



**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF DIRECTORS
October 20, 2018**

The Directors named in these minutes of the California State Soccer Association-South, constituting the Board of Directors of said California Corporation, held its regular meeting on October 20, 2018 at the Corporate Office in Fullerton, CA. President and Chairman of the Board, Cindy Quan, called the meeting to order at 9:03am. A quorum was present.

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| <input checked="" type="checkbox"/> Cindy Quan, President | <input checked="" type="checkbox"/> Mark Flahan, District 1 Commissioner |
| <input checked="" type="checkbox"/> Roy Carlson, Exec. Vice President | <input checked="" type="checkbox"/> Luca Pacelli, District 2, Commissioner |
| <input checked="" type="checkbox"/> Jerry Selby, VP of Youth (partial conference) | <input checked="" type="checkbox"/> Grant Nadell, District 3 Commissioner (partial conference) |
| <input checked="" type="checkbox"/> Chris Hartz, Vice President-Adults | <input checked="" type="checkbox"/> Humberto Jara, District 4 Commissioner |
| <input checked="" type="checkbox"/> Mike Green, Treasurer | <input checked="" type="checkbox"/> Louie de la Cruz, District 5 Commissioner (partial conference) |
| <input checked="" type="checkbox"/> Monica Jara Guerra, Secretary | <input checked="" type="checkbox"/> Jack Larkin, District 6 Commissioner |
| <input checked="" type="checkbox"/> Johnnie Garza, Chief Executive Officer | <input checked="" type="checkbox"/> Christie Paulson, District 7, Commissioner |

Also present for various parts of the meeting:

- Adrian Marquez, ASG Manager**
- Luis Salcedo, OSG Manager**
- Steve Marquez, IT Manager**
- Jonathan Smith Accountant**
- Carlos Torres, Creative Manager**
- Steve Hoffman, Director of Coaching Education and Player Development**
- Terry Wilson, CSL**

1. CALL TO ORDER at 9:03 am

2. PUBLIC COMMENTS

Terry Wilson expressed concern regarding the poor treatment of referees and general lack of respect for the game. He urged the Board to act and get ahead of it, with a concern that if nothing is done, it will “get away from us.” The Board discussed this growing concern.

3. APPROVAL OF PREVIOUS MINUTES

Motion 1: To approve the Boards’ meeting minutes for the month of August with revisions as noted.
Christie Paulson made the motion

Jerry Selby seconded
Chris Haitz abstained
Motion Passed

Motion 2: To move to approve the Boards' meeting minutes for the month of September as amended.

Roy Carlson made the motion
Chris Haitz seconded
Jerry Selby abstained
Christie Paulson was out of the room for the vote
Motion Passed

Monica Jara Guerra followed up regarding a typist/stenographer. The Board recommended that management recommend someone that she can interview for approval as this was the process utilized with a prior Board secretary.

4. FINANCIALS (Budget Update)

The Board approved an operating budget that was contingent on Mike's letter; a summary was emailed by Mike Green. Management is working on closing out August numbers to get them to the auditor next week. August financials were very close to the forecast.

Finance committee is working on spend and commit policy. These items are close to being completed.

The Board discussed the current status of the initiative submission form. The onus is going to be on the person putting in the request to make a case for the initiative.

The Board discussed allocation of and accounting correction for funds that came from the Federation. The discussion continued with request for a higher level of professionalism and scrutiny that can and should now be done with the capable team on hand.

All initiatives not in operating budget must be approved by Board moving forward.

A suggestion was made to consider strategic partnerships with other organizations looking to partner or reach similar audiences. Additional conversations will need to happen before the Board can reach these partnerships.

Treasurer agreed to provide more meaningful monthly financial reports for the Board in a more-timely manner.

5. CEO REPORT

The negotiations with our current registration vendor terms and concerns were shared. Cal South is looking to be legally compliant regarding data and opportunities for individuals to opt out of direct communication.

Federation announced change in the way technical advisors will be utilized in development academies. The role of technical advisors will be more closely resemble someone who scouts teams. The Federation will put on a showcase in Oceanside in November for boys. The girls' showcase is in Florida.

The Board was reminded that Cal South has a place in coaching education.

The Praesidium accreditation plan was discussed. A suggestion was made to put something in writing regarding what it means to be a member, what policies our members need to agree to and communicate our standards and expectations in outward communication. Board members assistance to work with staff and

move forward with the Praesidium plan was requested. Volunteers to be on the Praesidium Plan task force are Roy Carlson, Jerry Selby, Grant Nadell, Cindy Quan, and Christie Paulson.

The National Business Research Institute (NBRI) has been stalled again. Board member participation to move this forward on resolving questions regarding validity in the data sample was requested. Volunteers are Grant Nadell, Mark Flahan and Humberto Jara.

Mark Flahan announced that he would be moving to Arizona but would like to continue participation in NBRI. Johnnie Garza and the Board confirmed this would be fine.

USYS is currently working on their budget for the current year for which they will have a proposal at the end of the month. A USYS fee increase is imminent. USYS will use the reserves towards any deficit for this year but another increase for an unknown amount may be implemented; the increase may fall between \$0.50 and \$5 per player. Discussion regarding communicating the increase to our membership by December to prepare them. Ongoing conversations with USYS are taking place regarding the fee increase. USYS will be providing a list of services and explanation for the fee increase. The fee increase would impact fall 2019 for which registration begins in January. The Board discussed the need for increased communication with our member clubs. Some type of communication regarding the fee increase for Cal South members will be created.

The language change on USYS Rule 201 was discussed. The new ruling would indicate that athletes must be registered in the state where they intend to play. The deadline for comments is 10/22/18. The rule will need to be ratified in January.

The Board was reminded that the status of the Cal South Foundation needs to be addressed with appointees.

The Board discussed the USYS Hall of fame nomination which was submitted. No objections were made.

The Board discussed a call for a drone policy for Cal South Events. Our current insurance does not cover drone incidents. A policy will need to be drafted and voted upon at the next meeting. Roy Carlson suggested Cal South reach out to Coast and other organizations to make sure it is also a conversation with them.

Strategic plan was discussed.

The Board recapped the process which we have embarked on regarding marketing and logo refresh. The Board was reminded that this conversation on refreshing the logo began in 2012, urging the Board to make decisions rather than kicking the can down the road. Board members who volunteered to be on the Wednesday screenshare with the vendor are Chris Haitz, Roy Carlson, and Monica Jara Guerra. Carlos Torres will also be on the screenshare.

It was recommended that a strategic conversation be added to the next Board meeting agenda.

Southern California will be hosting the President's Cup Regionals.

A request was made for information regarding funding going into the event and expected revenue. Cal South is subsidizing the costs of fields in the amount of \$125K which was planned to be paid out of subsidy allotments as subsidies would not need to be so great for our teams since they would not be going out of state. Cal South will be responsible for providing logistics and support staff in conjunction with USYS. Agreement for hotel subsidies is being worked on. Projected financials for this event will be forthcoming. We need to look into a potential agreement that may exist with the restaurant in terms of alcohol distribution at Silver Lakes. The agreement is between Silver Lakes and USYS; Cal South is not included and that is for USYS to address. Regarding additional revenue for the event: this would typically include parking, but Silver Lakes already charges for parking. It was suggested that parking fees could be increased

for this event. The Board was reminded that our teams would also be responsible for paying the parking fee.

The Board was updated regarding progress on the website including the transfer of content. A web demonstration of the new site was provided. There is still work to be done including security, SCO, DNS and a few other back end items that need to be addressed before it goes live. The Board will be provided with a link to the website for review and feedback.

A request was made for the Board to create a policy for addressing tournament denials. The Board discussed giving an opportunity to appeal to the full Board. Appeals can be sent to the President directly and she can bring it to the Board or call a special meeting as needed.

6. COMMITTEE REPORTS

The NEC met and backward planned a calendar based on the AGM. The committee recommended February 2nd for AGM rather than February 9th or 23rd as suggested by management. The Board discussed the reasoning for the importance of timing. A suggestion was made not to send newly elected Cal South Board members to the USSF AGM because they would not be able to fully participate since it is unlikely that new Board Members would have the knowledge base to best represent Cal South's best interest. An alternative idea that outgoing members not go to allow newly voted members to have an opportunity to be fully exposed to the USSF to get a sense of what is going on. The USSF AGM is scheduled for February 14th. The Board was asked for a show of hands for all who wanted current Board members to attend the USSF AGM rather than newly elected Board members. Show of hands demonstrated a majority, no formal vote was taken.

The BRPC is asking for requirements for Board positions.

There was an email that went out regarding an issue with bylaws requesting opinion to detach the AGM and election date which are currently tied together. The Board was urged to select an AGM date as it would impact communication in the month of November. The NEC will work on an election date after the USSF AGM. A recommendation was made to create a policy that separates the AGM and election date. Until bylaws are changed, they must be honored. A request was made to hold the AGM on March 23, 2019. Election date will be somewhere in February within the 30-day limit.

7. DIRECTORS REPORTS

A plan for an adult state cup was discussed. A review of the participation and results of the last two years was shared. Although many teams showed interest in high level competition, only 16 teams paid by the deadline. This event serves as an opportunity to bring competitive amateur players and teams into Cal South. The best clubs in Southern California and the nation have a chance to win \$60,000 by winning this tournament. Each participating team would have a \$2,000 buy in for a chance to win it all. Funds have already been budgeted for this event, however this event design could possibly decrease expenditures by approximately \$15,000. The Board discussed the pros and cons as well as asked questions regarding details of how this may work. There was an expressed desire to solicit Cal South youth alumni.

The Board discussed Far West Regionals in which an alleged error was made. The Board discussed possible steps to prevent this type of issue from arising again.

Steve Hoffman shared updates regarding coach education workshops coming up in December and February. He discussed the health and safety program that is required prior to licensing. A question arose about how much training coaches get regarding fair play, playing with honor and sportsmanship. A recommendation to send something out to all members about sportsmanship, respect for the game and consequences.

8. UNFINISHED BUSINESS

The Board discussed the need to return and determine where Cal South will stand with a play up policy from a non-heading to a heading age group. What should be done for those players who are already playing up in this way? The BRPC has drafted a play up policy. A discussion regarding grandfathering players who are currently playing up into heading age groups to continue to be able to do so was discussed as well as one in which a hard line was set for all players. The BRPC committee will revisit the policy and present it to the Board at an upcoming meeting.

9. EXECUTIVE SESSION

Motion 3: To go into an executive session.

Monica Jara Guerra made the motion

Grant Nadell seconded

Motion Passed and staff were excused

Motion 4: To exit the executive session

Christie Paulson made the motion

Jerry Selby seconded

Motion Passed

No motions were made during executive session.

10. NEW BUSINESS

The Board discussed the bad behavior that was presented by Terry Wilson at the start of the meeting. Several Board members provided examples of other unsportsmanlike conduct from players and parents. This is seen as an opportunity to lead and bring people together.

Motion 5: To appoint Grant Nadell to join Johnnie Garza to address bad behavior in the gaming circuits, zero tolerance.

Roy Carlson made the motion

Jerry Selby seconded

Christie Paulson was out of the Board room at the time of the vote

Motion Passed

These individuals were tasked to set up a meeting with the playing circuits to come up with a solution.

11. ADJOURNMENT

Motion 6: To adjourn

Jerry Selby made the motion

Jack Larkin seconded

Motion passed

Meeting adjourned at 5:10pm