



Washington Youth Soccer
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Board of Directors Meeting Agenda
 7100 Fort Dent Way, Suite 215, Tukwila, WA 98188

Thursday, September 14, 2023 | 1:00-2:00pm PT | Virtual

Attendance: Chris Stiles, Gabriel Suarez, Jane McGillivray, Lamar Neagle, Lane Smith, Lauren Pendergraft, Leah Gray, Matt Folsom, Rich Austin, Roger Levesque

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|--|------------------|
| 1. Meeting Called to Order | Chris Stiles |
| 2. Roll Call | Jane McGillivray |
| 3. Approval of Minutes August 17, 2023 | Chris Stiles |
| 4. Financials August 2023 | Chuck Porter |
| 5. Program Updates | Roger Levesque |
| A. Leagues | |
| B. Elite Player Development | |
| C. WYS Cups | |
| D. Foundation | |
| D. Other | |
| 6. AOB | All |
| 7. Adjournment | Chris Stiles |
| -- | |

Next Meeting:

Date: Thursday, October 12, 2023
 Time: 1:00-2:00pm PT
 Location: Virtual via Microsoft Teams

Board of Directors

Chris Stiles, *President* Lane Smith, *Vice President* Jane McGillivray, *Secretary* Lauren Pendergraft, *Treasurer*
 Gabriel Suarez Lamar Neagle Leah Gray Matt Folsom Rich Austin Roger Levesque, Executive Director



WASHINGTON YOUTH SOCCER

Board Meeting | September 14, 2023

TEAM OBJECTIVES | THROUGH AUGUST 2023



Core Objective | Listen, learn, over-communicate (internal & external), **REFINE & REIMAGINE**, and execute.

PRIMARY ESSENTIAL GOALS (PEGS)

PEG #1 | Refine & reimagine programs and processes to improve key stakeholder experience in each interaction with WYS. Document updates and over-communicate any changes. Execute.

- Grassroots Support & Development
- WYS Cups Series
- Elite Player Development Program (EPD)
- WYS Foundation Programming and Supporting Organizational Structure
- Coaching Education
- Eastern / Central Washington Growth
- Business Development via Corporate & Community Partnerships and Grant Development
- Member Services, e.g., Risk Management, OIM, CaseIQ, Boundary Management, etc.

PEG #2 | Invest in League development and facilitate collaboration & cohesion.

- Launch Washington Inland Premier League (WIPL)
- Launch League Washington (High School Regional Rec League)
- Work toward complementary league relationships to improve playing environment (WISL & WIPL, NPSL & SSUL, etc.)
- Instigate communication & facilitate cohesion across WYS sanctioned leagues

PEG #3 | Target process improvement to refine internal & external communication, improve how we work together, and deliver relevant information.

- Further define roles & responsibilities to refine internal communication
- Promote Core Programs, e.g., Cups, EPD, Foundation, Coaching Education, etc.
- Deliver info that adds value to / improves experience for the WYS community

LEAGUE WASHINGTON | INNAUGURAL SEASON UNDERWAY



Stage set for a successful season with focus on listening, learning, adjusting, and scaling.

Club Info	Group -- A											Tie Breaker			
		1	2	3	4	5	6	7	8	9	10	Total Points	Goals Against	Goals For	Goal Diff
A6 : United G07 Cheetahs 210175702		3										3	0	6	6
A5 : Fall City FC G07 Strikers		3										3	0	2	2
A7 : United G07 Panthers 210175701		3										3	0	2	2
A1 : LS Blue Birds		3										3	3	5	2
A11 : SYSA-BAL G07 Flash		1										1	1	1	0
A4 : SYSA-Bal G07 Thunderbirds		1										1	1	1	0
A10 : XFRec G08 Ravens FC		0										0	2	0	-2
A8 : North Bend FC G08 Reign		0										0	2	0	-2
A2 : XFRec G07 Lightning Bolts		0										0	5	3	-2
A9 : United G08 Pandas 210175807		0										0	6	0	-6
A3 : Irish Lions (G07)												0	0	0	0



Bracket - Sunday, September 10, 2023

Game	Venue	Time	Field	Group	Home Team	Score		Away Team	Score
255947	Chief Kanim Middle School	10:00 AM	1	A5 vs A10	Fall City FC G07 Strikers	2	vs.	XFRec G08 Ravens FC	0
255945	Lake Stevens Community Park	12:30 PM	4	A1 vs A2	LS Blue Birds	5	vs.	XFRec G07 Lightning Bolts	3
255946	Woodinville Sports Field	01:00 PM	1	A6 vs A9	United G07 Cheetahs 210175702	6	vs.	United G08 Pandas 210175807	0
255949	Shoreline Center	02:30 PM	A	A4 vs A11	SYSA-Bal G07 Thunderbirds	1	vs.	SYSA-BAL G07 Flash	1
255948	North Creek 2	02:30 PM	2	A7 vs A8	United G07 Panthers 210175701	2	vs.	North Bend FC G08 Reign	0

ELITE PLAYER DEVELOPMENT | PROGRAM UPDATES



Small changes lead to improved experience that differentiates EPD from other programs

2023-2024 WA EPD Coaching Staff

Boys	Head Coach	Assistant Coach
2012	Paul Aur	Aaron Byers
2011	Marc Barros	Enoch Gidudu
2010	Jason McGlothorn	Meelod Shaterian
2009	Luke Sandblom	Radcliffe McDougald
2008	Matthew Hodgson	Jaisen Zurfluh
2007	Mutanda Kwesele	Steve Mohn
Girls	Head Coach	Assistant Coach
2012	David Griffiths	Timi Akinniyi
2011	Richard Romain	Annacy Dyer
2010	Tariq Walcott	Scott Newman
2009	Tai Po	Jason Jarrett
2008	Pedro A Millan	Kelvin Mizen
2007	Mark Bickham	Seyti Sidibay

WYS EPD to introduce new training concept for girls and boys 2013 age groups.

- Two (2) training cycles with three (3) sessions each: **1. Oct, Nov, Dec** and **2. Feb, Mar, Apr**
- Target 96 players total, 48 in each training cycle
- Top Coaches: Axel Flatten and Liz Spencer
- Introduction for players / families to EPD training without pressure of identification & selection.

Next Steps: EWA Programming Exploration

PROGRAM OBJECTIVES | WYS FOUNDATION



Core Objective | Listen, learn, over-communicate (internal & external), **REFINE & REIMAGINE**, and execute.

PRIMARY ESSENTIAL GOALS (PEGs)

PEG #1 | Sustain and Grow Let Her Play Program.

- Determine # of schools to work with for Spring Season & Identify them
- Hire, Train, & Onboard Coaches for program
- Establish official program name and logo
- Work with OL Reign to help promote the program
- Strengthen curriculum – organize soccer development/bring in more guest coaches (celebrities)
- Complete video project, utilize this resource to promote program opportunity

PEG #2 | Soccer for Success Fall 2023 Season.

- Identify and schedule in-person Coach-Mentor training and determine Fall season dates
- Determine timeline for equipment, registration, facilities/snack program forms & etc.
- Hire, onboard, and train coaches
- Order Jerseys, medals, and equipment ahead of Fall season
- Determine # of sites for Fall season (projected 12-15 sites)

PEG #3 | Build Foundation System: Staffing, Website/Brand/Online Presence.

- Establish Social Media routine (posts, messages, etc.)
- Update Foundation website
- Expand Foundation staff: solidify Kathy's role, Yakima-based Program Lead
- Interview and hire Americorps Volunteer for '23/'24 cycle

WYS IN-PROCESS | ADDITIONAL POINTS OF INTEREST

What else is happening in the world of WYS?

Association Outreach

- RL to send intros
- Fall season underway, good timing

Inclusion Policy

- Review and present policy update considerations for WYS Board review

Risk Management

- SafeSport letters to Congress
- Investigative work inquiry follow up

Boundary Work

- Map development in-process
- South Snohomish Youth Soccer Association | Key stakeholder engagement

SRC Engagement

- Elections
- Referee compensation structure

COAFF

- Applications open November 14th (tentative)
- Grants awarded March 15, 2024 (tentative)
- BOD approval for Fiscal Sponsorship Agreements





THANK YOU

Board Meeting | September 14, 2023

ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Association / Board Member communication links for connection

Board Member	Association Name	Board Member	Association Name
Chris Stiles	Whatcom County Youth Soccer Association	Lane Smith	Pierce County Youth Soccer Association
Chris Stiles	Eastside Youth Soccer Association	Lane Smith	Thurston County Youth Soccer Association
Chris Stiles	Lake Washington Youth Soccer Association	Lane Smith	Lewis County Youth Soccer Association
Gabriel Suarez	Northwest Sound Youth Soccer Association	Lauren Pendergraft	South County Soccer Association
Gabriel Suarez	Three Rivers Soccer Club	Lauren Pendergraft	Southwest Washington Youth Soccer Association
Gabriel Suarez	Grays Harbor Foothills Youth Soccer Association	Lauren Pendergraft	Cowlitz Youth Soccer Association
Jane McGillivray	Seattle Youth Soccer Association	Leah Gray	North County Youth Soccer Association
Jane McGillivray	Snoqualmie Valley Youth Soccer Association	Leah Gray	Snohomish Youth Soccer Association
Jane McGillivray	Highline Soccer Association	Leah Gray	Northshore Youth Soccer Association
Lamar Neagle	Federal Way Youth Soccer Association	Matt Folsom	Whidbey Island Youth Soccer Association
Lamar Neagle	Greater Renton-Tukwila Youth Soccer Association	Matt Folsom	Skagit Valley Youth Soccer Association
Rich Austin	SOZO Sports	Matt Folsom	Spokane Shadow Youth Soccer
Rich Austin	Kittitas Valley Jr. Youth Soccer Association (KVJSA)		

Next steps: Link Association Leaders & Board Members.

ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Association / Board Member communication links for connection

BOD Assignment	Association Name	Name	Role	Email
Chris Stiles	Whatcom County Youth Soccer Association	Mark Lackey	President	Mark.A.Lackey@gmail.com
Chris Stiles	Eastside Youth Soccer Association	Fred Beuthel	President	f_beuthel@comcast.net
Chris Stiles	Lake Washington Youth Soccer Association	Ted Granston	President	tedgranston@comcast.net
Gabriel Suarez	Northwest Sound Youth Soccer Association	Valerie Corden	President	valcorden@gmail.com
Gabriel Suarez	Three Rivers Soccer Club	Gordy Axel	President	gordyaxel@q.com
Gabriel Suarez	Grays Harbor Foothills Youth Soccer Association	Charles Fairbairn	President	kyleecharlee@gmail.com ; president@montesoccer.org
Jane McGillivray	Seattle Youth Soccer Association	David Griffiths	Executive Director	davidg@susa.org
Jane McGillivray	Seattle Youth Soccer Association	David Funke	President	dfunke1952@gmail.com
Jane McGillivray	Snoqualmie Valley Youth Soccer Association	Char Yotz	President	president@snvysa.org
Jane McGillivray	Highline Soccer Association	Chris Braun	President	christopherbraun14@gmail.com
Lamar Neagle	Federal Way Youth Soccer Association	Tim Holtman	President	scn.tim@gmail.com
Lamar Neagle	Greater Renton-Tukwila Youth Soccer Association	Don Sando	President	southlakesoccer@gmail.com
Lane Smith	Pierce County Youth Soccer Association	Curt Carroll	President	President@piercecountrysoccer.com
Lane Smith	Thurston County Youth Soccer Association	Jeff Line	President	president@thurstoncountysoccer.com
Lane Smith	Lewis County Youth Soccer Association	Darryl Cleveland	President	napavineyouthsoccerclub@gmail.com
Lauren Pendergraft	South County Soccer Association	Rachel Wilton	Executive Director	rachel.wilton@scsoccer.org
Lauren Pendergraft	South County Soccer Association	Dean Aldridge	CEO at Valor Soccer Club	dean.aldridge@valorsoccer.com
Lauren Pendergraft	Southwest Washington Youth Soccer Association	Nick Underland	President	coachnicku@gmail.com
Lauren Pendergraft	Cowlitz Youth Soccer Association	Trieste Madden	President	trieste.graphics@gmail.com
Leah Gray	North County Youth Soccer Association	Christopher Grace	President	president.ncysa@yahoo.com
Leah Gray	Snohomish Youth Soccer Association	Greg Sempadian	President	GSempadian@stormbasketball.com
Leah Gray	Northshore Youth Soccer Association	Laura Nordyke	President	laura@northshoresoccer.org
Matt Folsom	Whidbey Island Youth Soccer Association	Martin Coombe	President	martin@marcon.com
Matt Folsom	Skagit Valley Youth Soccer Association	Chad Burton	President	president@skvysa.org
Matt Folsom	Spokane Shadow Youth Soccer	Andrea Asan	President	andreaa@spokanesc.org
Rich Austin	SOZO Sports	Kerry Martin	Executive Director	kerry@sozosports.net
Rich Austin	Kittitas Valley Jr. Youth Soccer Association (KVJSA)	Jeff Stinson	President	Jeffrey.Stinson@cwu.edu

ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Example email

Dear (Association Leader),

Hope all is well.

I'm reaching out to connect the dots...

INCLUSION POLICY | MATERIALS FOR REVIEW



USSF / USYS / WYS Inclusion Policy

Section 6. Inclusion Policy

(A) To clarify the Bylaws, membership of the Federation is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the basis of race, color, religion, age, sex, sexual orientation, gender identity, gender expression or national origin.

(B) For the purposes of registration on gender-based amateur teams, a player may register with the gender team with which the player identifies, and confirmation sufficient for guaranteeing access shall be satisfied by documentation or evidence that shows the stated gender is sincerely held, and part of a person's core identity. Documentation satisfying the herein stated standard includes, but is not limited to, government-issued documentation or documentation prepared by a health care provider, counselor, or other qualified professional not related to the player.

(C) This policy shall not apply to the Federation's National Teams programs, but application of this or a similar policy shall be re-evaluated at such time as FIFA addresses the issue

(D) This policy shall not apply to Professional Leagues.

Link: <https://www.ussoccer.com/governance/bylaws>

BYLAWS AND POLICIES

BYLAWS OF THE UNITED STATES SOCCER FEDERATION

– [2023-24 Bylaws](#) (.pdf)

United States Soccer Federation, Inc. Policy Manual

– [2023-24 Policy Manual](#) (.pdf)

– [USSF Policies - April 2022](#)

– [USSF Policy 521-2 approved by the Board](#)

General

– [National Soccer Hall of Fame Bylaws](#)

– [U.S. Soccer Code of Conduct](#)

– [Whistleblower Policy](#)

– [2020 FIFA Code of Ethics](#)

INCLUSION POLICY | MATERIALS FOR REVIEW



Inclusion policy in practice:

WYS Parent:

A trans boy in our community is now of the age where he must move into a gender separated team. In following the policy set forth by your organizations, which (our Club) has shared they are required to follow as one of your local clubs, the team organizers are not able to place this kiddo on the team of their gender without government or medical provider issued documentation.

USYS President, Skip Gilbert:

At the end of the day, we'll defer to each State Association as their policies govern their ecosystem. I can't speak specifically for WYSA but we are seeing more flexibility at the very local/grassroots level where the focus is on allowing all kids to have an equal opportunity to learn the game, develop a passion for it and become fans for life. That ultimately is the driving factor for all players regardless of background, gender or skill.

WYS Parent:

We understand that policy review and development takes time. We are glad to know that revisiting your gender inclusion policy is at the forefront of your organization. While USYS, state, and local leagues take that time to revisit policies, we urge each of your agencies to:

- work with trans/nonbinary youth and adults in the work you are doing with revisiting gender inclusion policies and practices;*
- give expedient and continued attention to training and support for all staff and volunteers around ensuring trans/nonbinary players and their families are welcome, safe, and supported at all levels.*

INCLUSION POLICY | MATERIALS FOR REVIEW



Washington Interscholastic Athletic Association (WIAA) Gender Diverse Youth Sports Toolkit

The Washington Interscholastic Athletics Association (WIAA), which oversees athletics in K-12 schools across the state (public as well as private) has developed the following gender inclusion policy and toolkit which centers the health and well-being of trans and nonbinary youth.

TERMINOLOGY:

Gender Identity

Refers to a person's innate sense of their own gender. This can include being female, male, both, gender fluid, or other—regardless of their assigned sex at birth. The most commonly used terms to describe gender identity include, but are not limited to, the following:

***Cisgender** is an adjective that is used to describe a person whose assigned sex aligns with their gender identity, e.g., someone who was assigned female at birth and whose gender identity is female. Most people are cisgender.

***Transgender** is an adjective used to describe a person whose gender identity differs from their assigned sex, e.g., someone who was assigned female at birth, but whose gender identity is male.

***Nonbinary** is an adjective that can be used to describe a variety of gender identities that do not fall into one of the two traditional (binary) categories—male or female. It can indicate a person's gender identity that is something other than male or female, that is neither entirely male nor entirely female, or that blends elements of being male or female.

*An example of correct usage for these adjectives include: a cisgender person, a transgender person, a nonbinary person.

Link: <https://wiaa.com/subcontent.aspx?SecID=1243>



Gender Diverse Youth Sport Inclusivity Toolkit

A resource guide for inclusive transgender and nonbinary youth sport best practices



INCLUSION POLICY | MATERIALS FOR REVIEW



Washington Interscholastic Athletic Association (WIAA) Gender Diverse Youth Sports Toolkit

Q&A FOR PARTICIPATION

Most K-12 team athletics are offered separately for boys and girls. The inclusion of transgender and other gender diverse student athletes have inspired many questions regarding the participation of these athletes within this gendered context. As previously stated, a student athlete participates on the team that most closely aligns with their gender identity. The below examples, while not comprehensive in scope, are offered as a way to better understand the applicability and effectiveness of this approach.

Q - A student is currently expressing themselves as nonbinary and would like to participate in athletics. How do we determine on which sports team they might participate?

A - Because of the existence of male/female gender divisions on most teams, this creates a need for a nonbinary student to determine which gendered team they feel more closely aligns with their gender identity. Alternatively, they may select the gendered team on which they feel most comfortable participating. Factors that the nonbinary athlete may take into consideration include established camaraderie with fellow athletes, personal safety, and/or privacy concerns.

Once this determination is made, the student will be eligible to participate in sports offered for the selected gender. If a student wishes to change the selected gender during any remaining years of athletic eligibility, they will be allowed to do so if this change is a result of a deeper understanding of their gender identity (ex. a nonbinary student wrestler may determine, after time, that their identity more closely aligns with male and are then ready to participate on the boys team) and may need to attend an eligibility hearing to gain varsity eligibility. A student may have other reasons for changing their gender identification and those can be considered with an emphasis on optimizing the athlete's confidence, safety, and privacy.



Gender Diverse Youth Sport Inclusivity Toolkit

A resource guide for inclusive transgender and nonbinary youth sport best practices

