



**Executive Board Meeting | CDYSL Office
November 14, 2019 | 7:00 PM**

Call to Order

Roy Pfeil, President, called the meeting to order at 7:10 pm. A quorum was established at 7:10.

Roll Call

Present: Jan Brown, Jon Caraco, Mike Kinnally, Cathleen Knauf, Candace McHugh, Afrim Nezaj, Roy Pfeil, and Dave Yule.

Absent: Paul Bascomb and Tim Owens.

Reading and Adoption of the Minutes

The October 3rd executive committee minutes were distributed and reviewed. Dave Y. mentioned that Tim F. should be removed from the roll call.

Dave Y. made a motion to accept the minutes with the change noted, second by Cathleen K., motion carried unanimously.

Finance Report – Dave Yule

Dave Y. distributed the financial report. Total liabilities & equity through October 31st is \$262,531.06. Dave reported that after the first two months into the fiscal year, the net income is \$25,917.12.

Jon C. made a motion to accept the financial report, second by Mike K., motion carried unanimously.

Office Report – Jan Brown

1. Web Advertising: Jan B. reported that Golden Goal is interested in advertising on the CDYSL website. Typically, only member clubs advertise. She raised a concern that by

allowing them to advertise, if an issue regarding their staff risk management occurred, it would appear that CDYSL is connected to Golden Goal. Jan B. also mentioned that Golden Goal is not listed on Eastern NY's website as an insurance facility. Dave Y. mentioned that in the past, CDYSL did advertise Golden Goal tournaments, and Afrim N. clarified that clubs held their tournaments there. Mike K. said that CDYSL allows Union College soccer camps to advertise without being a member club, therefore the board approved Golden Goal to advertise on the CDYSL website.

2. EDP Dual Team Rostering – last year, the Executive Committee allowed players to be dually-registered on an EDP team and a CDYSL team, which was an exception only for the 2018-2019 season. Jan B. recommended that this become a permanent rule that a player can be rostered on CDYSL club team and on an EDP team. This could also be extended to allow players to play on an EDP team, regardless of whether the EDP team is associated with the player's primary club (EDP team made up of players from several clubs).

After a brief discussion, the Executive Committee felt that there are a lot of benefits of the rule change, and the proposal will be brought to the next Board of Directors meeting.

3. 2020 Scholarships – Jan B. reported that the office is prepared to open the registration site and confirmed by the board that the number of scholarships and amounts will remain the same as last year.
4. Office Job Opening – Jan B. reported that 3 resumes have been received and she will begin interviewing soon. Roy P. said that it is important to always have 3 staff members. However, Jan B. expressed that the best solution is to increase the staff positions to full time. She said that having staff in the office only for a couple hours a day, it is difficult to accomplish much. Roy P. then explained that having 3 staff members is important in case a staff member leaves CDYSL, then there are still 2 people in the office until a new person could be hired. He also mentioned that it is vital to offer a competitive wage (\$16/hour). Dave Y. mentioned that his opinion is that the board should allow Jan B. to run the office as she sees fit and negotiates the wages based on the budget. Roy P. disagreed that personnel and wages should be approved by the Executive Committee. Cathleen K. then expressed that she agreed with Jan B. and Dave Y. that as long as the LOD works within the budgeted amount, she should be responsible for dividing up the work and negotiate rates. Jan B. asked why the Executive Committee is micromanaging the office personnel/hours/wages now, when they did not interfere with the office management when Tammy K. was League Operations Director (LOD). Dave Y. did mention that the board is concerned that she was not hiring fast enough and knowing from past experience, the office will get very busy soon.

Jan B. would like to increase Jenny's current hours (currently 20 hours) as she said that that part time staff doesn't provide the consistency that is needed. Also, for consistency, she would like to have each staff member specialize in an area (registrar, etc.). Roy P. felt it is vital to have everyone cross trained, in case someone leaves. Mike K. expressed that it is okay to have everyone cross trained, however 1 person should be dedicated to each position.

Candace M. spoke that she is surprised by the unprofessionalism of the Executive Board

at meetings and via email. She's observed that the Executive Committee is a very combative atmosphere, and now understands why CDYSL has had difficulty filling board vacancies in the past.

Jan B. requested that when a club/team expresses a concern to the Executive Committee, it should be forwarded to her to handle. She asked that the committee respects the processes and procedures that have been in place for many years. Currently, she spends much of her time defending the offices process and procedures to committee members.

Jan B. suggested that the Executive Committee spends more time deciding the future of CDYSL, instead of micro-managing the office. The committee spends a lot of time arguing, and isn't the organization isn't progressing. Mike K. mentioned that he struggles to come to these meetings, as there is too much arguing. He feels that the committee should let the office do what it needs to do, and feels like more time should be dedicated to moving the organization forward. Afrim N. also agreed with the unprofessionalism, however, he said that the board should listen to the clubs when they have a complaint. Cathleen K. felt that the board should listen to what clubs have to say, but always refer them to the LOD to handle. Roy P. mentioned that he gets complaints that clubs aren't getting a response from the LOD.

Roy P. asked when Jan expects to hire someone? Jan B. feels that we could have someone in place by Thanksgiving.

5. Spring League Program – Jan B. reported that Logical Net has completed the Scheduling program, and the staff is testing the capabilities. One of the new features is that individual field availability can be blacked-out for certain dates.
6. Doing Well While Doing Good Symposium - Jan B. attended the symposium recently, and due to the information, she gained, she contacted the CDYSL lawyer and will be updating/reviewing some of the CDYSL legal documents.
7. Exceptional Seniors – Jan B. thanked Mike K. for the use of DiCaprio Park. There were over 236 senior profiles and more than 70 coaches registered. Jan B. mentioned that there continues to be concerns regarding the Suburban Council girls, and she plans to meet with NYSPHAA to develop a solution.
8. Fall Program – the program was extended by one week due to rain, which caused a lot of teams to pull out because of the extension which caused a lot of scheduling changes. Jan B. will be organizing a focus group to discuss Fall Ball concerns and recommendations from this group will be forwarded to the Games Committee for its consideration.

Committee Reports:

1. **Rules – Tim Owens (absent)**
No report
2. **Games – Paul Bascomb (absent)**
No report
3. **Membership/Nominations – Afrim Nezaj**

1. Nirvana Waves: confirmed that they did play Fall Ball as a guest team. Because there was not a quorum at the October Board of Directors meeting, the official vote will be in January. Jan B. clarified that since they have met all of the requirements, they can go ahead and register for the Spring season.

4. Scholarships – Candice McHugh

No report

Special Committees

1. Programs – Roy Pfeil

a. Coaching Education – Roy Pfeil

No report

b. Exceptional Senior Showcase

See Office Report.

c. Coaches Workshop

The date of the Coaches Workshop will be March 14th. Roy P. said a suggestion was made that they move it to a facility with turf, or to use Futsal balls in the gym. Afrim N. offered the Afrim's facility for the workshop, and it was discussed to encourage recreation coaches to attend.

Unfinished Business

1. **Empire Cup 2019** - Afrim N. confirmed that the Empire Cup will be held during the last weekend in March.
2. **Yankee Trails Bus Trip Dispute** - Dave Y. reported that CDYSL was given a check and 55 gift cards (value of \$50 each) from Yankee Trails. He asked that the board make a final decision as to if they want to consider the matter closed so that the check can be cashed. A motion was made by Jon C. to accept the check and gift cards from Yankee Trails. Motion second by Mike K, motion passes unanimously.

New Business

1. Club mergers – Roy P. would like to offer 4 free coaching classes for each club that merges as an incentive to merge. Mike K. mentioned that he is uncomfortable having CDYSL encourage merging. He also wondered if the 4 free coaching classes would have any impact on club's decision to merge.

Afrim N. suggested that offering every CDYSL club 1 coaching education class, as it would be a nice gesture to all clubs.

Roy P. is concerned about clubs folding and that 70 CDYSL teams have recently moved to EDP. He would like to increase the number of Division 1 teams being played in CDSYL.

Mike K. mentioned that clubs are often run by parents, therefore there is not a lot of stability of the boards (as players graduate). He feels that merging is very difficult for clubs.

Mike K. suggested that CDYSL invest in clubs' Recreation Programs, by providing training for the recreation coaches. The recreation program is how clubs grow, which will in turn make the travel programs grow and be stronger.

Jon C. suggested further advertising to get rec coaches to attend the CDYSL Coaches Workshop. Roy P. suggested that we move the Coaches Workshop to soccer fields (currently at Sand Creek Middle School). Jan B. confirmed that CDYSL pays South Colonie School District \$1200 for use of the facility. Afrim N. volunteered to donate Afrim's fields and classrooms for the event. Afrim N. will check the availability of the facility.

Adjournment

A motion was made to adjourn the meeting by Candace M., and seconded by Dave Y..

The meeting was adjourned at 9:40PM.

Respectfully submitted by:

Mendy Varga
Recording Secretary