Dunkin Donuts is interested in sponsoring John Burrill’s sideline conduct video. Jim appeared on WBZ radio to discuss Zero Tolerance. Jim and Joe Nagle attended the TOPS summit in Denver. There will be a TOPS festival at Devens on September 23. Uniroyal will provide merchandise. Jim has been working on putting the current issue of the Bay Stater to bed – it is much more oriented toward kids. Jim has approached Massachusetts Anti-Tobacco group regarding money. He was told the legislature has taken away a lot of their discretionary funding. We may need to register as a lobbyist to cover oursels.

Reports of Program Managers
State Cup
They are 75% through the challenge matches. Generally the coaches and parents were cooperative. John is still waiting for the contract from Umass.

MTOC
Orders have been placed for T-shirts, etc. The games will start Friday at 1PM. The Revolution is providing free tickets to State Cup and MTOC winning teams.

Instruction
Dean Conway distributed flyers for Youth Soccer Skills Days in Boston (April 17-20) and distributed reports & materials from the National Coaching & Player Development meeting in St. Louis April 18-22. Dean reported that the ODP team in Southern California is chosen by scouting instead of tryouts. Dean expressed concern about the resignation of US Soccer’s education and player development
directors. There is no one to replace either position. John Burrill raised the issue of the soccer summit being scheduled in conflict with the State Cup tournament. Discussion followed concerning the need for a calendar and running events through the office to schedule to avoid conflicts. It was suggested that a policy be established that all events be scheduled through the office and to try to do so 6 months in advance. Discussion also followed regarding the job description for the development coaches.

**Land Sale**

Kennedy Development enhanced its offer. There is now more upfront money and a shorter due diligence period during which we will receive payments. A purchase and sale agreement is being drawn up now which we hope to execute in early June. There will be a special general meeting on June 6 at the Wellesley Community Center. We need 40 delegates present to constitute a quorum for a vote. John Burrill moved to ratify the executive board’s decision, seconded by Skip Gorman, to enter into an agreement with Kennedy Development for the sale of our Lancaster parcel. Motion PASSED unanimously.

**State Cup naming proposal**

John Burrill proposed to name two cups beginning this year in honor of Andy Weiss and John O’Keefe. Steve Smoller moved, seconded by John Linnehan to name the Boys’ U-15 Cup after Andy Weiss. Motion PASSED unanimously. John Burrill moved, seconded by Skip Gorman that a cup, probably Boys’ U-14 be named after John O’Keefe. Motion PASSED unanimously.

**Budget Schedule FY 2001/2002**

Jim Gondek distributed a schedule for preparation of the 2001/2002 budget.

**Web Proposals**

Jim has one proposal in hand and is looking to get another. Jim would like to see what else is available before making a determination. The issue was tabled.

**Myteam.com Contract**

Jim summarized the proposed contract from Myteam. John Burrill moved, seconded by Skip Gorman that we sign the contract with Myteam. Motion PASSED unanimously.

**Employee Benefits**

Our health insurance is going up 40%. We currently pay 80% of the premium for employees and 40% for dependants. Life insurance is a flat $50,000 policy for everyone. We are switching to a new group and will realize a savings of $1800 per year. A proposal for long and short-term disability insurance was presented. Carl Goldstein suggested it would be more appropriate to consider this during budget preparation for next fiscal year rather than discuss adding non budgeted expenses to this year’s budget.
ODP Fees: carry-over credit
   This was tabled until Thom Laine could be present to discuss it.

Old Business
   1. Open action items
      …Consult with leagues committee on adopting a policy for ADA compliance.

New Business
   1. Cutting out the August issue of the Bay Stater was discussed.
   2. The cost of return postage from mailing due to database errors was discussed.
      It was determined the number of returns was within an expected margin.
   3. Player priority list – the South Shore League has its U-12 games on Sunday
      afternoon which conflicts with MAPLE. The question arose if the list is a
      guideline or a rule. It is a guideline coaches are expected to follow.
   4. John Burrill’s video project – John expects to have a formal proposal by
      beginning of August.
   5. Bay Stater – John Burrill would like to bring John O’Keefe back as publisher
      of the Bay Stater to help the new editor, Brian Lowe, and take this off Jim
      Gondek’s plate. John does not want to lose the benefit of John O’Keefe’s
      knowledge and contacts.
   6. Jim Gondek announced that the USYS workshops for 2004 will be held in
      Boston. We got a $50,000 grant from US Soccer for our inner city program.
      50%of our assessment has already come in.

Meeting adjourned at 10:48PM.

Respectfully submitted,
Steve Smoller,
Secretary
MYSA Special General Meeting
June 6, 2001
Wellesley Community Center, Wellesley, MA

The meeting was called to order by President Sid Bloom at 7:10 PM. There were 42 delegates present, representing 147 votes. A quorum was determined to be present to conduct business.

John Davagian explained the process involved in the proposed sale. John further explained the conditions of the purchase and sale agreement with Kennedy Development Group, Inc.

- Proposal will result in sale of all land owned by MYSA
- Sale price is $9,127,000
- Kennedy Group must pay MYSA $25,000 upon execution of purchase and sale agreement
- Kennedy Group has 75-day due diligence period
- At the end of the due diligence period, if Kennedy Group decides to proceed, they must pay an additional $75,000
- Kennedy Group has nine months after due diligence period to obtain necessary permits. During this period, they must pay MYSA $22,500 monthly
- Kennedy Group may request one (1) six-month extension to secure permits, during such extension they must pay $22,500 monthly.
- All above noted payments are non-refundable, but applicable to purchase price

John answered questions about alternatives, what happens if this deal falls through, and John explained why we felt this proposal was more valid than the previous sale.

The motions read as follows:
The membership of the Massachusetts Youth Soccer Association, Incorporated (MYSA) authorizes MYSA’s Board of Directors to sell approximately 250 acres (+/-) of land owned by the Corporation in Lancaster, Massachusetts to Kennedy Development Group, Inc. for the price of $9,127,000, such sale to be consummated in accordance with the terms of a Purchase and Sale Agreement to be executed by the parties.

After discussion, Greg Avakian moved the question.
Skip Gorman moved the motion, seconded by Greg Avakian.
The motion passed on a voice vote.

There being no further business before the membership, the meeting adjourned at 7:56 pm.

Respectfully submitted,

Steve Smoller
Executive secretary
MYSA BOD Meeting
June 27, 2001


Meeting was called to order at 7:15 PM.
A quorum was declared present.

Acceptance of May BOD minutes

Thom Laine moved, seconded by Skip Gorman to accept the minutes.
PASSED unanimously.

Executive Director’s Report

Jim is dealing with summer staffing issues. We need a receptionist and a data entry person. Jim met with the development coaches. He is planning the next 12 months, plugging in tournaments and events and hoping to reschedule Bay Stater issues to maximize publicity for these events. Rich Braney is working on the Districts Program. Jim has received expressions of sponsorship interest from Dunkin Donuts and Blue Cross/Blue Shield. Additional meetings are planned. Jim met twice with Carl Goldstein to go over the budget. John Burrill suggested that when instructional comes in with an event like the symposium they have a marketing plan to get better attendance.

Reports of Program Managers

Districts
Nancy Hart is working on the program, waiting for uniforms to come in. They will collect the money before giving out the uniforms.

MTOC
John Linnehan reported tournament went well except for the weather.

Referees
Rich Frongillo reported 14 referees and 3 assessors are attending the regionals.

State Cup
John Burrill sent a report via email; everything went well, particularly considering the format was redesigned. John will have a proposal for some additional changes for next year.

ODP
Thom Laine discussed the selection process. They are looking for pools of 30-40 in the 13 and 14 age groups, will pare down to around 18. Thom is trying to get corporate donations to help fund the program.
Thom brought up the issue of carrying over credit. It was understood that if a player raised more money in fundraising than required, the excess was carried forward to future years. This practice will be discontinued for the future. The issue of grand fathering players arose; this was tabled until Thom can determine how many players this involves.
Thom pointed out that Rich Braney was extremely helpful in helping to pin down the finances for the program.

TOPS
Joe Nagle reported TOPS festival would be at Devens Sept. 23 as previously reported.

Instruction
Dean Conway reported June is more for playing than instruction. The development coaches are submitting monthly reports to Sid. Steve Smoller reported that BAYS elected Brett Jacobs to their board. John Burrill asked about the GOALS program. Jim said there would be a program. Sid brought up the need to identify the symposium speaker by September, and would prefer US coaches rather than from overseas. Tim stated the foreign coaches come up with their curriculum — US coaches do not do this. The Symposium originated as a program to develop the coaching staff. It has broadened to others to help defray the costs of the program.

The Bay Stater — Publisher/Other Communications
John Burrill had proposed previously that John O'Keefe become publisher of the Bay Stater in order free up Jim Gondek from the task and also keep John O'Keefe involved in the paper. John made a presentation that focused on various aspects of the new Bay Stater without specifically addressing the issue of his publishing the paper and how much this would cost. John was asked to come back with more specifics.

Budget FY 2001/2002
Jim mailed the proposed budget and forecasts to the program managers — they have to complete their budget worksheets and return them to Jim in two weeks.

Web Proposals
This issue was tabled till the next meeting.

Denton Suspension Reconsideration
The parent was requesting reconsideration of his suspension. This was the case of the parent altering information on his daughter’s birth certificate. John Burrill moved, seconded by John Linnehan that the board reconsider the suspension and reduce it to one year. Motion was defeated unanimously.

Old Business
1. Open action items
   …Consult with leagues committee on adopting a policy for ADA compliance.
   > J. Nagle. Still open. Do to inaction on this item for over one year, Thom Laine moved, seconded by Skip Gorman to close the item. Motion passed 7-0-1.
2. John Burrill’s video project. John will resume working on it.

New Business
1. Tim Castle suggested we select a different night for meetings.
2. Tim Castle proposed subscribing to an administrators’ newsletter.
3. Ray Cabral has been named UMASS Dartmouth varsity coach. He wants to stay on as director of player development.
4. Sid Bloom feels all salaried people should report to Jim. John Burrill moved we adopt this policy, seconded by Nancy Hart. Motion passed unanimously.

5. Steve Smoller moved, seconded by Skip Gorman, that Sidney Bloom and Carl Goldstein, or their successors as President and Treasurer respectively, are and shall be, singularly or jointly, authorized to transact all financial business as may be permitted by MYSA’s Constitution and Bylaws, under the account(s) that are or may be established at the Leominster Enterprise Bank and Trust Company. Motion passed unanimously.

6. Jim’s expense projection includes the Bay Stater August issue. We had previously cancelled that issue. Jim thought it should be printed. Nancy Hart moved, seconded by Thom Laine that we print the August issue of the Bay Stater. Motion passed 5-4.

Meeting adjourned at 10:50PM.

Respectfully submitted,
Steve Smoller,
Secretary
Mass Youth Soccer Board of Directors Meeting

September 12, 2001


Meeting was called to order at 7:30 PM. A quorum was declared present.

The meeting began with a moment of silence in honor of the lives lost on September 11 in New York City, Washington, D.C., and Western Pennsylvania.

Acceptance of June BOD Minutes

*John Burrill moved, seconded by Thom Laine to accept the minutes.* PASSED unanimously.

New England Revolution

Todd Smith and Dave Kasper met with the board. Todd discussed the October 7 world cup qualifier game and the importance of getting a large attendance to support the US team as well as retain our reputation for supporting the international games in Foxboro. Todd would like to continue the flex ticket program with MYSA. Todd provided the board with his phone number and email address.

Skip Gorman thanked Todd for providing tickets to the winning teams from MTOC and State Cup. Steve Smoller thanked Todd for providing tickets and honoring the teams that earned the sportsmanship awards at MTOC.

Appointment of New Registrar

Cathy Cresta has resigned as state registrar. Sid Bloom recommended Cindi Callahan for the position. *Steve Smoller moved, seconded by John Burrill that Cindi Callahan be appointed state registrar.* Motion passed unanimously.

Executive Director’s Report

Jim reported on some staffing changes due to the absence of Ella Russell, who will be out till at least January. Jim reported fail registrations are at 116,000 players and 13,000 adults. Most of the special assessments have been paid; the organizations still unpaid are being contacted again. *John Burrill moved, seconded by Thom Laine that the board consider putting in bad standing those organizations that are still in arrears of the special assessment as of the October board meeting (Oct 17).* Motion passed unanimously.

Reports of Program Managers

*MTOC:* John Linnehan reported the leagues committee is considering the last weekend in June for next year’s MTOC. – June 28-30. Potential conflicts with regionals was discussed. The leagues committee will revisit the dates.

*ODP:* Tryouts are this weekend. In the discussion concerning carryover fundraising advertising fees, Thom noted that 47 players raised more than the required amount. The issue of grandfathering these players with carrying forward their surplus to following year’s costs was revisited. *Carl Goldstein moved, seconded by John Burrill that these players be grandfathered for one year as long as they are still in the program.* Motion passed unanimously. All financial policies for ODP program will be put in writing for all players in the future. This information includes fees, due dates, and penalties for non-payment.
State Cup: John Burrill submitted his report to the board via email.

Referees: Rich Frongillo submitted his report to the board via email. Two Massachusetts referees went to the Nationals.

Instruction: Tim Castle distributed a report from Dean Conway. He requested the board create a marketing/PR position to help promote programs and coordinate for the development coaches. The issue of using development coaches for ODP teams came up. The executive board will make a determination on this issue.

Recreation: Nancy Hart reported the districts program went well. They are considering regional tryouts. Next meeting will be in January. Tryouts will be first two Saturdays in May.

TOPS: Joe Nagle had nothing new to report.

Indoor: Greg Avakian suggested the indoor fee should be raised to cover added expenses. John Burrill moved, seconded by Thom Laine that the indoor fee be raised to $25.00. Motion passed 9 for, 0 against, one abstaining.

Land Update

Kennedy Development pulled out of the purchase at the end of their due diligence period. The executive board is considering several alternatives and will report back in 30 days regarding these alternatives. John Burrill reminded the board that it had voted to retain Grubb & Ellis, but backed off when the Kennedy offer came forward. He would like to retain Grubb & Ellis. Tim Castle moved, seconded by John Burrill, that we immediately proceed with Grubb & Ellis. After some discussion, the motion was withdrawn by Tim and replaced with a new motion that the board not try to sell the land but instead find a broker to sell it, and to come up with a proposal in 30 days. This motion was seconded by John Burrill. Motion passed 7-2.

Budget FY 2001/2002

John Burrill moved, seconded by John Linnehan to table the budget for a special meeting to consider the budget only. Motion passed unanimously.

John Burrill moved, seconded by Greg Avakian that we continue the temporary budget pending a formal vote. Motion passed unanimously.

Web Proposals

John Burrill moved, seconded by Nancy Hart that we retain the services of Hammerhead International to handle our web page. Motion passed unanimously.

Employee Benefits – Disability Program

Greg Avakian moved, seconded by John Burrill that we accept the recommendation to provide disability benefits to our employees. Based on budget presentation, the board agreed we could afford the program. Motion passed unanimously.

State Team players on District Select Teams

Nancy Hart proposed allowing players on the state team to also play on district select teams with a limit of two such players per team. Greg Avakian moved, seconded by John Linnehan, that state team players cannot play on a district select team. A state team player is picked in November and is a player until August. Motion passed unanimously.

Unaffiliated Programs/Players
Greg Avakian removed teams from the fields that were unaffiliated in his league. It was also brought up that some programs affiliate their traveling teams but do not affiliate their in-town players. This goes against the policy of affiliating all players in a program. Jim Gondek is trying to catch up on this issue.

**Awards Banquet**

Jim Gondek requested tabling till the budget is set. Tim Castle suggested finding a sponsor for an award to recognize a town for efforts in education.

**Old Business**

Tim Castle still wants to discuss the scheduled date for meetings. Nothing was decided.

John Burrill's video project. John lost his 2nd assistant and needs to find a replacement.

**New Business**

Carl Goldstein met with the accountants and will have a financial statement by Nov 14.

If board members or employees travel out of state and intend to be reimbursed, they must have prior approval by the president.

John Burrill asked what the threshold is for requiring bids on a purchase. Carl Goldstein explained we are going to implement a three-tier level of approval for purchases.

Meeting adjourned at 10:56PM.

Respectfully submitted,
Steve Smoller,
Secretary
Mass Youth Soccer Board Of Directors Meeting
October 17, 2001


Meeting was called to order at 7:05 PM. A quorum was declared present.

Acceptance of September BOD minutes

Cindi Callaghan pointed out her name had been misspelled and should be corrected. John Burrill moved, seconded by Skip Gorman to accept the minutes, as amended. PASSED unanimously.

Executive Director Report

Jim Gondek submitted his report via email in advance, a copy is appended to the minutes. John Burrill moved, seconded by Skip Gorman to accept the executive director’s report. Motion passed unanimously.

Reports of Program Managers

- State Cup – (see report in addenda)
- MTOC – Skip reported for John Linnehan the committee has decided to keep the dates of June 28-30 for MTOC.

Land Update

Presentations were made to the board by the following commercial land brokers:

- Meredith & Grew Inc. – Robert Cronin
- Starwood Devel/Kitchen –
- Stubblebine – David & James Stubblebine, Alan Rigueti
- Grubb & Ellis – Ed Highers, Hank Aramiile, Cynthia O’Connell

Final Decision to be made by entire board in executive session later that evening.

Bad Standing Hearing (re: Special Assessments)

Some member organizations have not responded to our April and July invoices, our September final reminder, phone messages nor our final certified letter indicating a bad standing hearing would be held if payment/arrangements for payment were not made.

John Burrill moved, seconded by Skip Gorman that Topsfield Athletic Association and Berlin Youth Soccer be placed in bad standing, effective immediately, with the bad standing designation removed only upon payment of the outstanding assessment and the required reinstatement fee. Motion passed unanimously.

Some organizations are making arrangements to have payment made on or before November 1, 2001.

John Burrill moved, seconded by Skip Gorman, that Ludlow Soccer Association, Hanover Youth Athletic Association, Medford United, LASA, Kicks Soccer Club, Holy Cross Athletic Association, and Ware Spring Soccer be placed in bad standing, effective November 1, 2001, if they do not comply with the payment arrangements made with the MYSA office, with the bad standing designation removed only upon payment of the outstanding assessment and the required reinstatement fee. Motion passed unanimously.
Budget

A revised budget was presented to the board based on input from the board budget hearing held last week. John Burrill moved, seconded by John Linnehan to accept the budget. Motion passed unanimously.

ODP Coaching Selection Process

John Burrill moved, seconded by Skip Gorman that the Vice President of ODP and the State Head Coach have to agree on ODP coaches selected. The full board will have final approval authority. Motion passed unanimously.

State Cup – additional Cup naming

John Linnehan moved, seconded by Skip Gorman to name the Boys’ U-14 Cup after Cathy Cresta and the Girls’ U-14 Cup after Kathy Irwin. Motion passed unanimously.

New England Revolution Flex Tickets – revenue sharing allocation

Last year, Mass Youth Soccer retained $2 from each flex ticket sold, and passed $1 on to the member organization responsible for the ticket sale. It was proposed to reverse the allocation percentage. John Burrill moved, seconded by Skip Gorman to allocate $1 for each flex ticket sold to Mass Youth Soccer and $2 to the member organization responsible for the sale. Motion passed unanimously.

Old Business

There was no old business

New Business

• Regionals- John Burrill reported that two teams attended the tournament in their own T shirts instead of the Mass Youth Soccer issued uniforms. John informed the board that he has instituted a rule requiring participating teams to wear the Mass Youth Soccer issued uniforms. Failure to do so will result in a $500 fine.

• Tide American Cup
  The leagues committee will run this tournament, and prefers to hold it in the Spring.

• Decision on land broker
  Steve Smoller moved, seconded by Skip Gorman to retain Grubb & Ellis to sell our land. Motion was defeated 4-1.
  John Linnehan moved, seconded by John Burrill to retain Meredith & Grew to sell our land. Motion passed unanimously.

Meeting adjourned at 10:30 P.M.

Respectfully submitted,
Steve Smoller,
Secretary

Addenda:

Executive Director’s Report

The past month has been hectic here in the office. Tara now has a couple of month worth of on-the-job training and has adapted to the demands of the instructional program. Jill has also adapted well to her new assignments. We have begun cross training for certain critical functions.
The following summarizes some of the important activity that has occupied our staff:

Registrations – we have process approximately 68% of our total registrations. This involves recording player and adult figures, updating president and registrar information and reviewing registration disks for accuracy. In addition, we have crosschecked the submissions to ensure all appropriate paperwork has been submitted.

Mail Lists – we have updated our records to generate a new Bay Stater mail list that reflects the latest registrations and address changes/corrections.

We have prepared new checklists for our Permission to Travel and Permission to Host Tournaments. The goal was to minimize follow-up questions that typically are asked of the office. The office provided critical administrative and staffing support for the Region 1 meeting held the weekend of October 12-14.

The office supported the September ODP tryouts, updated the ODO player tryout database and mailed coach invitation letters to all men’s and women’s college coaches in Massachusetts. We have initiated analysis of our registration records with a goal of maximizing our affiliated numbers.

In terms of larger projects:

We have been aggressive in our efforts to collect the outstanding balance due under the special assessment. Letters indicating a bad standing hearing will be held have been sent to all organizations with outstanding balances.

Preliminary design work on the new web site has been completed and we are moving to the phase where the architecture of the site is created. The target is to have the new site “live” concurrent with the publication of the November Bay Stater.

We have developed an office task list that identifies specific projects or tasks that need to be handled by the office staff. The purpose is to identify issues that need to be addressed that are generally over and above normal job duties, help ensure that these issues do not slip through the cracks and to serve as a basis to establish operating priorities. These are reviewed and updated at our weekly staff meetings.

Discussions with potential brokers for the sale of the land were held. Two interested parties have been identified and invited to make a presentation at the BOD meeting.

We are in the process of developing a forecasting model that will assist in monitoring available cash and will ultimately be used to project future revenue and expenses.

We have invited all organizations to submit Coach of the Year and Volunteer of the Year nominations. This has resulted in nearly 20 nominations (compared to a total of four last year).

State Cup Report

1. Application deadline for 2002 Cup is December 15, 2001

2. Fee increase of $50 fee now is $450 - however refunds will be given to teams who lose in the 1st and 2nd rounds

3. UMass facility. UMass is cutting back on use of the Boyden complex. They are taking 7 fields out of service effective June 1. Further they will not make any decisions on use by outside groups until sometime in January. I did ask if fields would be available in back of the football stadium - and was told they could be.
I think both State Cup and MTOC are in very good standing with the UMASS administration - so this should be helpful to us both in the process.

However I am in the process of developing several contingency plans in the event UMASS says no or severely limits the number of fields available for use.

4. The under 18 & 19 will not play cup matches on the 1st weekend in June due to graduations (in the case of the 18's) and unavailability in the case of the 19's. They will play on the 8/9 the weekend and during the week to get their round robin matches played.

John Burrill
Mass Youth Soccer Board of Directors Meeting
November 20, 2001


Meeting was called to order at 7:08 PM. A quorum was declared present.

Acceptance of October BOD minutes

John Burrill moved, seconded by John Linnehan to accept the minutes. PASSED unanimously.

Executive Director Report

Jim Gondek submitted his report via email in advance; a copy is appended to the minutes. Jim also announced the recipients of the Coach of the year, Volunteer and Parent of the year, and this year’s Hall of Fame inductees. Boys’ Coach of the year – Joe Flynn of Marlboro; Girls’ Coach of the year – John Ford of Braintree; Volunteer of the year – Mark Dewire of Waltham; Parent of the year – Joseph Silk of Worcester. Hall of Fame inductees are John Davagian and Paul Irwin.

Email addresses

John Burrill moved, seconded by Tim Castle, that, effective immediately, all organizations that wish to register with Mass Youth Soccer must provide an email contact in order to register. Motion passed unanimously.

Reports of Program Managers

- State Cups – (see report in addenda)
- MTOC – nothing new to report.
- Instruction – submitted report at meeting:
  Development coaches and Dean have been putting a network together of local town and club coach education directors. In an effort to broaden this network, a meeting and clinic is planned for all existing town and club coach education directors and presidents as well as league presidents. The meeting is scheduled for Sat. Dec 1 at Wheaton College. The annual instructors’ meeting will be Dec 8 in Milford. Two regional youth conferences have been set (like mini symposium where each development coach puts on a one-day clinic. One clinic will be in Lowell Jan 12; the other will be at Massasoit Community College March 23.
- Recreation – Nancy Hart attended the Tide American Cup tournament in New Hampshire.
- Indoor – Greg Avakian has resigned. Discussion followed regarding a successor and whether the position is still required.
- Referees – Rich submitted his report via email (attached). He added that the re-certification clinics were currently under way. The Referee Committee requires in order to take the grade 8 course a referee attain the age of 15 or have at least one year’s experience at another grade.

Web Update

Jillian Pierce is the office contact for updating the web page. Jillian’s email address is jipierce@mayouthsoccer.org

Proposed Mass Youth Soccer/UNICEF Festival Day

The technical staff suggested running a festival day involving a day of futsal games at various indoor facilities around the state, the proceeds of which would go to UNICEF with the specific
request the money be used to provide soccer equipment where it is needed. *Tim Castle moved,* *seconded by John Burrill,* to *accept the proposal.* Motion passed 6-1.

**ODP Coaching Selection Ratification**

The following slate of coaches was presented to the board by the ODP staff and Dean Conway for ratification:

U-13 Boys – Brett Jacobs coach, Mario Prata asst.
U-13 Girls – Glenn Cristofori coach, Jackie Shannon asst.
U-14 Boys – Tucker Reynolds coach, Greg Cosgrove asst,
U-14 Girls – Eric Stallings coach, Mike Bergstrom asst.
U-15 Boys – Mike Kersker coach, Jaros Scarpacci asst.
U-16 Boys – Tony Martune coach, Gary Crompton asst.
U-16 Girls – Jason Dewhurst coach.
U-17 Boys – Ralph Ferrigno coach
U-17 Girls – David Morris coach.

Discussion on the issue of using development coaches for ODP teams followed. *John Burrill moved,* *seconded by Tim Castle,* that the board ratify the slate of coaches as presented. *Sid Bloom requested a "friendly amendment" that the coaches must sign a commitment to be available for the entire season, tournaments, and I.D. camps.* The amendment was accepted and the motion passed 4-2-1.

**Old Business**

- Tim Castle inquired what was the status of the marketing position being considered. It is on the “back burner.”
- John Burrill is still working on his video project.

**New Business**

- Email service: *John Burrill moved,* *seconded by Skip Gorman,* that *MYSA cancel our CompuServe service by the end of the year.* Motion passed unanimously.
- John Burrill commented the Bay Stater is much better. He also expressed a desire to receive the auditors report in a more timely manner so we can provide the information to our members. Carl Goldstein reported the audit report would be available in January. He expects to be able to send the information to the membership the beginning of March.
- Nancy Hart proposed we do what New Hampshire does – run the AGM, banquet, and symposium all on the same weekend.
- The Adidas coaches convention will be in February. Those program managers wishing to attend should make their requests.

Meeting adjourned at 9:20 P.M.

Respectfully submitted,
Steve Smoler,
Secretary

**Addenda:**

**Executive Director’s Report**

With the Fall season winding down, we have been able to catch our breaths a bit and get caught up on some administrative issues. The following identifies some of the issues that have involved staff support:
We have completed the initial phase of the project to redesign our web site. Virtually everyone on staff provided support in gathering materials to be posted, modification of text to facilitate the actual posting and proofing the pages once they were on line. The amount of material and forms reviewed, developed, etc resulted in this project occupying a significant portion of our time.

The most recent issue of The Bay Stater was published, pretty much concurrent with the web activity. While I was convinced it was the right decision to use the paper to announce the launch the new site, the fact that both deadlines were nearly identical caused its own set of complications.

We have completed the first phase up updating our database records. Letters were sent out to all organizations validating data and invoicing outstanding balances due.

We secure the final payments of the special assessment. ODP tryouts were completed and supported by office staff. We are in the process of sending out the notification letters.

We have created a new database for The Bay Stater mail list. The paper is now being issued to more than 135,000 households. Additionally, we have a process established to internally adjust the mail list for address changes, deletions and additions. We are preparing to support the Annual Awards Banquet on December 2nd.

We are also working with the technical staff to develop a binder to be distributed to all organization coaching coordinators at the December 1 gathering.

In terms of other projects:

Work is proceeding on securing the necessary background support material to support this year’s financial audit. Our target is to have this material available for the auditor by the end of November.

A series of meetings was held with representatives of Meredith & Grew. We provided them with background information about the site, access to all prior testing and other documentation and a list of individuals with whom we had prior discussions. In addition, we are working with them to develop marketing material.

I have been asked to attend a special session of the Governor’s Council on Health & Fitness to discuss issues relating to health and fitness of the Commonwealth’s youth. That meeting will be held on Saturday, December 1st.

We are establishing a formal process to regularly update the web site. The site will be reviewed weekly to ensure old information is removed, and we will be continually looking for current information to post. In addition to regular updates, we will shortly begin the next phase of the web development project that will lead, in part, to the ability of our members to complete forms on line without having to download and print.

Jim Gondek

SYRA Report

The Massachusetts State Referee Committee has been focusing on its registration and recertification season which began on 11-Nov-2001 and will continue until 01-Jan-2002. A postcard mailing was prepared and distributed to all 4,300 referees announcing the schedule. The MSRC website, www.massref.net, has been updated with information about this educational season.
With SRA Al Cosentino, I attended the SRA/SYRA Workshop in Colorado from 19-Oct-2001 to 21-Oct-2001. The program covered many policy statements, previewed a new educational video on off-side, and provided a great opportunity to learn about other state's programs. The US Soccer referee registration program was introduced and distributed.

I wrote and submitted articles for the November Bay Stater regarding referee registration and recertification. I gathered an educational piece for inclusion as well.

The quarterly MSRC meeting was held on 25-Oct-2001. Emphasis was placed on the importance of the Recertification Clinic schedule as an educational vehicle. Also discussed was a renewed focus on grade maintenance requirements. We reviewed a September letter to state level and higher referees regarding a requirement by Mass. Amateur that all higher level officials referee at least ten amateur games per year. Coincident to the meeting, several referees took a written exam for upgrade.

I was unable to attend a Leagues Committee meeting as yet, but John Linnehan attended an MSRC meeting. I wrote and distributed a policy statement regarding an age limit for candidates interested in a grade 8 referee certification.

I have worked with the MSRC Treasurer to try to produce a more useful reporting tool for the program directors of the referee committee. This is a work in progress.

Richard Frongillo

**State Cup Report**

The only state cup item for this month is that applications for Cup (13-19) together with payment in full are due to me by December 15.

John Burnill
Mass Youth Soccer Board Of Directors Meeting  
December 19, 2001


Meeting was called to order at 7:00 PM. A quorum was declared present.

Acceptance of November BOD minutes

John Burrill moved, seconded by Thom Laine to accept the minutes. PASSED unanimously.

Executive Director Report

Jim Gondek submitted his report via email in advance; a copy is appended to the minutes. Jim also reported a referee assault hearing was scheduled. In addition, he indicated he was successful in renegotiating our mortgage from an interest rate of 8.9 down to 7.25. This will result in a significant savings.

Skip Gorman asked about the status of our email account. Compuserve will be discontinued as of December 31. Steve Smoller reported that Juno appeared to be the least expensive alternative for those seeking internet access. There is a free service with limited monthly access, and unlimited access for $9.95/month.

Sid Bloom once again raised the issue of whether to continue providing an 800 number or discontinue it. Following discussion, it was decided that Jim Gondek will look at our previous six months' usage and analyze the cost. In any event, we should encourage the use of email and the web page to reduce the cost of phone service.

Reports of Program Managers

- State Cups – (see report in addenda)
- MTOC – nothing new to report.
- Instruction – Dean Conway and the development coaches made a presentation to the board:

  Dean Conway: the education/coaches' meeting on December 1 at Wheaton College had about 100 attendees. John Burrill feels the development coaches have not reached the MAPLE clubs yet, and suggested one or more of them attend their board meeting in January and their annual meeting.

  Jackie Shannon: presented the three-year plan. She said they are using the slogan, "Leaders in coach education." The coach education director is the link with our technical staff. Benefits that Mass Youth Soccer is offering these people include free courses, a quarterly newsletter, and a free one-day symposium. Jackie recommends we continue to improve communications, promote what we do better, and hopes we know now what the development do, and hopes we will feel we can support them.

  Glenn: reported on State team players who have been recognized for high school play – many are going on to college on soccer scholarships. He set up a scouting network with 50 MAPLE coaches. Mario has a network of coaches also.

  Mario: covered regional conference for Essex & Middlesex leagues. There will be four conferences in total covering all of the state. This one is geared toward the Portuguese community.

- Indoor – Sid Bloom suggested Terri Filippetti of Shrewsbury be nominated for this unfilled position. John Burrill moved, seconded by Skip Gorman that Terri Filippetti be appointed to fill
the uncompleted term of Indoor Commissioner. Greg Avakian will remain as Mass Futsal president. Motion passed unanimously.

- TOPS – Joe Nagle reported Special Olympics has a new director, and the two programs may share some efforts.

- ODP – report submitted via email – see addenda.

- Referees – Rich submitted his report via email (attached). Sid Bloom commented on attending a successful re-certification clinic in Milford. Steve Smoller reported he attended the recent re-certification clinic in Waltham was was very impressed with the level of instruction provided. He commended Rich for a very well organized and run clinic.

Minimum Coaching Age

The office has received more and more inquiries on minimum age requirements for coaches. Dean Conway said the requirement to take the coaching courses is 16 years old. No other states have age minimums. As for insurance and liability issues, an adult is required to be present and responsible. The board consensus was to let the leagues and town organizations handle the matter. MYSA suggests they have a responsible adult present at practices and games.

Pension Plan

Jim Gondek reported we needed to make some changes to the 401k plan that have no financial implications, but are more in the line of housekeeping. John Burrill moved, seconded by John Linnehan to approve the changes. Motion passed unanimously.

USYS Workshop attendance

Thom Laine will not be attending the workshop and requested Glenn Cristofori and Brett Jacobs cover the ODP meetings. The following people are designated to attend: Sid Bloom, Skip Gorman, Nancy Hart, John Linnehan, Tim Castle, Joe Nagle, Jim Gondek, Rich Frongillo, Cindi Callaghan, Brett Jacobs, Glenn Cristofori.

Old Business

John Burrill is still working on his video project. His target is next Fall.

New Business

- Program Reports for AGM are due. Bay Stater articles are due Friday.

- NCCAA Convention: Thom Laine wants to bring two others to this convention with him. Sid Bloom stated he preferred they attend the March ODP symposium instead, since that is an event specific to ODP.

- Election of Board: Sid Bloom appointed Skip Gorman chairman of the nominating committee.

Meeting adjourned at 8:31 P.M.

Respectfully submitted,
Steve Smoller,
Secretary

Addenda:
Executive Director's Report

There is no longer lengthy periods of down time – the activity level in the office continues at a heavy pace. The office is supporting several programs as well as handling internally generated projects. Here is a summary of some of the issues we have worked on over the past month:

- We have completed an audit of all indoor facilities that have executed the Indoor Agreement with a view of determining the degree to which indoor teams have registered. Our findings indicated very good compliance in several facilities; less attention to detail in others. As a result of the audit we are working with those facilities to identify teams that have not registered and ensure they comply with the indoor registration requirements.
- We have weekly meetings to identify potential changes to the web site. We are looking to keep both content and the look “fresh”. In addition, we have implemented a new feature – Mass Youth Soccer web site of the week. We select one of our organization’s web sites and highlight it each week. Our plan is to rotate among the several leagues.
- Office support was provide for three events that took place the first week of December – the Annual Awards Banquet, the Coaching Coordinators meeting and the Instructional Staff meeting.
- The audit is underway. The office provided the requested reports and other documentation required by the auditor.
- We are working with about a half-dozen individuals to transfer email accounts to allow us to terminate Compuserve service. We are on target to eliminate reliance on Compuserve by December 31, 2001.
- I attended a session sponsored by the Governor’s Committee on Physical Fitness and Health to develop a position paper on ways to help promote increased physical fitness for the youth of the Commonwealth. I have been invited to attend subsequent meetings and it appears I will be named to the Youth Subcommittee of that organization.
- I also attended a meeting with a representative of Special Olympics. I will be working with them to try and establish a cooperative effort this Spring to involve their Special Olympic youth athletes in our TOPS program. A survey is being sent by Special Olympics to their Fall coaches to determine interest level.
- There have been several conversations with representatives of Meredith & Grew over the development of promotional material. M&G has also initiated contact with several parties to foster interest in our property. They expect to have a land use evaluation completed by December 21st that will help identify potential build out area available for retail, industrial or mixed use.

In terms of new projects:

- We have begun the process to audit our Fall registration records to identify those organizations with no, or disproportionately low, U6 and U8 registrations.
- We will be developing an informational packet for the coming ODP season and will be generating invoices for the selected players.
- Working with John Burrill and Hammerhead Communications, we will begin development of a new State Cup reporting system.

Jim Gondek

ODP Report

ODP 2002 is underway with the appointment of coaches and the notification of players. We have identified more players and brought on several to augment the teams in terms of talent. The U-13 boys and girls as well as the U-14 boys and girls will be training indoors this year at a new facility in Norfolk. Jim has worked out dates and we are waiting to hear about the acceptance of his proposal to the facility.
There was to be a change in the coaching staff that you all had approved but upon further
reflection Jason has worked out some ways of maintaining himself as the head coach. We will
appoint an assistant to take the team to ID camp and Rider if Jason is unable to attend the Rider
event as a coach for any reason. We will save some dollars in the budget as a result of this.

I will be in the office next week to go over details of the coach pay schedule and other details with
Rich and Jill and Jim.

Thanks for your continued support.

Thom Laine

State Cup Report

State Cup application report:

1. Applications on hand 222
2. Applications in still mail to me 23

  total expected 245
  last year total 254

Excludes U -12 not due until 4/29 — last year had 39 U-12 ( have 11 so far)

Expect the total of U-12 applications to be 45

Thus, total anticipated for 2002 279

Have at least 2 applications from town league teams - could be a few more as I do not recognize
several of the teams ( e.g. have 1 team from Nantucket )

John Bournil

SYRA Report

The Massachusetts State Referee Committee (MSRC) continued supporting its registration and
re-certification season with half of the twelve clinics having been held to date. The clinics so far
have been well-attended and apparently well received. I have attended five of the six, presenting
an administrative segment to all attendees regarding the need to increase one's level of
professionalism as a referee. I have fielded many inquiries related to the re-certification process.

NOTE: The pre-printed registration forms from US Soccer have not arrived to any referee in
Massachusetts as yet. This is inexplicable and unbelievable after a similar (poor) effort from the
national office last year.

I joined up with Dean Conway and the group of coaching instructors in Milford on 12/9 and made
a brief
statement to the group about the state of the referee training program in Massachusetts.

I attended the MYSA Awards Banquet in Framingham on 12/2.

I have spent several hours this month working with other members of the MSRC and the MSRC
treasurer to improve the tracking and reporting of financial activity for the organization. The initial
phase included expansion of the basic chart of accounts, re-categorization of expenditures going
back to 01-Sep-2000, and documentation of new procedures. This phase will be completed by
year's end.
I have worked with Roland Bellington, the person responsible for the US Soccer Information Systems, trying to align the referee databases maintained at US Soccer and by the MSRC. I found many discrepancies and made many corrections. I hope to coordinate a more efficient system for providing data to US Soccer which keeps the two databases in sync.

Richard Frongillo