



Meeting Minutes  
**Executive Committee Meeting**  
Thursday, September 14, 2017  
CDYSL Conference Room ~ Lite Fare Provided  
7:00 PM

The following were in attendance for this meeting: Italo Carcich; Tim Owens; Dave Sparks; Afrim Nezaj; Tim Frament; Paul Bascomb; Roy Pfeil

The following were not in attendance for this meeting: Dave Yule; Scott Swere;

**7:00 PM Call to Order ~ Timothy Owens, President**

The meeting was called to order at 7:15 pm.

Tim O. stated that if we agree, we will deviate from this agenda. Tim O. welcomed Afrim to the board. We are all team players. We try to stick to a ninety-minute meeting.

Tim O. wanted to preface in an e-mail last week the meeting being pushed off. He stated that we have been meeting on the first Thursdays for a very long time, over the past several months, we haven't had a quorum on those scheduled meetings. Tim O. would like to discuss what a good night would be if Thursday does not work for individuals. There were discussions on this matter. Tim F. stated that Tuesdays the first of the month are bad. Afrim stated he can make it all work on what is decided. Dave S. stated Wednesdays and Thursdays are fine. Italo stated Monday through Thursday's are fine. Tammy has no preference. Tim O. stated that most nights he can make himself available, however, he is on a no day off schedule until Thanksgiving. But he can make the most common day work. Tim F. stated that if Tim O. cannot make it, then Dave S. can head the meeting. Tim O. will ask the other members on their preferences. Tim O. stated that the meeting minutes go out very quickly so the members will know to reach out to Tim O. with their preferences on days of the week that works for them.

There is a quorum at this meeting.

**7:05 PM Reading and Adoption of Executive Committee Minutes ~ August 10, 2017**

Tim O. outlines the meeting minutes based on the packets and the colors they were assigned. Afrim asked about the meeting minutes enclosed in the handout packet that all say that there is no quorum.

He asked what the quorum was set at and it was determined it was six members. Tim F. stated that we could change that but we would have to change the by-laws. There were discussions on this topic. It was stated that right now we have 7 positions filled and right now we have two vacant positions. This is something we really need to consider with the quorum matters. A motion to accept the meeting minutes by Tim F. It was seconded by Dave S. A vote was taken and the motion carries from May through August 2017.

**7:10 PM Finance Report ~ Dave Yule, Treasurer**

Tim O. stated that Dave Y. is not an official board member yet. He has expressed a willingness to come back as Treasurer. We will work on this at the October Board Meeting. Tim O. stated that Dave Y. is still signing checks as a signatory of the checks. We still have two signatures on the check. There are handouts for the Treasurer, one is the Proof and Loss and the Balance Sheet. Another one of the handout is the checks written for the month of August. Italo stated that the Profit and Loss is not up to date as it contains some 2016/2017 season and not this actual season. There were discussions on what still needed to be paid from last season such as Empire Cup. Italo stated that the finance report was printed by him and not reviewed by Dave Y. Tim O. stated that we have got to do something about the fines and fees. If you draw your attention to that line, it is very much equivalent to the net income line. It is out of control. He gets it, the rules in place are the rules and the billing system the way it is and the rescheduling system is electronically driven and those fines. Paul stated that the office staff also removed a good number of some of the fines because they were billed in error with the system with weather. They were all legitimate fines. The problem they are accepting the fines. Tim F. stated the once place we have room in the rescheduling fines are those made in advance. He uses the example of having a rescheduling way in advance and reduce that \$20 even more. There were discussions of on making a new line item in our financial sheet to show the charge on the referee voucher end so all the money collected goes right to CDYSL but a good amount is given to CD Ref for the referees with the voucher system. Tim F. made am motion to adopt the finance report and Paul seconded it. Tim O. stated that we made a motion to accept the report based on the changes that Italo outlined. A vote was taken and approved.

**7:15 PM Office Report ~ Timothy Owens**

Italo handed out what the office has done in the past month. He apologizes he didn't have it in the format he usually has it in. He outlines what is being worked on now. The vacant office position has been posted as we are hiring and we received a resume already and some interest. Tim F. states that if the office interviews and it goes to the Executive Committee that it not has too many people involved. Maybe put a committee together. Tim O. stated the role of the executive committee is the role to make sure we have the resources to run the league and we are not to be in the office operations from day to day. Italo stated in the past, the office did the interview and gave the Executive Committee the resumes of the top three or so candidates and we went from there. It was stated the office staff must work with the individual and he recognizes that the culture over the past twelve years has been different and we are still in that learning process on how it is different. There were discussions on this matter.

**7:30 PM Committee Reports:**

### **Rules ~ Scott Swere (Proposals or Updates)**

Tim O. stated Scott is not in attendance so there is no report.

### **Finance ~ Dave Sparks**

Dave S. stated that he has nothing to report at this meeting.

### **Games ~ Paul Bascomb (Fall Ball, Futsal, Spring 2018)**

Paul stated that we have 96 teams and we have a U08 division and we have 4 U14 boys and 4 U14 girl's teams. The games start this Sunday. The schedule for the first week is on the website. We will wait to hear from them by noon on Monday so we can schedule the remaining games based on their feedback after this Sunday. Italo will watch the games this Sunday and Paul thinks he will be able to be there next Sunday. The referees are assigned for this Sunday. Tim O. stated he received a note from the Highland Soccer Club regarding compensation for the use of the soccer fields. He stated that last year, we didn't compensate them for the fields. We haven't done so in the past couple of years. We did have an agreement so we are not sure how it fell through. Tim F. stated years ago, it was 60-40 but he isn't sure who got what. Tim O. wants to find out what happened because we budgeted the money so he wants to know why they didn't get paid. Tim F. stated that he feels we should pay them for last year and we should come with terms to pay them for the use of their fields and equipment such as goals, etc. They also put extra port-o-johns, field lining, etc. There were discussions on this topic. Tim F. stated that we go back and look at the ratio and base on the teams last year and then give them the amount they are due. All of them agreed to pay Highland Soccer Club their fee.

### **Membership/Nominations ~ Dave Sparks**

Dave S. stated that we are still waiting on Halfmoon to send in their documents for their name change.

We heard from the Watervliet Soccer Club is interested in applying for membership but that needed to be in by September 1<sup>st</sup> so they may join another club to put in guest teams.

We also heard from Oneonta Soccer Club is interested in applying for membership but that needed to be in by September 1<sup>st</sup> so they may join another club to put in guest teams.

Paul stated that we put the ad for referees on Wednesday and we already have interest from thirty-seven individuals. Tim O. stated that Paul also mentioned at the AGM to have each club to try to get at least two individuals to become referees. Tim F. stated that he would recommend that the \$210 fee is broken up into various areas. \$85 of that is CD Ref, Tim F. recommends that for any first-year referee and referees do some number of games that we pick up a portion of those fees. He doesn't know what the right number is but if we help pay for them to become referees, it appeals. Paul will put something together and he will report back on maybe what else we can do. Tim O. stated that we did have a meeting here last month with CD Ref and spoke about collaborating to help with referee recruitment and retention. The other piece is some of our planning to deal with parent and player behavior because that also affects the newer and/or younger referees and they leave after one season.

### **Registrations ~ Tammy Kishbaugh**

Tim O. stated that the handout that is provided by Tammy is the numbers he has been speaking about. There were discussions on this matter and the voting that we were given at ENYYSA.

### **ZTEC, Arbitration, Appeals ~ Tim Frament**

Tim F. stated that the only thing he had on Arbitration was one that was brought in front of his committee this past season. Tim F. explains the issue that was brought before the Arbitration Committee and their decision. Tim F. stated that the club that was brought in was Empire F.C. and he said he would oblige the decision. However, he may or may not exactly be following that. Tim F. stated that he received an e-mail from the Greenbush Soccer Club last week and he stated that Empire F.C. is tagging the Greenbush Soccer Club fields. Tim F. reads the e-mail sent to him by the Greenbush Soccer Club. He wants us to know that he, Empire F. C., is still doing what he was told not to do but if he doesn't want to file a grievance, we can't do much about it but Tim O. asks Tim F. to reach out to Empire F. C. on this matter.

There were discussions of Prince Knight and the Zero Tolerance Committee. Tim O. was asked to reach out to Prince Knight. Roy stated that if you give the number of Prince, he'll call him. Tim O. refers to one Zero Tolerance that was filed between Guilderland United and Niskayuna. Tim O. outlines the action that was taken on this matter because it was so serious and involved minors. There were discussions on this matter and the procedures to be followed and how to do so.

**7:45 PM      Programs:**

### **Coaching Education ~ Roy Pfeil, Second Vice President**

Roy stated that he will hold a course or two on the add-on modules and the licenses will be changing in January 2018. It was stated that there are 157 who need the add-on modules now.

### **ODP Program (follow-up) ~ Roy Pfeil**

Roy stated that the tryouts were held for the younger group and they want to find the best players. It is a continual process to find these players. Roy will put together an announcement that will target some of the high school players. He outlines what topics he will hit on. Roy did suggest that the most important age groups are the U09 through U12. He is suggesting a pre-ODP for just one age group. Tim F. asked what age group do we start our ODP and Roy stated U12 or 2006. Tim F. stated that it would be great if some people on the ODP staff could go to Fall Ball to watch some of the U12's and see if there are players that they should get out there. Roy is making a proposal to go on a Friday for a CDYSL Pre-ODP day. But have coaches encourage the kids, the good players, and give them an idea of 20 training sessions and in those training sessions they get prepared and get good training but they get an idea about ODP. Tim O. asks if Roy would put together a formal proposal on paper and we can bring it forward and Roy stated that he will do that.

Latham Circle Soccer Club wants to do a TOP Soccer Course that is a four-hour course. He's not ready to do a course yet but there is a guy from down in the Poughkeepsie area to do the course. It is for the coaches. It will be held on the 30<sup>th</sup> of September, a Saturday. Tim O. asks Italo if we can

get something posted. Roy stated that he can get something. Tim F. would love to see a TOP Soccer event at Fall Ball. He would love to have both, a course and an event.

## **TOP Soccer ~ NO REPORT**

### **Coaches Workshop**

Roy stated he will not do the Coach Workshop this year but he will provide guidance. The coach workshop is scheduled for March 17<sup>th</sup>. There were discussions on the date of the workshop. Tim O. would like it to be held on March 10<sup>th</sup>. The shortened time frame worked great this past season.

### **7:55 PM Unfinished Business – Office, CDYSL Day at Local Colleges – Fall 2017**

Tim O. stated that the local college games are on our website and some of the colleges are contacting some of the clubs to have players walk out on the fields before the games. Tim O. stated he and Trevor Gorman are missing each other with it being so busy but they were hoping to have a day where the players can go on to the games in their uniforms. There were discussions on what game do you choose. UAlbany is the only college, per Roy who has an entrance fee. There were discussions on this topic.

Tim O. stated that the state of the office is that we have two part time employees. We have a League Operations Director, Italo and Tammy who is League Registrar and Office Manager and we have a young lady who is trying to help with a few items in the office. We know what the office needs in regards to personnel to effectively to run the league and we know they are understaffed. We are advertising for an office assistant. We know they need more than that. It is not a secret that Italo is looking for his separation from CDYSL and that will be in April. Our discussions more recently was put a timeline in what this office needs for Italo retiring as League Operations Director and bring in the next phase. Tim O. stated we will need a League Operations Director. Roy states that what are you looking for the next League Operations Director. Tim O. states that he will say a few things and we need to think about this and consider. Italo has done a lot for the league and as implement the new schedule and have Italo help out with all of that. He would like Tammy to fill the role as League Operations Director and then we look for an office assistant and a registrar. It was stated by Roy that the office needs to have someone who knows the other job duties so items are shared and known. Tim O. stated that we have a design in the office to where we currently are to what we need to be and get the staff filled in to get that level where we are full operational with the new schedule software. Italo stated that he has been speaking with and he will be meeting the individual to do the software for the scheduling. Once this programmer knows all that needs to be done, we will know the price we are looking at. Tim F. can help but he does not want to be the middle man. We want to be sure that we are in the next six months on what we want to do.

### **8:30 PM New Business – 2017 Senior Games, Other**

Italo stated that we met with the Boys league coordinators. The girls did not have a preliminary meeting. We are trying together the high school list of coaches so we can start sending them information to get the information to all the seniors. We are getting ready to order items for DiCaprio such as the tent. We already have a few senior profiles. The games will be held on Friday, November

10<sup>th</sup>. It isn't on the traditional Veteran's Day because it is a Saturday but there are also big games for the high schools on that weekend.

Tim F. stated that ENYYSA has two meetings now. One in August and one in February. Talk is in February there will be a proposal for dual registration and so they are looking where you can register with two different clubs. Tim F. stated the idea would be is that you can be in two different clubs for any competition, you can only play in one of them. So, if you played CDYSL, you could play on one team for that league, if you wanted to play ENYPL, you would just pick which club you would play that game with. There were discussions on that topic. Right now, it is just a proposal but he feels we need to get the information out to our clubs to determine how they want us to vote on this. They will vote on this in February. Tim F. would like to get something form ENYYSA in writing so we can hand it out to our clubs so we understand what is happening and it is a huge change.

Tim F. mentioned at the AGM that he asked for people opinions to print their own passes. He thinks it would be a good thing. It would save us labor. He did some research for under \$40 each so even if we purchased one for each club, just over \$2000. Some may want a much more powerful one, that is fine. Theoretically does the board support that. Do we support it. He will write up a proposal. Tim O. stated that he knows he brought it up and we had talked about putting it out there for the clubs and we would still do it in the office but it would be for a fee. Tim O. asks Tim F. to write something up and we talk about it and implement it. Tim O. stated this fall for Long Island Soccer is doing a pilot program for digital passes. The pilot is happening now and we are talking about giving everybody the approval to print your own passes when we are moving towards digital. Will that involve printing passes still with a barcode that then gets scanned or fobbed or whatever. There were discussions on this topic. Afrim stated that he proposed this once and he stated that people will stop people from the cheating. He feels like he would stop those who would like to use that to cheat. Tim F. will write up a plan. Tim O. stated we need to get the language from ENYYSA on what is going to be voted on in February so we know what our position is. The digital passes would be on a device and like having a pass scanned on the phone so you can see them. Tim F. stated that he is fearful of and one is the concussion protocol, they can pull that pass for a concussion digitally. The argument that is being made that bothers him is that you can do it with red cards. His fear is you get a red card in a CDYSL game and then you can't play a state cup game and that is not the way it is supposed to work that way. State Cup will keep traditional passes.

Italo stated that the gentleman who cleans the office, Christiano, is from the Dominican Republic and he is going to bring a team of young kids here to the United States. He wants to know if we can pass it around for housing or whatever needs they will have. Italo will get more information from him on this matter.

Paul stated that we are not our Oneonta does not supply referees for our U08's What are we going to do. There were discussions on this. Tim O. asks if we can tag it along with each club needs two referees and Paul stated that was one reason he brought it up that way.

**9:00 PM Meeting Adjournment:**

The meeting was adjourned at 9:35 pm.

**Announcements:**

*October 5, 2017 ~ Executive Committee Meeting*

*October 12, 2017 ~ CDYSL Board of Director's Meeting*

*November 2017 ~ CDYSL/NYSPHSAA Senior Games – DiCaprio Park, Guilderland*

Respectfully submitted by:

Tammy Kishbaugh  
Recording Secretary

