

Oregon Youth Soccer Association
Regular Board Meeting
November 3, 2008
Beaverton, Oregon

1. Meeting called to order by President, Ric Listella, at 6:35 PM

2. A quorum was declared by Ric Listella, a sign in sheet was distributed.

Board members attending:

Ric Listella, President	Dan Dieter, Vice-President
David Wagner, Secretary/Treasurer	John Cronkrite, Director at Large
John Thomas, District Director	Matt Madeira, District Director
Rick Puckett, District Director	

Board members via phone

Steve Asakawa, District Director	Dick Matti, District Director
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Others attending:

Chuck Keers, Executive Director	Brian Scott, Member Services Coord.
Scott Enyart, Director Program Services	Kelly Ward, Director Admin

3. Consent Agenda:

A motion was made and passed to approve the following consent agenda items:

- Board Minutes from the October Board Meeting.

4. The following Board and Staff Reports were accepted as presented:

- President's Report – Attached as Exhibit A
- Vice-President's Report- Attached as Exhibit B
- Executive Director's Report- Attached as Exhibit C
- Member Services Report- Attached as Exhibit D
- Program Services Report- Attached as Exhibit E

4. Board Discussion of Strategic Topics:

- October Board Retreat
 - Staff is awaiting recap from Marc Smiley and analysis will need to be prepared. The notes from the retreat should be made available to our member clubs within the next 10 days.
 - Board Members provided feedback on the retreat. It was well received.
 - An analysis of the potential service and revenue impact of offering a "base dues option" will be developed by staff and discussed in draft form at the December Board Meeting.
 - The service, revenue and potential fee-for-service implications of such a dramatic restructure will be presented and discussed at January's AGM.
- Region IV Planning Meeting
 - Ric summarized discussion topics from the President's Meeting.

- AGM
 - Registration is open.
 - Board to discuss at the December Board Meeting if they are willing to support a change to the Small Sided Games Policy. Staff will prepare a position statement on this issue.

5. New Business

6. Old Business

- Board Meeting Ground Rules- Attached as Exhibit F
 - Moved to adopt, second. Passed

The next BOD Meeting will be held on December 1, 2008 at 6:30 p.m. in Beaverton at the OYSA Office, conference calling will be available.

There being no further business, the meeting was adjourned at 8:31 PM.

Respectfully submitted,

Kelly Ward
Director of Administrative Services

Exhibit A:

October 27, 2008

TO: Oregon Youth Soccer Association Board

From: Ric Listella

Subject: President's Report

In October I attended the Region IV Fall Planning Meeting and Workshop. I attended the Administrative Hearings and Appeals Meeting and during the course of the meeting we received a presentation on the benefits of using a referendum process to effect policy or bylaw change.

A group of state president's, including myself, are proposing a policy to take before the Federation, which would seek mandate Small-Sided Games (SSG) nationally for youth.

First some history, USYS has for year recommended states adopt SSG guidelines they have published. In the past, Oregon made the same recommendation. Since SSG was simply a recommendation, it became difficult for clubs implementing SSG to play in leagues and tournaments with clubs playing full-sided games. Hence, we sought input from our clubs as to: 1) whether they would support mandating SSG, and 2) if they did, to what extent? Having been provided this information, we sought to change our SSG Policy during an AGM vote. Almost immediately thereafter, some clubs expressed intent to not comply with our SSG policy, since we maintained that policy, they have chosen to play full-sided games through another USSF affiliated member organization.

Last year, I amongst several other state president's asked Larry Monaco, President of US Youth Soccer, to request the Federation mandate SSG by policy. US Youth Soccer, through Larry made that request; the Federation's response to date has been to study the request. The group studying SSG for the Federation is due to issue a report during the November 22nd Federation Meeting, however, there is not currently an expectation that they will move to adopt the US Youth Soccer request.

During the Region IV Planning Meeting, we requested Richard Yoder draft a statement of need and accompanying policy for the Region IV Presidents to propose at the upcoming USSF AGM in March. Our intent is to heighten the awareness, developmental importance, and benefits that a unified, national policy will provide. We anticipate building a coalition of state presidents from other regions and approaching key members of the Athletes, Adults, and others. Further, I received a phone call from Larry Monaco lending his support to this effort and as soon as I have a draft of the policy we will submit, I will provide it to the Board.

Exhibit B:

Date: October 23, 2008

To: All Board Members

From: Dan Dieter
Vice President, Oregon Youth Soccer Association

Re: Vice President's Report for November Board Meeting

PROTESTS AND APPEALS

The recent draft of 701-1 by Brian Scott is being reviewed. We will continue to work toward getting a final draft before the board for approval.

BOARD DEVELOPMENT COMMITTEE

No new developments from this committee. I would hope to include some of the key issues for this committee, as they relate to our strategic plan, in our retreat planned for October 25.

RISK MANAGEMENT

There are no current issues in the hopper. Brian Scott and I will also be looking at Risk Management Policy 801-1. Brian has begun this process by rewriting our Kid Safe Program guidelines.

Respectfully submitted,

Dan Dieter
Vice President
Oregon Youth Soccer Association
503-543-5200 (H)
503-453-6761 (C)
teamdieter@centurytel.net

**Executive Director's Report
November 3, 2008**

Technical Director – I am pleased to announce that Mike Smith has been selected to be our new Technical Director. Mike is an old friend of the association having served as our State Recreational Head Coach from 1997 to 2002. Most recently Mike has been the Associate Head Coach of the University of Oregon Women's Soccer Program. He served for three years as the First Assistant Coach of the Santa Clara University Women's Soccer Program, three years as US Youth Soccer Region IV ODP Head Coach and was Minnesota Youth Soccer Association's Interim Director of Coaching for 16 months beginning in September of 1995. Mike is currently a Regional Team Coach and serves on the Region IV.

AGM – Scheduled for January 24th and 25th, this year's AGM will be at the River Valley Inn in Eugene. Staff has begun planning the workshops.

Oregon Youth Soccer Foundation – I have a meeting set for November 3rd with an attorney to discuss options regarding how we might transfer governance and/or operation of the Foundation to the Association.

Audit – Our new auditors, GaryMcGee and Co., were here for six days in October. We expect a preliminary audit report shortly.

Region IV Planning Meeting – Ric and I (and a number of staff) attended the US Youth Soccer Region IV Planning Meeting in Salt Lake City in October. Ric and I arrived early to participate in a Presidents Meeting and an Executive Director's Meeting that were scheduled in advance of the regular Regional Meetings. Summary items include:

- The program that was previously known as Soccer Start – the state and national efforts to establish new soccer clubs and/or outreach to underserved communities – has been renamed to “Soccer Across America.” US Youth Soccer is partnering with the Urban Soccer Collaborative out of Philadelphia, which is funding four Soccer Across America staff, one for each Region.
- The Presidents Tournament – the new Regional tournament for U13 through U17 classic level teams to determine who will advance to the national Presidents Tournament – will be Tri-Cities, Washington in June 2009. We considered submitting a bid, but only had 8 days to respond to the bid package and decided to wait until next year when we have more time to prepare.
- Both Region IV Boys and Girls ODP coaches were replaced, effective October 1, 2008. The new Region IV Boy's ODP coach is Michael Linenberger and the new Girls coach is Platini Soaf.
- The Region has some budget issues and a special committee of the Regional Council has been formed to look into them. Approval of the Regional FY 08/09 budget (which began two months ago) was deferred pending this review.
- Three other committees were formed to consider and make recommendations on 1) Interstate issues – Explore ways to allow programs to develop without restriction of unnecessary boundaries, 2) ODP – Review the operation of the Regional ODP program to maximize all player identification at Regional and National touch points and 3) Policies – Clarify the relationship between the Regional Council and the Regional Director/Regional management.
- There was considerable discussion about the National Board's interest in establishing an alternative referee certification program to the US Soccer Federation's system for youth games. The new model would require state associations to develop and administer a referee certification system for basic, intermediate and advanced referees – essentially Grade 9, 8 and 7s under the existing system. Nationally 98.5% of all referees are Grade 8s or below and 85% are 14 years old or younger and stay in the game 18 months.
- The coaches of Region IV, that is the Directors of Coaches/Technical Directors of each State Association in Region IV, are forming a Region IV Coaching Committee to act as a formal advisory board to the Regional Council. They are organizing this committee on their own initiative because they feel the Council often ignores technical coaching and player development issues when they set policy or make decisions on program structure. The issue of the day is whether full teams should be sent to Regional Camp or whether players should be mixed up, i.e., scrambled, and randomly assigned to teams at Regional Camp.

Member Services Report

November 3, 2008

Club Development

Grievance, Protest & Appeal policy

A draft revision to Policy 701-1 has been circulated to the Board committee for review. Work on a Grievance, Protest, and Appeal manual to accompany the policy is on hold pending approval of the policy revisions.

Recreation Council

Clubs have begun using the revised draft bylaws template. A copy has been circulated to clubs through the Recreation Council. So far the revisions seem to be well received.

The Recreation Council will be meeting November 12th at 6:30pm. The meeting will continue work on the proposed Club Administration Manual. The council will also work on planning for recreation workshops at the AGM.

Risk Management

A revision to the KidSafe policy document has been prepared and sent to the Vice President for review. The document has been revised to reflect the modifications under way with the draft revisions to Policy 801-1. Proposed changes to Policy 801-1 are well under way. Staff is trying to complete a draft for review at the November Board Meeting.

It appears that most clubs did a good job of complying with our goal of having all Administrators registered with background checks completed before beginning work. There have been a few situations where registration and background checks are being completed well after coaches and other administrators have been working with children. We hope that additional training for those clubs regarding the importance of risk prevention as well as familiarity with our new registration software will prevent these situations from reoccurring.

There are a few issues arising from registrars creating Administrator accounts for members of their clubs. This topic will be addressed in a risk management/registrar workshop at the AGM as well as in additional training.

TOPSoccer

Oregon City presented its TOPSoccer Rama on October 19th. John Hanna was able to be present as a representative of OYSA and has contributed an article about the event to be published in the November issue of Goal Lines.

Planning is well under way for TOPSoccer workshops at the AGM. We plan to present the US Youth Soccer TOPSoccer coaching course at the AGM. John Hanna and Jimmy Conway will be the presenters. This will give our Oregon coaches their first opportunity to earn a TOPSoccer Coaching Certificate at a clinic presented in Oregon.

I have received word through Sue Protz at Eastside United that a writer for the Oregonian is working on an article about TOPSoccer. Oregonian subscribers should be on the look out for this article.

At the Region IV fall workshops, Sandy Castillo announced that Cal South will be hosting a TOPSoccer tournament to be presented June 20 and 21, 2009 at the same site as Far West Regionals. All Region IV State Associations are invited to send teams and/or players to participate. We will be circulating information to all of our club programs as soon as details are available.

Coaching Education

During October OYSA presented West Coast Bank player clinics in Canby and Hillsboro. Both events were very well received. Jimmy Conway has been working with individual coaches to provide team training and player evaluation sessions.

Respectfully submitted,
Brian Scott
Member Services Coordinator

Program Services Report

October 2008

Submitted by Scott Enyart, Director, Program Services

Fall league – Fall league ends November 2nd. At the AGM – I will be presenting options for future Fall league competitions.

President's Cup: 125 teams are entered in this year's event. Schedules were produced by a contract employee and will be managed by staff. Games start the weekend of November 7. Finals will be Sunday the 23rd at the Rec Center. Except for the U11 age group, which will be off-site at an undetermined venue.

Referees:

Staff met with Dave Gravbac who is acting as our referee coordinator. We established the 2009 OYSA class schedule, starting planning for the Referee Academy and the referee mentor program. Dave will address with the SYRA and SRA the need for annual assignor courses to be held in Oregon.

It should be noted that in 2009, NISOA/OSAA will begin requiring that high school officials also be USSF registered. This will increase our number of referees slightly.

Winter League 08/09:

Entry deadline is December 9

League play starts January 11 and ends March 21 – playing 10 games

Teams are able to "black out" two weekends.

State Cup 2009:

Preliminary rounds will be April 4, 5, 11, 12, 18, 19; Quarterfinal round April 25 and 26

Semi finals May 2

Finals May 9

Kohl's American Cup finals:

The Kohl's Interactive area at the finals was well received. The Rec Center complex is not adequate for events that include small sided games. For future events, I am going to need to address this issue. Staff is also conducting a survey of the participating teams to determine if a weekend event would be a better option than the current Sunday only format.

USYS President's Cup Regional Tournament:

I decided not to proceed with the presentation at the Regional workshops as there were still too many unknowns. Pasco Washington was selected to host this year's event. Age groups will be U13 – U17. Our President's Cup champion or runner up will be our representative. The logistics for this event have not been announced - I am planning to attend the 4 days event and then leave from Pasco and head to the Far West Regional in Lancaster, CA.

Oregon Youth Soccer
Proposed Board Meeting Ground Rules
October 27, 2008
Draft 2

1. Every meeting shall have a written agenda.
2. Board Members will make every effort to attend all board meetings and arrive/call in on time and if unable to do so shall inform the President and/or Executive Director in advance.
3. Guests are welcome; however any guest that wishes to address the board must fully disclose the topic(s) and major points they wish to convey to the Board President and/or the Executive Director at least one week prior to the meeting. Any guest's request for a Board Decision must be submitted in writing.
4. The Board President shall determine whether a guest will be allowed to present their issues to the board and if so, how much time will be allotted. If the guest is allowed to present an issue, it will be included on the agenda distributed to Board Members prior to the meeting. Guests will generally not be allowed more than 3 minutes to speak.
5. Guests shall refrain from speaking during board meetings and shall not contribute to or participate in board discussions unless recognized or called upon by the Board President/Chair.
6. All Board Members are encouraged to actively participate in discussions at the meetings.
7. Participants who are physically present and wish to speak shall raise their hand and wait to be called upon by the President/Chair.
8. One person shall speak at a time.
9. The speaker may speak only on the issue being considered.
10. All board members wishing to speak on an issue will be given an opportunity.
11. Contrary views and different opinions will be encouraged.
12. Side conversations will be discouraged.
13. All ideas will be treated openly and with respect.
14. No derogatory or negative phrases will be used, or personal attacks allowed.
15. Decisions require a motion, a second, discussion, and a vote.
16. Prior to a vote on a motion, every board member shall have an opportunity to speak for up to three minutes. The Board President may, at his or her discretion, allow a member to speak beyond three minutes on the motion.
17. Once voted upon, no further discussion is permitted, unless the issue is revisited based on provisions in Roberts Rules of Order.
18. All Board members shall support decisions of the Board, regardless of their personal opinion of the decision, or whether they were present when the decision was made. Board members shall confine expressions of disagreement with a Board decision to discussions at a Board meeting at which the topic of the decision is part of the agenda.

19. Board Members and guests shall turn off or place their cell phones on “vibrate” during board meetings. Individuals who must respond to a call or text shall excuse themselves from the meeting.
20. Laptops are permitted for the purposes of taking notes and researching topics under discussion only. Participants shall refrain from accessing e-mail during board meetings.
21. Board members are volunteers and are donating their time to contribute to the goals of the organization, gain experience and have fun. Every effort will be made not to lose sight of these objectives and humor will be encouraged, when appropriate; however humor that is demeaning is not allowed.
22. Although our assignments as a board will vary depending on our strategic work plan, it is recognized that there is a value to each board member's time, as well as the time of our guests. As such, even though we do not have a firm rule on length of meetings, it is generally understood that every attempt will be made to complete the meeting within 2 hours.

Oregon Youth Soccer
Proposed Board Meeting Ground Rules
October 6, 2008
Draft

23. Every meeting shall have a written agenda.
24. Board Meetings will begin on time and will generally not last more than an hour and a half unless the board takes action to extend the meeting.
25. Board Members will make every effort to attend all board meetings and arrive/call in on time and if unable to do so shall inform the President and/or Executive Director in advance.
26. Guests are welcome; however any guest that wishes to address the board must fully disclose the topic(s) and major points they wish to convey to the Board President and/or the Executive Director at least a week prior to the meeting. Any guest's request for a Board Decision must be submitted in writing.
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Memo

To: OYSA Board of Directors

From: Chuck Keers

Date: October 2, 2008

Subject: Pilot Project w/the Foundation

Summary:

The Oregon Youth Soccer Foundation, while running a summer camp, was approached by a member of the Southeast Rotary to partner in funding a new kind of affiliated soccer club that would register members solely for the purposes of participating in an ongoing local street-soccer type soccer experience. The Foundation is seeking support from the OYSA Board to endorse and potentially approve a new model of member soccer club for the purposes of managing this type of non-traditional soccer experience for economically disadvantaged underserved youth.

Overview:

One of the activities funded by the Oregon Youth Soccer Foundation the last two years involved informal “soccer camps” kind of experience for youth in underserved areas of Portland. They have administered one-week and two-week camps as well as a summer-long, one-day-per-week “soccer- in-the-parks” activity oriented to young kids not otherwise involved in youth soccer. The activities occur in local school yards and parks, are free and informal and target children from families who typically cannot afford the cost of transportation or membership - even to local, “low-cost” recreational clubs.

Southeast Rotary contacted a member of the Oregon Youth Soccer Foundation board and has expressed an interest in partnering with the Foundation for purposes of setting up a permanent and ongoing presence in Southeast Portland to provide these activities for the benefit of the children who live there. Rotary has suggested that they would provide some funding for such a program and the Foundation has also been asked to provide financial support. One hundred percent of the participants are on “free and reduced lunch programs within their schools and are members of the Oregon Health Plan.

Central to this project moving forward is whether or not such a club model is appropriate within Oregon Youth Soccer. The Foundation acknowledges that this is a non-traditional type of participating club and is requesting direction from the Association regarding this kind of approach to bringing the benefits of soccer to youth and families who otherwise would likely never experience them.

Specifics:

Would the OYSA Board approve in concept and principle the establishment of a new club in Southeast Portland called **INCLUSIVE** that would register members with OYSA, but who would not participate in traditional established OYSA or member club leagues.

The soccer model would be an informal camp structure in which interested neighborhood kids could show up on a scheduled day each week to participate in “age appropriate” soccer clinics and scrimmages. The tentative structure allows for one practice a week and one game day on Saturdays. One or two week-long camps would also be offered – using volunteers from Rotary and the local neighborhood.

The new club would not take players away from existing club, nor would they compete for fields as they target severely economically disadvantaged neighborhoods and use neighborhood parks and open spaces to play. If a child has the means to financially be involved, they would register with a neighboring club for participation in the existing traditional structure.

In fact, experience has shown that a dozens of youth who participated in the street-soccer and camp activities of the prior two years seek out and become main-stream members of local OYSA clubs. The first year of exposure to this community effort, sixty children became members of the local Southeast Soccer Club and are members of OYSA as a result. These players typically receive scholarships through the local club. The program model not only brings the life-skills, team involvement, sportsmanship and physical fitness benefits of soccer to kids and families who otherwise wouldn't have the opportunity to experience them but promotes and markets membership in more traditional OYSA soccer clubs and activities for a more structured and hopefully a longer lasting soccer experience.

The visibility of Foundation's program has created a potential partnership with a great community entity, The Rotary. Members of the Foundation believe that the establishment of this type of program is very important to the success and recognition of the Association and promotes awareness and good publicity that will pay dividends when seeking support.

Three thousand dollars is being sought from the Southeast Rotary and \$2,000 from the Oregon Youth Soccer Foundation to establish the pilot project known as **INCLUSIVE**.

Question:

Would the OYSA Board approve in principle the establishment of a non-traditional club to run a soccer program based on the model described above?

Bylaw 404 ELECTION AND TENURE OF OFFICERS AND ALL DIRECTORS

Section 1. The Officers and all Directors shall be elected to three-year terms by a majority vote of voting members represented and voting at an AGM. ~~[All Officers and all Directors shall be limited to a maximum of two three-year terms for the same position.]~~

Section 2. The District Directors shall be nominated and elected by the member clubs within their respective Districts.

Section 3. Groupings and election years at AGM are as follows:

- a. Group A: (2007 and every three years following) – Vice President, Columbia District Director, Willamette District Director and Southern District Director.
- b. Group B: (2008 and every three years following) – President, Director-at-Large #1, Tualatin Hills District Director, Central/Eastern District Director and Central Valley District Director.
- c. Group C: (2009 and every three years following) – Secretary/Treasurer, Director-at-Large #2, South Metro District Director, Portland District Director and Western District Director.

Section 4. All Officers and Directors shall have their primary residence in the state of Oregon.

Section 5. Vacancies on the Board of Directors arising from the removal, resignation or departure of an incumbent shall require the President to appoint (subject to Board of Directors approval) a Director or Officer ~~[within 180 days]~~ as soon as reasonably possible. ~~[of said vacancy. Within this period, e]~~ Once a candidate is named, the President and Board of Directors shall act on the candidate within 45 days. The appointed officer or director shall serve the remainder of the term of office. Terms of 660 consecutive days or more shall be counted as a full term.

Section 6. An Officer or Director may be suspended or removed from office for failure to meet the responsibilities as described in Bylaw 401, 402, 403, 404, or related policies, or for otherwise acting in a manner detrimental to the interest of OYSA. Absence from two (2) consecutive regularly scheduled Board of Director's meetings without prior notification to the President or Executive Director shall be cause for removal from the board. Such suspension or removal shall be by a three-fourths majority vote of the Board of Directors. The quorum for the meeting shall be ten (10) other uncontested Board members. Such vote shall be in an open hearing with at least 30 days notification to all officers and directors.

Section 7. One individual shall not hold more than one position as officer or director at the same time. An officer or director of OYSA shall not serve concurrently as:

- a. A representative from a district on a standing advisory committee
- b. A President of a member club
- c. An employee or contractor who receives compensation (\$600 or more) from OYSA, a member club or a league administering competitions for a member club or clubs.
- d. Have an immediate family member who is an employee or contractor and receives compensation (\$600 or more) from OYSA, a member club or a league administering competitions for a member club or clubs

USSF referees, who are independent contractors and receive compensation for their duties, are excluded from this provision.

Background:

Over the past 7 plus years OYSA has had continual difficulty seeking and finding necessary candidates to fill various positions on the Board and committees of the Association. We have operated with less than full composition of Board members and lacked significant participants on various committees, advisory or otherwise.

The Board and OYSA's member clubs believed that the significant revisions of the organization and Bylaws made several years ago would have placed the Association in a better position to gain stronger participation within the organization. Many of the Bylaws changes were directed at responding to the continual shortage of volunteers to take on various positions of leadership to provide connection between the Association member clubs and the Board/staff for optimum coordination and communication leading to better accountability and performance for the delivery of services and maintaining the compliance functions required by USSF and USYSA. In addition some of the changes also maintained the stance that we need to avoid conflicts of interest and inappropriate bias in the composition of the Board and its decision-making processes.

We now find ourselves asking a similar series of questions concerning the lack of being able to fill important volunteer positions.

As good as some of our efforts may have been and the continued belief that there are quality individuals who could play an important role in these areas for the Association, we have not been as successful as we would have liked to be nor should have been in soliciting this participation.

Youth soccer in Oregon is in dynamic growth even if the aggregate numerical growth has slowed down from past years, especially as we observe the level of play and development at all ages within youth soccer around the state. So we are in need of seeing the broader picture of how the game is developed in the player and how the player is brought to the game, in this time and in future years. We do not need to reset to the past, but revisit for the future what serves this need as OYSA continues its role of oversight and assistance to youth soccer across the state. And perhaps, most of all, how do we organize the Association and the Board to meet this challenge of the future.

It has been suggested that we remove term limits on the Board positions. This would eliminate the forced, timeframe removal from the Board of incumbent Directors/Officers. Though that would help with not having to replace such positions, it does not answer the larger or perhaps more substantive issue of finding the correct composition of Directors/Officers and committee participants to effectively lead and govern the Association and oversee its delivery of services and compliance obligations. And to do that we must fundamentally have a larger conversation on the totality of the Association and youth soccer in Oregon.

Proposal:

Facets of proposal are listed below.

- 1) We would amend the Bylaws as noted below for the period of time from 2009 AGM to 2011 AGM. This is so we do not add to the number of replacements for the Board while we are processing the proposed changes that would be voted on at the 2011 AGM. And thus potentially add more forced vacancies needing to be filled in the interim.
- 2) We would create a Task Force that would take on the role of working under the direction of the Board in addressing a wider range of questions concerning the Association (outlined below). This Task Force would be comprised as follows: 3 members elected from member clubs at the 2009 AGM by the member clubs, 3 members elected from the member clubs by Board of Directors at the February 2009 Board meeting, 3 members of Board of Directors appointed by the President at February 2009 Board meeting, and 3 members appointed by the Board of Directors at the March/April 2009 Board meeting who would be considered outside the Association and thus be an added benefit to the Task Force and its composition.
- 3) The Board of Directors and Task Force will coordinate their activities with the mandate of having completed recommendation(s) to the Board of Directors by the June 2010 Board meeting. The Board and Task Force may meet jointly or separately on this assignment as best serves the Association to complete the recommendation(s) prior to the deadline. The Board will finalize the

recommendation(s) and communicate them to member clubs by September 15, 2010. All organizational and Bylaws changes will be submitted for consideration at the 2011 AGM that will support the recommendation(s).

- 4) If recommendation(s) and supporting Bylaws are not adopted, the Bylaws will return to the previously adopted language of Bylaws existing prior to the amended portion as noted below, related to term limits and its related language.
- 5) There may also be some Policy additions/changes that need to accompany the Bylaws changes in the recommendation(s). If so, the Board of Directors will be required to prepare and implement them in support of Bylaw changes as soon as possible following the 2011 AGM approval of Bylaw changes.
- 6) All Directors or Officers must acknowledge that the recommendation(s) may change or alter their terms or service on the Board and the ultimate organization of the Association.
- 7) Range of questions: including but not limited to...
 - a. What services should the Association provide/deliver directly to member clubs? What services should the Association govern but perhaps deliver through other agencies or organizations?
 - b. How will the Association continue its required role in compliance from the USSF and USYSA requirements?
 - c. What structure or organizational units best deliver services and meet the compliance obligations of Association?
 - d. What is the best structure of governance for Board and other leadership units to oversee and direct the affairs of the Association?
 - e. Are there others organizational units or changes that are needed and why?
 - f. Would there be any fees or income or fundraising implications required with recommendation(s)?
 - g. How might the Foundation fit into the recommendation(s)?
 - h. How does the existing Strategic Plan fit or need updating to coordinate with the recommendation(s)?
 - i. How do the concepts of recreational, classic, and other soccer levels/programs fit in the scope of the recommendation(s)?
 - j. How does OYSA relate to any other youth soccer organizations in the state of Oregon?
- 8) In #6 above, these may not perhaps be worded well or all that might be included, but it is a starting point for the work of the Board and Task Force for the next 2 years.

Unless we, the Association, take the effort, time, and resources to do this; we will be operating from the driving forces of renegade, discoordinated factions targeting the state's youth soccer community and allow a less effective and more costly approach to youth soccer in Oregon.

Bylaws Amendment:

~~Doublestrike~~ = deleted, Underlined = added.

Bylaw 404 ELECTION AND TENURE OF OFFICERS AND ALL DIRECTORS

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Section 3. Groupings and election years at AGM are as follows:

- a. Group A: (2007 and every ~~three~~ four years following) – Vice President, Columbia District Director, Willamette District Director and Southern District Director.

- b. Group B: (2008 and every ~~three~~ four years following) – President, Director-at-Large #1, Tualatin Hills District Director, Central/Eastern District Director and Central Valley District Director.
- c. Group C: (2009 and every ~~three~~ four years following) – Secretary/Treasurer, Director-at-Large #2, South Metro District Director, Portland District Director and Western District Director.

Section 4. All Officers and Directors shall have their primary residence in the state of Oregon.

Section 5. Vacancies on the Board of Directors arising from the removal, resignation or departure of an incumbent shall require the President to appoint (subject to Board of Directors approval) a Director ~~within 180 days of~~ to fill said vacancy within a reasonable and expedient period. ~~Within this period,~~ Once a candidate is named, the President and Board of Directors shall act on candidate within 45 days. The appointed officer or director shall serve the remainder of the term of office. Terms of ~~660~~ 876 consecutive days or more shall be counted as a full term.

Section 6. An Officer or Director may be suspended or removed from office for failure to meet the responsibilities as described in Bylaw 401, 402, 403, 404, or related policies, or for otherwise acting in a manner detrimental to the interest of OYSA. Absence from two (2) consecutive regularly scheduled Board of Director's meetings without prior notification to the President or Executive Director shall be cause for removal from the board. Such suspension or removal shall be by a three-fourths majority vote of the Board of Directors. The quorum for the meeting shall be ten (10) other uncontested Board members. Such vote shall be in an open hearing with at least 30 days notification to all officers and directors.

Section 7. One individual shall not hold more than one position as officer or director at the same time. An officer or director of OYSA shall not serve concurrently as:

- a. A representative from a district on a standing advisory committee
- b. A President of a member club
- c. An employee or contractor who receives compensation (\$600 or more) from OYSA, a member club or a league administering competitions for a member club or clubs.
- d. Have an immediate family member who is an employee or contractor and receives compensation (\$600 or more) from OYSA, a member club or a league administering competitions for a member club or clubs.

USSF referees, who are independent contractors and receive compensation for their duties, are excluded from this provision.

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