

Wisconsin Youth Soccer Association 2024 Annual General Meeting



E V E N T I N F O R M A T I O N

March 2, 2024

Registration & Check-in | 8:00am

Competitions Meeting | 8:30am

Business Meeting | 10:00am

Lunch | 11:30am

Keynote | 12:30pm

Lambeau Field

1265 Lombardi Ave., Green Bay, WI 54304

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Wisconsin Youth Soccer Association
Annual General Meeting
March 2, 2024 – 10:00am
Milwaukee, WI

AGENDA

1. Welcome <ul style="list-style-type: none">1.1. Opening Remarks1.2. Moment of Silence1.3. Introductions1.4. Credentials Report
2. Approval of 2023 AGM Minutes & Board Actions
3. State of the State
4. New Business <ul style="list-style-type: none">4.1. 2024/2025 Budget Approval4.2. Risk Management4.3. 13U Ball Size4.4. Bylaw Changes4.5. Elections<ul style="list-style-type: none">4.5.1. Vice Chair4.5.2. Treasurer
5. For the Good of the Game

Wisconsin Youth Soccer Association
Annual General Meeting
March 11, 2023 – 9:00am
Milwaukee, WI
Harley Davidson Museum – 600 W Canal St

2023 WYSA AGM MINUTES (DRAFT)

Attendance:

WYSA Board Members: Chris Billstrom (East Central District), Ernie Englund (Kenosha District), Chris McCormick (Kicker District), Parker Conover (MAYSA District), John Janasick (Metro District), Chris Yustus (Midway District), Alex Schroeder (Ozaukee District), Fred Yasatan (Racine District), Francisco de la Ros (Southwest District), Brandon Wachholz (State Youth Referee Administrator), Mike Recklies (Stateline District), Shan Amini (Waukesha District), Alvaro Garcia-Velez (WYSA Chair), Kevin Wasco (WYSA Independent Director), Chis Lay (WYSA Secretary), Ken Ward (WYSA Treasurer), Jay de Bruin (WYSA Vice Chair)

Clubs: FC Green Bay, Fond Du Lac Soccer Association, Fox Cities United Soccer Club, Heart Of The Valley Soccer Association, Howard Fire FC, Kiel Soccer Club, Kimberly Area Soccer Association, Inc., Neenah Soccer Club, Niagara Northern Stars Soccer Club, Oshkosh United Soccer Club, SYNERGY SC, Thunder Area Soccer Kids, United FC, Water Cities Soccer Club, Kenosha Area Soccer League, RUSH WI Southeast Milwaukee Kickers Soccer Club, Beaver Dam United Soccer Club, Capital East Soccer Club, Evansville Soccer Club, Glacial Drumlin United, Iowa County Youth Soccer Association, Lodi Soccer Club, Madison 56ers Soccer Club, Magic Soccer Club, Middleton United Soccer Club, Monona Grove Soccer Club, Mount Horeb Youth Soccer Club, Norski Soccer Club, Oregon Soccer Club, Platteville Power Soccer Club, Regent Soccer Club, Rock Soccer Club, RUSH Wisconsin Soccer Club, Santitos FC, Sauk Prairie Strikers Shorewood Hills Soccer Club, Sonic Sport Club, Sun Prairie Soccer Club, Watertown Soccer Club, Waunakee Area Soccer Club, Bavarian United, Croatian Eagles Soccer Club, FC Wisconsin, Polonia Soccer Club, United Serbian Youth Soccer Club, Hodag Soccer Club, Marathon County United Soccer Club, Portage County Youth Soccer, Voyageurs FC, WIS RAPIDS KICKERS, Chippewa Strikers Soccer Club, Eau Claire United Soccer Club, Guardians of the Valley Soccer Club, Menomonie Area Soccer, Lakeshore United FC, North District Flyway Soccer Association, North Shore United Soccer Club, Plymouth Soccer Club, RASA, Richland Area Rotary Youth Soccer, RUSH WI West, Viking Youth Soccer Association, Burlington United Soccer Club, Delavan RUSH, Geneva Lake RUSH, Elmbrook United, Hartford United Soccer Club, Legacy Ball Club, Pewaukee Sussex United, SC Wave, Strike FC Wisconsin

1. **Call to Order and Opening Remarks** – WYSA President Alvaro Garcia-Velez called the meeting to order at 10:10 am. Opening remarks generally focused on check-in/attendance and voting process via Nemo vote.

2. **Moment of Silence** – Alvaro asked for a moment of silence to remember and honor our soccer friends & family lost over the past year.
3. **Pledge of Allegiance** – all in attendance rose to recite the United States Pledge of Allegiance.
4. **Credentials Report** – WYSA Secretary reported that there was a sufficient number of affiliate club representatives in attendance to achieve a quorum. The weighted club votes were also presented and reviewed.
5. **Introductions** – the WYSA State Board members as of the 2023 AGM are as follows:

Chair - Alvaro Garcia-Velez, Vice Chair - Jay DeBruin, Secretary - Chris Lay, Treasurer - Ken Ward, Milwaukee Kickers District - Chris McCormick, Racine District - Fred Yasatan, Metro District - John Janasik, East Central District - Chris Billstrom, MAYSA District - Parker Conover, Kenosha District - Ernie Englund, Stateline District - Mike Recklies, Waukesha District - Shan Amini, Northwest District - Nicole Frederickson, Southwest District - Francisco de la Rosa, Ozaukee District - Alex Schroeder, Midway District - Chris Yustus, Independent Director - Kevin Wasco, State Youth Referee Administrator - Brandon Wachholz

6. **Approval of 2022 AGM Minutes & Board Actions** –
 - 6.1. Ken Ward (Treasurer) made a motion to approve the 2022 AGM minutes; second by Mike Recklies (Stateline). Motion passes.
 - 6.2. Chris Lacey (Lakeshore United) made a motion to approve the Board Actions based on minutes taken from 2022 meetings; seconded by Benjamin Filter (VYSA). Motion passes.

7. Partners/Guests

- Forward Madison FC – Conor Caloia, Chief Operating Officer of Forward Madison FC shared updates with WYSA affiliated clubs. Notably, the ownership group is working diligently to bring an additional professional team to the Milwaukee area and shared artistic renderings of stadium to be built in the Iron District of Milwaukee. Further, ownership remains strongly interested in a professional women's soccer initiative somewhere in the State.
- Players Health – representatives reviewed and explained the various risk management and insurances services available to the WYSA and its affiliated clubs: general liability, participant accident and directors & officers. Other/additional insurance offered include: additional primary coverages, property, crime, supplemental D&O, event liability, cyber and healthcare brokerage. Future options include registration and team cancelation
- Demosphere – representatives spoke at length about the recent and upcoming improvements/expansions to their registration platform including but not limited to: branded team pages, managing locations/fields/maps, creating practice events, managing game schedules, master calendars and communication tools. All affiliates were reminded that Demosphere is available for questions and feedback via email – info@demosphere.com
- Jamey Walter – Jamey is the new State Referee Administrator of the State Referee Committee. Jamey thanked all club leaders for their help in promoting the referee courses and asked for continued cooperation in support of all referees. There is still time for new referees to become trained and certified for the Spring season. Certification for the 23/24 play year will open up in early to mid July.

8. **State of the State** – Alvaro shared the following updates and accomplishments of the WYSA and gave special thanks to the Staff for their exceptional work:

- Player registrations for 21/22 were just under 51k, which is the highest number since 16/17.
- 16 boys and 14 girls made ODP Region II teams; 4 boys and 5 girls for ODP National teams
- Lake Shore Under 19 Girls were President's Cup Champions
- Six teams from Wisconsin competed in US Youth Soccer National Championships; SC U19 Girls were National Champions
- WYSA staff continue to be outstanding and are serving on additional committees and/or helping with events both Regionally and Nationally
- WYSA continues to promote diversity and inclusion. Specific examples include Spanish-language coaching courses, Women-only coaching courses, Wisconsin Women's Soccer Coaches Advisory Committee (and their annual symposium) and expansion of the TOPSoccer program. But there is more work to be done.
- The First Touch Program for players age 4-8 and expansion of developmental leagues (e.g., Academy) were directed at the "Golden Age" of player development.
- The Futsal Festival and College ID events have been introduced to offer players opportunities to showcase their skills and perhaps play beyond their club career.
- Over the past two years WYSA has invested heavily in the recruitment and retention of referees. Specifically, by reimbursing all referees who complete the grassroots course and, through the end of 2022, supplying a full uniform kit.
- WYSA has partnered with the Soccer Parenting Association and have utilized their Sideline Project online curriculum to help educate parents and optimize the overall game day experience for everyone.

9. **New Business**

- 9.1. 2023/2024 Budget Approval – Ken Ward provided a budget/financial summary and noted that a recently approved agreement with Soccer.com will very likely remedy the approximately \$11.5k deficit for FY 23. Ken also reminded affiliated clubs that there will not be a per player fee change/increase for the 23/25 registration year. Lastly, Ken advised clubs who might have the available reserves to consider purchase of Certificates of Deposit as the current rate of return is quite high.

Class	Revenue	Expenses	Net (+/-)
Youth/Admin	\$ 806,500	\$ 1,127,150	\$ (320,650)
Coaching Education	\$ 117,120	\$ 197,472	\$ (80,352)
Midwest Regional League	\$ 15,625	\$ -	\$ 15,625
NW-SWCL	\$ 35,400	\$ 15,820	\$ 19,580
ODP	\$ 499,700	\$ 443,399	\$ 56,301
Presidents Cup	\$ 151,700	\$ 112,359	\$ 39,341
Rec Event	\$ 26,000	\$ 15,474	\$ 10,526
Soccer Across America	\$ -	\$ 21,628	\$ (21,628)
SECL - Boys	\$ 85,625	\$ 14,173	\$ 71,452
SECL - Girls	\$ 63,225	\$ 12,883	\$ 50,342
State Championships	\$ 210,400	\$ 159,600	\$ 50,800
State League - Boys	\$ 51,250	\$ 17,259	\$ 33,991
State League - Girls	\$ 44,150	\$ 17,259	\$ 26,891
TOPSoccer	\$ 1,800	\$ 26,993	\$ (25,193)
Youth Academy	\$ 73,800	\$ 12,403	\$ 61,397

Totals \$ 2,182,295 \$ 2,193,873 \$ (11,578)

Jay deBruin (Vice Chair) made a motion to accept the financial information as provided and post for public review; seconded by Chris Yustus (Midway). Motion approved.

9.2. **Elections** – Jay deBruin (Vice Chair) presided over the 2023 elections.

9.2.1. Chair – nominees -- Alvaro Garcia-Velez and Ken Ward. Elected by majority vote – Ken Ward.

9.2.2. Secretary – nominees – Chris Yustus and Chris Lay. Elected by majority vote – Chris Lay.

10. For the Good of the Game

The following individuals were recognized, thanked and congratulated for 2022 WYSA honors:

- Coach of the Year | Girls Recreational | Julia Grioles
- Coach of the Year | Girls Competitive | Amy Henneger
- Coach of the Year | Boys Recreational | Michael Holt*
- Coach of the Year | Boys Competitive | Andrew Krueger
- TOPSoccer Coach of the Year | Tatum Lardinois
- TOPSoccer Buddy of the Year | Landen LeDocq
- Young Referee of the Year | Female | Julia Tsarovsky*
- Young Referee of the Year | Male | Wesley Bartels
- Administrator of the Year | Amanda Rockow
- Volunteer of the Year | Dale Carlson

Congratulations and thank you to the following individuals being inducted into the Wisconsin Soccer Hall of Fame this evening: Julie Angevine, James Danaher, Jay DeMerit, Terry Donini, Jennifer Heft, Karen Lunda, Michael Moynihan, Tari St. John, David Scott

Ken Ward rose to acknowledge and thank Alvaro Garcia-Velez for his leadership and service in various roles on the WYSA Board, including Vice President and President, over the course of numerous years.

The Board thanked Chris Billstrom (East Central) and Chris McCormick (Milwaukee Kickers) for their service to the Board. Both are “retiring” from the Board.

Armando Martinez of Howard Fire Soccer Club rose to share TOPSoccer success stories within the East Central District. In particular, innovative ideas for inclusion of blind players.

Drawings were held and door prizes distributed for attendees.

The WYSA Board wishes to thank all that attended and extends gratitude to all its affiliated clubs for their hard.

Motion to adjourn made at 11:48 am by Matt Callahan (Oshkosh United); seconded by Alex Schroeder (Ozaukee District). All in favor.

State Board of Directors Meeting
March 11, 2023 – 12:05pm
Milwaukee, WI
Harley Davidson Museum – 600 W Canal St

Meeting called to order at 12:05 pm by Ken Ward.

1. Attendance & Call to Order

Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Conor Caloia (WYSA Treasurer), Chris Lay (WYSA Secretary), Dusty Rhodes (East Central), Chris Yustus (Midway), Francisco de la Rosa (Southwest District), Alex Schroeder (Ozaukee), Mike Recklies (Stateline), Fred Yasatan (Racine), John Janasik (Metro), Parker Conover (MAYSA), Shan Amini (Waukesha), Kevin Wasco (Member at Large), Ernie Englund (Kenosha) and Michael King (Kickers), Melissa Zielinski (WYSA Executive Director)

2. Approval of 2023 AGM Minutes from March 11, 2023

Board convenes briefly to affirm the actions taken and agreed to within the 2023 AGM. Motion made by Ernie Englund; second by Chris Billstrom; all in favor. Motion passes.

Meeting called to order at 7:34 pm by Ken Ward.

1. Attendance & Call to Order

Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Conor Caloia (WYSA Treasurer), Chris Lay (WYSA Secretary), Dusty Rhodes (East Central), Chris Yustus (Midway), Francisco de la Rosa (Southwest District), Alex Schroeder (Ozaukee), Mike Recklies (Stateline), Fred Yasatan (Racine), John Janasik (Metro), Parker Conover (MAYSA), Shan Amini (Waukesha), Kevin Wasco (Member at Large), Melissa Zielinski (WYSA Executive Director)

Ernie Englund (Kenosha) and Michael King (Kickers) were excused from this meeting.

2. Approval of Minutes from February 14, 2023

Motion by Jay DeBruin; seconded by Alex Schroeder. Minutes approved.

3. President's Updates

Introduction of new Board Members -- Dusty Rhodes was introduced as a new Board member representing East Central District. Dusty shared his playing and coaching history. Conor Caloia is the new Treasurer. He is also an owner of Forward Madison and leading the effort to bring professional soccer to the Milwaukee area. Michael King, the new representative for Kickers District was absent as was Nicole Frederickson of the Northwest District.

All Board members reviewed the prospective meeting schedule for the year and generally agreed that 7:30pm or later is preferable. Ken proposed an in-person meeting for June 17 in Madison; likely at Forward Club at Breese Stevens with focus on strategic planning. A Retreat is proposed for either late Summer or mid-November. Board generally agrees that the August and November meetings should be in person. August 5 at the State Office and November 11-12 in Wisconsin Dells.

Committees – chairs and/or members were selected. At least one staff member will be added to each committee and there will be outreach to affiliate club leaders invited to join.

- AGM – Francisco De La Rosa, Alex Schroeder, Chris Yustus, Mike Recklies. Possible items include keynote speaker, site, breakout sessions.
- Finance – Kevin Wasco, Fred Yasatan, Conor Caloia. Ken brought up that this committee might also explore committing to an annual audit/review for WYSA. Additionally, offer guidance to affiliate clubs.
- Governance – Jay DeBruin, Dusty Rhodes, Chris Lay. Includes but not limited to elections, review of current policy, bylaws, voting structure. (Francisco also recommended Jonella Rademacher.)
- Risk Management – Mike Recklies, Chris Yustus.

4. Treasurer's Report – Conor Caloia

Year to date in a very strong position. WYSA has received added income from international matches hosted within the State over the last year and from the Employee Retention Credit.

5. Operations Update – Melissa

- WYSA will be following US Youth Soccer to a new website platform.
- Risk pass cards – will no longer be printed by WYSA. But, a digital download is available. Risk management cycles will remain on a two year cycle. Referees, managers and coaches alike should be reminded that the “drivers license” style pass will no longer be issued but the risk management can be verified on electronic device and roster.

- Melissa has asked WisRef to post dates for Summer 2023 courses and 2024. All Districts are reminded of RMRI grant money, especially for recertifying referees. Francisco asked for referee reporting.

5. For the Good of the Game

Alex Schroeder shared that he was impressed with the overall production of the AGM and Hall of Fame Dinner.

Ken emphasized that he wishes to engender a culture of openness, collaboration, and information sharing. With that in mind, Ken will be reaching out over the next few weeks and months for one-on-one conversations with Board members.

Meeting adjourned at 8:48 pm – Chris Yustus motions; Parker seconds.

Meeting called to order at 8:04 pm by Ken Ward.

1. Attendance & Call to Order

Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Chris Lay (WYSA Secretary), Connor Caloia (WYSA Treasurer), Michael King (Kickers), Chris Yustus (Midway), Mike Recklies (Stateline), Fred Yasatan (Racine), Alex Schroeder (Ozaukee), John Janasik (Metro), Parker Conover (MAYSA), Brandon Wachholz (SYRA), Francisco de la Rosa (Southwest), Ernie Englund (Kenosha), Shan Amini (Waukesha), Dusty Rhodes (east Central), Melissa Zielinski (WYSA Executive Director, Jim Launder (WYSA Director of Coaching), Craig Carlson (WYSA Associate Director of Coaching)

2. Approval of Meeting Minutes (04/11/23)

Motion by Jay DeBruin; seconded by John Janasik. Ken asks for an amendment noting Ernie Englund & Michael King were excused from the April 11 meeting. All are in favor. Minutes approved.

3. President's Updates (Ken Ward)

3.1. Committee Updates – following up on these Ken seeking to agree on committee chairs, staff liaison and, if possible, additional members from affiliate clubs.

3.1.1. AGM – Alex Schroeder to chair. Meghan is staff liaison. Seeking member at large from affiliated clubs.

3.1.2. Finance – Fred to chair. Melissa is staff liaison. Outside representative may come from “friend of WYSA” type person.

3.1.3. Governance – Jay DeBruin to chair. Melissa is staff liaison. Jonella Rademacher has agreed as outside/club leader to assist.

3.1.4. Risk Management – Mike Recklies to chair. Katie Schauer is staff liaison.

3.2. Registration software – Melissa shared updates on registration and scheduling software selection. Demosphere has approached WYSA about revision & extension of contract. Some of the proposals & provisions were not preferable to staff but a one-year extension was agreed upon. WYSA staff and a statewide committee of registrars continue to review Demosphere and other providers beginning with consideration for the 2024/2025 registration year. A key feature is the ability to facilitate and work with other software products at the club level.

3.3. SYRA – Melissa and Ken will be meeting with Jamey Walter (SRA) on 5/15 regarding the duties and responsibilities of the SYRA going forward.

3.4. WYSA Retreat – Ken Ward. Looking at mid-June at Breese Stevens/Forward Club as a launch of key initiatives, strategic and otherwise, that will ultimately culminate in mid-November retreat in the Della (Wilderness) where we hope to come to agreement on items that can be implemented and/or brought to the membership for consideration.

4. Treasurer's Report (Conor Caloia)

Through March strong cash position due to consistent revenues and program growth. Jay asked about the Brett Weisner scholarship fund and Melissa explained the details of how the revenues and expenses work on that line item.

5. Operation's Report (Melissa Zielinski)

Melissa shared report/data on referee numbers and new & recertifying referees from the past year (provided by SRA Jamey Walter). The Board provided input on priorities for the meeting with the SRA and WYSA referee

needs. Overall, improvement observed in the number of courses and public posting of schedules. However, the new training year starts July 1 and WYSA feels strongly that the summer and fall schedule should be posted soon in addition to the online portion being opened at the soonest possible date regardless of whether a curriculum for in person classes has been fully formulated. WYSA will use RMRI funds to guarantee courses in season are held per Jamey's proposal for courses to go on regardless of numbers if a deposit for related costs is made.

6. For the Good of the Game

- John Janasik suggests contacting local schools to engage students and grow player numbers.
- Mike Recklies updated on a serious Risk Management situation that occurred in Stateline District involving a threat of violence.
- Ken shared that Jamey Walter requested a meeting with him and WSL President, Jim Keller.

Alex Schroeder makes motion to adjourn, Mike Recklies seconds. Meeting adjourns at 9:22 pm

1. Attendance & Call to Order

Ken Ward, Jay DeBruin, Parker Conover, Ernie Englund, Jim Launder, Julie Schmitt, John Janasik, Dusty Rhodes, Kevin Wasco, Fred Yasatan, Chris Yustus, Alex Schroeder, Fred Yasatan, Francisco de la Rosa, Conor Caloia, Melissa Zielinski

Absent: Brandon Wachholz, Shan Amini, Michael King, Chris Lay

2. Approval of Meeting Minutes (05/09/23)

Motion: Jay DeBruin / Second: Kevin Wasco (Approved with correction of Dusty Rhodes in attendance)

3. President's Updates

- 2023 Meeting Schedule
Cancel July, August 5 at 10am in Milwaukee, September 12, cancel October, Retreat November 10-11, Cancel December, January 9, No February 2024, March AGM, No April 2024, June 15, 2024
- Committee Reports
 - AGM Committee – AGM tentatively March 2, 2024 at Lambeau Field; schedule & speakers to follow; trying to make this a bigger event
 - Risk Management Committee – staff is meeting with Player's Health on Monday to discuss the implementation of an annual background check as well as accepting the NCSI background check from US Soccer for referees (the only exception); looking for board action on the annual background check in August
 - Finance Committee – focus on 4 topics: 1. Investment policy 2. Capitalization policy & tagging inventory 3. Financial policy 4. Audit, financial review; accounting relationship was also reviewed with proposals from CLA and Reilly, Penner and Benton; based on the proposals received a recommendation was made to remain with CLA thru December 2024
 - Governance Committee – addressing the bylaw deficiencies that were previously identified by Foley and the plan is to present a draft of those bylaw changes to the Board by August
- SYRA Report
Brandon is excused from this meeting, attending Presidents Cup Regionals; Ken, Melissa, and Brandon met with Jamey Walter and Kyle Trimble regarding the SYRA role and specifically the procedures for scheduling referee courses around Wisconsin. The objective is for Districts to be involved in scheduling referee courses and Brandon to have an active role in working with WYSA Districts to schedule dates.

Brandon was appointed SYRA in June 2021 for 2 years. Ken will be meeting with Brandon to discuss his time and interest in continuing. The SYRA appointment is with the Youth President in consultation with the SRA, Jamey Walter so Ken will be discussing with Jamey as well before an appointment is confirmed.

- WYSA Retreat
A WYSA plan for 1, 2, 3, & 5 years; club engagement survey will provide WYSA input on what is going well and how we can help our clubs/retain members.

The Association is in a strong cash position. The survey questions are good and broad-based but need to be specific enough to engage the membership. Leading into the Retreat we need to look at the Association and position ourselves aggressively – review our opportunity & threats.

The Board supports an outside party to facilitate the Retreat up to \$10K. Melissa to collect bids and prepare comparisons for the Board to consider.

Possible Consultants: Forvis, The Collective

- **Property Tax Exemption**
We think we are too late for this year's state budget cycle, but WYSA would like to pursue legislation that will support the property tax exemption. We have discussed whether we should hire a lobbyist. Working together with other youth sports is probably less desirable because of our statewide presence.

4. Treasurer's Report

The tax return for the year ending 2022 was filed this week Thursday; ERTC payments are running slow so we may not see that payment until the next fiscal year.

5. Operations Report

Competition programs administered by WYSA are moving into GotSport for the 2023/2024 seasonal year. Many staff travel during the month of June to attend various regional events. The process to review and select a new software provider is ongoing. The goal is to have a recommendation by late fall for implementation around the AGM.

Sideline behavior was discussed. Staff will bring back what is being implemented for Cup Competitions so the Districts can pass the information down to clubs.

6. For the Good of the Game

- Let WYSA know if your District is having an AGM.
- There is a new City Parks person in Kenosha who likes soccer.
- NW District President Nicole Fredrickson is resigning her position; they do not have a VP. Chris Yustus & Francisco de la Rosa would reach out to Jon F. to assist on this.

7. Adjourn

12:17pm

1. Attendance & Call to Order

Board Members in Attendance: Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Connor Caloia (WYSA Treasurer), Chris Lay (WYSA Secretary), Alex Schroeder (Ozaukee), Shan Amini (Waukesha), Dusty Rhodes (East Central), John Janasik (Metro), Fred Yasatan (Racine), Ernie Englund (Kenosha), Michael King (Kickers), Melissa Zielinski

Chris Yustus and Mike Recklies excused.

Staff in Attendance: Meghan Ward, Katie Schauer, Cesar Castillo, Patrick Hodgins, Danny Sweeney

Ken Ward calls meeting to order at 10:03 am. Ken thanked Shan Amini for hosting the meeting at Rock Sports Complex.

2. Approval of Meeting Minutes (06/17/23)

Jay DeBruin motions to approve June 17 minutes; John Janasik seconds. All approve. Motion passes.

3. President's Updates

- SYRA – Brandon Wachholz has completed his two year term as SYRA and decided to not seek another term. The WYSA Board recognizes Brandon's numerous contributions and thanks him for helping referee-related issues move forward. Ken and Jamey Walter, SRA, met and agreed that Kyle Trimble would be a strong and suitable SYRA. Kyle has agreed to accept the role.
- USYS AGM – Ken, Melissa, and Patrick were in attendance at the US Youth Soccer National Championships in Orlando. Ken shared that there was strong representation in championship games from Midwest Region teams. Ken and Melissa participated in the USYS AGM and shared items related to bylaw amendments, relationship with State Associations, etc.
- Jim Launder, who has served as the WYSA Director of Coaching, has asked to move to a modified/not full-time role within the Coaching Education Department at WYSA. Jim has worked diligently for many years at WYSA and will continue to be a strong asset for the State. Craig Carlson, who has served as the Associate Director of Coaching will become the Director of Coaching. Melissa discussed long term planning for coach educators for Wisconsin.

4. Treasurer's Report

- Year-on-year, strong with a solid cash position.
- Employee Retention Credits have been received.
- GotSport agreed to match Demosphere transaction rates.
- Connor thanked Fred Yasatan for very good leadership & guidance in the Finance Committee.
- Ken added that WYSA was within budget in numerous key areas, largely thanks to staff efforts and competency. Staff have been recognized accordingly within performance reviews.

5. New Business

- Member Survey -- Ken shared the process and results of the WYSA survey. Some level of disappointment regarding the response rate. Key areas of response include field maintenance, access to field spaces, retention of players and knowledge/awareness of programming & financial support. Ken recommends sending the survey out again to, hopefully, acquire more information. Further, asked everyone at the Board level, as District representatives, to complete the survey. Perhaps we can better identify trends within certain areas of the State and/or club type.

Extensive conversation ensued regarding alternative programming, registration in non-WYSA/USYS and demographics in general. There will be more discussion and informed idea sharing leading up to the November retreat.

- Retreat – Ken is recommending a Facilitator to assist in guiding & focusing the discussion.

6. Old Business

- Committee Updates
 - AGM – Committee Chair Alex Schroeder shared that the 2024 AGM will be at Lambeau Field in the Legends Club on March 2. Focus will be on engagement with Presidents, technology instruction, supplemental coach education and (maybe) referee education. Alex thanked Meaghan for her staff level help with AGM preparation.
 - Finance – Committee Chair Fred Yasatan shared that they are updating the financial & investment policy. Melissa recommended that the policy is shared for vote with the board electronically. Additionally, Fred and Connor are working with staff on a calendar of key financial actions that will be a useful resource to staff and board alike. A significant area of focus is the reserves on hand which are substantial enough to dedicate to place in more productive investments.
 - Governance – Committee Chair Jay DeBruin shared that some key areas being addressed include but not limited to: manners in which Directors are elected, how long Directors can or should serve, how Officers are nominated in advance of the AGM. The proposed changes were included in the June packet and will be discussed at the September board meeting.
 - Risk Management – Committee Chair is Mike Recklies. In his absence, Katie and Melissa shared there is ongoing review and exploration of going to a yearly background check and annualized expiration date. It is recognized that these are worthwhile initiatives; however, there are some technology-related obstacles and awaiting decision at the USSF level.
 - Executive Director Report – Melissa has provided a report, but the highlights are WYSA has notified Demosphere that other registration options/services are being reviewed for 2024/25. GotSport, for scheduling, has thus far been good; they have hosted at least webinar as a service to members. WYSA website will soon be moving its online platform to NBC Sports. Melissa reminded the Board that, as it is a new registration year, being current with risk management and completion of conflict of interest form. Melissa and Ken will again be applying to an Innovation to Grow grant with US Soccer with an emphasis on assisting particular demographics with registration assistance.

7. For the Good of the Game – congratulations to SC Wave who made it

- Michael King thanked some of the WYSA staff for participating in the Milwaukee Kickers' America Scores golf outing.
- Meghan shared that a new TOPSoccer programs was starting in Eau Claire.

Alex Schroeder motions to adjourn the meeting at 11:51 am; seconded by Francisco de la Rosa.

1. Attendance & Call to Order

Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Connor Caloia (WYSA Treasurer), Chris Lay (WYSA Secretary), Chris Yustus (Midway), Mike Recklies (Stateline), Alex Schroeder (Ozaukee), Parker Conover (MAYSA), John Janasik (Metro), Michael King (Kickers), Shan Amini (Waukesha), Fred Yasatan (Racine), Melissa Zielinski (WYSA Executive Director), Pat Hodgins (WYSA Staff)

Meeting called to order at 8:05 pm

2. Approval of Minutes from August 5, 2023

John Janasik motions to approve the minutes; seconded by Alex Schroeder. Ken Ward recommends that it be added Chris Yustus and Mike Recklies were excused from the August 5 meeting. All approve without further discussion.

3. WYSA Retreat Update

Melissa has shared the invitation for November 11-12 (Please RSVP). It will be at The Wilderness in Wisconsin Dells. The statewide survey results will be a critical guide and tool for the strategic sessions. Melissa has procured a significant response rate but will be endeavoring for more. Caitlin Carducci will be facilitating the meeting. She has had multiple roles in soccer, including VP of Membership at US Soccer.

4. Treasurer's Report

Connor shared that the organization remains in strong position but is currently awaiting some information to enable closing out the fiscal year (07/31/23).

4.1 Fred is the Chair of the Finance Committee and offered an overview of the updated/revised financial policies. Key areas include oversight, controls, credit cards, travel-related expenses, need and/or frequency of audit or review. There was discussion and recommendations for multiple revisions to the policy. The Finance Committee is to report back to the Board at a later date.

5. New Business

5.1 US Soccer advises moving to a size 4 ball (currently size 5). Nationwide, there is not uniform adoption of this recommendation. Mike Recklies motions to implement starting Fall 2024 (i.e., registration year 2024/25); seconded by Fred Yasatan. All are in favor so motion passes.

5.4 – AGM Committee. Alex provided updates on the AGM. The 2024 WYSA AGM will be at Lambeau Field. The Committee is working to secure or create some space for supplemental coach and/or referee education.

5.3 – Governance Committee – Jay shared that a key next step will be reconciling by law updates with existing and/or revised policy.

5.3 – Risk Management – Mike's Committee has had robust discussions but has been awaiting what might happen at a national level.

6. Operations Report

Melissa has reached out to representatives across the State who serve in various leadership capacities to review player policies and make a proposal to the Board. This process worked well for the tryouts & poaching policy, for example.

Melissa, staff, and other representatives are meeting with and evaluating numerous registration & scheduling software providers.

Within the next couple of days the new WYSA website will be launched. Members will be notified and there could be some trouble shooting.

Danny Sweeney, ODP Administrator, will be leaving WYSA to take a new position at UW Milwaukee. The search for a replacement is already underway.

Ken shared that a fundraising opportunity was presented by Little Caesars Pizza. The proposal was considered but overall is probably a better fit for clubs.

7. For the Good of the Game

The Board wishes to point out that there has been a notable increase in the number of Grassroots referees due to efforts by WisRef to increase the number of instructors and courses over the summer. This work will greatly benefit the safety and growth of our sport throughout the State.

Alex motions to adjourn, Chris Yustus seconds at 9:05 pm.

1. Attendance & Call to Order

Ken Ward (WYSA President), Jay DeBruin (WYSA Vice President), Connor Caloia (WYSA Treasurer), Chris Lay (WYSA Secretary), Chris Yustus (Midway), Mike Recklies (Stateline), Parker Conover (MAYSA), John Janasik (Metro), Michael King (Kickers), Shan Amini (Waukesha), Dusty Rhodes (East Central), Kyle Trimble (SYRA), Francisco de la Rosa (Southwest), Kevin Wasco (Independent Director), Melissa Zielinski (WYSA Executive Director),

Meeting called to order at 6:17pm.

2. Approval of Meeting Minutes (09/12/23)

Motion by Kevin Wasco, seconded by Jay DeBruin. Minutes approved as presented.

3. Presidents Updates

Ken recognized US Youth Soccer Regional Winners and WYSA Volunteer of the Year, John Janasik.

4. New Business

- Player Policy proposals in one action. Motion by Kevin Wasco, seconded by Francisco de la Rosa)
 - 2024 & 2025 Tryout Policy
 - Youth Academy Policy
 - Poaching Policy
 - Competitive Player Transfer Policy

The business meeting adjourned at 6:35pm. Board proceeds with Retreat facilitated by Ms. Caitlin Carducci.

Attendance: Alex Schroeder, Jay DeBruin, Dusty Rhodes, Ernie Englund, Shan Amini, Dusty Rhodes, Ken Ward, Chris Yustus, John Janasik, Francisco de la Rosa, Fred Yasatan, Kevin Wasco, Chris Lay, Mike Recklies, Parker Conover, Kye Trimble, Michael King

Patrick Hodgins, Meghan Ward, Craig Carlson, Cesar Castillo

Ken calls the meeting to order at 7:02pm

1. Approval of Meeting Minutes (11/10/23) (Motion: Kevin Wasco / 2nd: Jay DeBruin) APPROVED
2. President's Updates
 - 2.1. Retreat Follow-up
Melissa will provide Caitlin's summary to the BOD. Ken intends to appoint a Strategic Planning Committee for continued work on the key objectives of the Retreat.
 - 2.2. Disciplinary Committee
A committee has been appointed to handle a specific issue. This may become a standing committee to handle disciplinary matters on topics such as SafeSport, bylaw violations, or other severe disciplinary issues.
3. Treasurer's Report
The plan is to have the budget in front of the board in early January. Monthly financials for August – November due to a software change at CLA. The board will receive an updated statement when available.
4. New Business
 - 4.1. Governance Committee Proposals. There was discussion on the proposals with questions from the Stateline District regarding the requirement of a District website and Midway District about notification of bylaw and policy notifications to the WYSA Executive Director.
 - 4.2. PlayMetrics. Motion to approve made by Mike Recklies, Second by Fred Yasatan. APPROVED
In discussion, there was a question about use for District Leagues. Melissa will report back regarding District demos.
 - 4.3. Melissa provided additional operations updates related to the Hall of Fame and AGM. At this time, Ken appointed Chris Yustus, Shan Amini, Chris Lay to the AGM Nominations committee. The AGM will have electronic voting. Clubs do not need to be present to vote.

Next State Board meeting is scheduled for Tuesday, January 9 at 7pm.

5. For the Good of the Game
6. Adjourn

Attendance: Chris Yustus (Midway), Chris Lay (WYSA Secretary), Ken Ward (WYSA President), Mike Recklies (Stateline), Alex Schroeder (Ozaukee), John Janasik (Metro), Connor Caloia (WYSA Treasurer), Shan Amini (Waukesha), Pat Hodgins (WYSA Staff), Fred Yasatan (Racine), Ernie Englund (Kenosha), Kevin Wasco (Member at Large), Francisco de la Rosa (Southwest), Craig Carlson (WYSA DOC), Kyle Trimble (SYRA)

Excused absence: Parker Conover (MAYSA), Melissa Zielinski (WYSA Executive Director), Michael King (Milwaukee Kickers), Shan Amini (Waukesha), Jay de Bruin (WYSA Vice President)

1. Minutes from December 12, 2023 Meeting: motion to approve by Francisco; second by Mike Recklies. In discussion Ken and Alex recommend that in 4.3 there is an update to read “clubs do not need to be present to vote: and “AGM Committee” to “Nominations Committee”. Motion passes without further discussion.
2. President’s Report:
 - a. Bylaws revisions & updates are under review by Parker and should be ready to present to members for voting according to required schedule in advance of AGM.
 - b. Reminder to let WYSA staff know about hotel needs/attendance for AGM (March 2 at Lambeau Field) AND attendance at Hall of Fame dinner (March 9 at Renaissance Hotel in Milwaukee).
 - c. Strategic planning following Nov retreat – all districts are reminded to send by laws to WYSA staff. Ken exploring appointments for a Strategic Planning Committee: looking at a balance of experience, diversification, availability.
3. Treasurer’s Report and Budget – increase to Under 6 per player registration and numerous program & competitions. The cost for annual vs every other year presents additional costs (see below).

Item	Increase	New Fee	Notes
Club Affiliation Fees	\$ 25.00	\$ 125.00	increased in 2017
Pre-K Player Registration Fee	\$ 3.50	\$ 5.00	increased in 2019, reduced in 2023
Risk Management	\$ 10.00	\$ 25.00	increased in 2018
ODP			
State Pool	\$ 15.00	\$ 315.00	increased in 2018
State Team	\$ 50.00	\$ 500.00	increased in 2018
Presidents Cup			
13U & 14U	\$ 50.00	\$ 975.00	increased in 2022
15U & 16U	\$ 75.00	\$ 1,050.00	increased in 2022
17U & 19U	\$ 75.00	\$ 1,075.00	increased in 2022
State Cup			
15U & 16U	\$ 50.00	\$ 1,100.00	increased in 2022
17U & 19U	\$ 50.00	\$ 1,125.00	increased in 2022
Midwest Conference	\$ 50.00	\$ 175.00	
SECL			
11U - 15U	\$ 25.00	\$ 425.00	increased in 2018
16U-19U	\$ 25.00	\$ 300.00	increased in 2018
State League			
11U - 15U	\$ 25.00	\$ 425.00	increased in 2018
16U-19U	\$ 25.00	\$ 300.00	increased in 2018

Motion to approve budget and fee changes/increases made by Alex; second by Chris Y. All in favor

4. Risk Management – Mike’s committee has submitted a recommendation to move to annual background checks vs every other year (current schedule). They will need to be completed by June 30 each year. There will be a cost increase to \$30. The Board generally inquired about a means for clubs to put a credit into an account vs coaches/managers paying and getting reimbursement; staff will investigate.

Motion to approve enhanced background check/risk management with associated \$30 fee and renewal date of June 30. Motion made by John J; second by Francisco. All approve and motion passes.

5. For the Good of the Game
 - Treasurer Nominee: Conor Caloia; Vice President Jay de Bruin. No other nomination have been received
 - Next board meeting likely to be February 13

Motion to adjourn at 7:50 pm by John J; second by Mike R. All approve.

Wisconsin Youth Soccer Association
Financial Statements – Modified Cash Basis

July 31, 2023 and 2022

Wisconsin Youth Soccer Association
Statement of Assets, Liabilities and Net Assets - Modified Cash Basis
July 31, 2023 and 2022

ASSETS		2023	2022
Current Assets			
122 BMO Bank - Checking (0323)	\$	474,583.23	\$ 357,998.14
126 BMO Bank - Money Market		50,924.43	1,208,489.00
1072 Bill.com Money Out Clearing		7,000.75	4,686.60
130 Certificate of Deposit		1,250,000.00	-
Total Current Assets		1,782,508.41	1,571,173.74
150 Computer Equipment		85,253.10	115,411.18
151 Accum. Depr. - Computer Equip.		(85,253.10)	(115,411.18)
155 Furniture & Fixtures		31,562.22	61,436.76
156 Accum. Depr. - Furn. & Fix.		(29,545.35)	(61,436.76)
Total Property and Equipment		2,016.87	-
Total Assets	\$	1,784,525.28	\$ 1,571,173.74
LIABILITIES AND NET ASSETS			
Current Liabilities			
280 BMO Harris Credit Card	\$	9,606.81	\$ 3,346.04
227 Payroll - FSA		5,997.46	7,272.40
230 Payroll - 401(k)		218.63	218.63
Total Current Liabilities		15,822.90	10,837.07
Total Liabilities		15,822.90	10,837.07
Net Assets			
300 Net Assets without donor restrictions		1,565,339.62	1,506,631.66
342 Net assets with donor restrictions - Laura Moynihan Fund		270.00	270.00
346 Net assets with donor restrictions B Weisner Scholarship Fund		(5,272.95)	12,427.05
Change in Net Assets		208,365.71	41,007.96
Total Net Assets		1,768,702.38	1,560,336.67
Total Liabilities and Net Assets	\$	1,784,525.28	\$ 1,571,173.74

Wisconsin Youth Soccer Association
Statement of Revenues and Expenses - Modified Cash Basis
For the Month and Twelve Months Ended July 31, 2023 and 2022 and Year Ending July 31, 2023

	July 2023	July 2022	July 2023 (YTD)	July 2022 (PY YTD)	Annual Budget	Variance
Revenue						
403 Adult administration	\$ 2,000.00	\$ -	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00
405 Club Affiliation Fees	-	500.00	12,800.00	12,100.00	13,400.00	(600.00)
407 Coaching Education Income	(13,479.00)	14,720.00	76,031.60	73,075.00	76,920.00	(888.40)
410 C Course Income	21,775.60	(2,550.00)	32,648.40	-	35,400.00	(2,751.60)
413 B Weisner Scholarship	-	(16,500.00)	6,800.00	(17,700.00)	-	6,800.00
417 Fines Income	-	500.00	1,250.00	2,350.00	-	1,250.00
418 Grant Income	-	-	24,534.00	35,000.00	-	24,534.00
420 Interest Income	135.68	51.32	4,435.43	373.98	500.00	3,935.43
425 Mailing List Income	-	-	3,896.10	3,220.00	3,500.00	396.10
427 Midwest Regional League Inc.	5,400.00	-	9,900.00	21,300.00	13,500.00	(3,600.00)
430 Misc. Income	78,956.06	2,000.00	139,037.46	4,000.00	-	139,037.46
440 ODP Boys Income	31,765.00	31,644.79	259,667.50	228,015.11	279,550.00	(19,882.50)
446 ODP Girls Income	24,815.00	25,594.79	223,235.00	214,081.54	256,350.00	(33,115.00)
447 ODP Scholarship income	1,760.00	-	1,760.00	-	7,500.00	(5,740.00)
448 First Touch Income	120.00	-	4,555.00	-	5,400.00	(845.00)
450 Permits - Post Tournament	10,050.00	10,930.00	53,080.00	45,680.00	45,000.00	8,080.00
452 Permits - Tournament Sanction	-	-	27,085.00	28,115.00	32,450.00	(5,365.00)
456 Player Insurance Claim Income	-	89,101.25	-	89,101.25	-	-
457 Player Showcase Event	3,540.00	-	19,092.50	-	15,000.00	4,092.50
460 Player Transfer Income	150.00	250.00	3,650.00	2,650.00	3,000.00	650.00
461 President's Cup	200.00	2,725.00	135,590.00	123,500.00	140,200.00	(4,610.00)
462 Promotional Income	1,450.00	3,815.81	4,389.40	3,815.81	3,000.00	1,389.40
466 Registration Income - Coach	(9,000.00)	-	9,325.75	100.00	32,500.00	(23,174.25)
468 Registration Income - Player	42,173.50	(76,869.25)	616,399.85	513,104.00	576,875.00	39,524.85
472 Soccer Across America Income	345.00	-	2,568.00	4,240.00	-	2,568.00
474 Southeast Classic Girls Income	47,565.00	38,475.00	62,560.00	46,225.00	53,600.00	8,960.00
475 Southeast Classic Boys	65,405.00	48,825.00	94,670.00	66,550.00	73,350.00	21,320.00
477 SECL Kick Start	12,240.00	3,900.00	27,575.00	3,900.00	7,200.00	20,375.00
480 State Championship Income	-	6,150.00	130,735.00	148,300.00	156,300.00	(25,565.00)
481 Futsal	-	-	4,300.00	-	32,000.00	(27,700.00)
482 State League Boys Income	28,590.00	21,075.00	51,790.00	43,425.00	51,250.00	540.00
483 NWCL	-	15,200.00	19,903.00	16,800.00	17,800.00	2,103.00
484 State League Girls Income	31,930.00	17,900.00	36,620.00	34,300.00	48,550.00	(11,930.00)
485 Summer League	-	-	-	-	15,000.00	(15,000.00)
487 SWCL	2,100.00	(250.00)	7,370.00	11,150.00	9,600.00	(2,230.00)
489 WI Soccer Hall of Fame	(10,042.00)	550.00	1,280.62	(933.77)	-	1,280.62
490 TOPSoccer Income	-	-	440.00	2,500.00	1,800.00	(1,360.00)
494 U11 Invitational Income	-	-	4,950.00	-	10,800.00	(5,850.00)
495 U12 Invitational Income	-	-	9,600.00	8,100.00	19,200.00	(9,600.00)
496 WWSAC	1,375.00	-	17,554.79	494.80	-	17,554.79
500 Youth Academy	71,520.00	47,100.00	98,235.00	90,000.00	61,500.00	36,735.00
550 Donations	646.00	1,055.00	5,492.00	5,950.00	-	5,492.00
Total Revenue	453,485.84	285,893.71	2,246,806.40	1,862,882.72	2,097,995.00	148,811.40
Gross Profit	453,485.84	285,893.71	2,246,806.40	1,862,882.72	2,097,995.00	148,811.40

No assurance is provided. See selected information.

Wisconsin Youth Soccer Association
Statement of Revenues and Expenses - Modified Cash Basis
For the Month and Twelve Months Ended July 31, 2023 and 2022 and Year Ending July 31, 2023

	July 2023	July 2022	July 2023 (YTD)	July 2022 (PY YTD)	Annual Budget	Variance
Operating Expenses						
605 Advertising Expense	100.00	-	480.00	3,929.87	5,500.00	(5,020.00)
606 AGM Expense	(9,942.00)	-	18,154.17	6,700.00	20,000.00	(1,845.83)
608 Athletic Trainers	366.18	7,257.00	16,917.56	14,203.55	16,850.00	67.56
610 Auto Car Allowance	1,300.00	1,300.00	15,600.00	15,800.00	15,600.00	-
625 Bank/Finance Charges	2,202.88	7,823.22	27,715.00	29,436.65	35,000.00	(7,285.00)
635 Coaching Expense	5,068.50	225.00	72,469.70	58,091.00	61,650.00	10,819.70
636 C Course Expense	2,049.83	-	2,049.83	1,824.92	23,912.00	(21,862.17)
645 Computer Expense	1,774.81	161.04	18,460.97	24,876.02	10,000.00	8,460.97
650 Depreciation Expense	812.34	20.63	9,748.13	248.22	4,000.00	5,748.13
652 Donation	-	-	-	-	-	-
655 Dues Expense	-	-	25.00	35.00	25.00	-
657 Employee Benefits	-	50.00	800.00	2,446.00	3,500.00	(2,700.00)
658 Employee Develop. & Relations	-	192.43	4,552.24	2,897.07	5,000.00	(447.76)
659 First Touch	620.00	-	2,957.04	-	3,780.00	(822.96)
660 Facility Rental	24,790.00	24,245.50	102,560.94	105,979.00	125,078.00	(22,517.06)
661 Facility Rental-futsal	-	-	1,200.00	-	3,600.00	(2,400.00)
662 Facility Rental-12	3,420.00	2,205.00	3,420.00	2,205.00	4,050.00	(630.00)
663 Grant Awards	4,800.00	4,500.00	12,528.46	7,840.00	8,300.00	4,228.46
664 Hall of Fame expense	1,400.00	-	1,550.00	697.20	3,350.00	(1,800.00)
665 Instructor Fees	169.65	-	14,711.45	200.00	500.00	14,211.45
670 Insurance Exp. - Business	-	37.50	13,865.00	13,472.19	18,000.00	(4,135.00)
675 Insurance Exp. - Health	4,334.90	5,336.94	55,271.03	67,377.62	66,916.00	(11,644.97)
677 Insurance Exp. - Life	148.85	166.36	2,805.11	3,386.51	2,100.00	705.11
678 Insurance exp-Std and Ad&d	338.81	345.25	4,084.47	4,046.07	4,200.00	(115.53)
679 Insurance Exp. - Player Claims	-	-	1,343.14	24,364.37	25,000.00	(23,656.86)
680 Insurance Exp. - Player Premium	-	(20,464.79)	42,065.00	27,119.60	57,500.00	(15,435.00)
685 Insurance Exp. - Worker's Comp.	-	37.50	8,595.00	8,503.50	11,000.00	(2,405.00)
690 League/Program Fees	35,613.17	24,325.00	51,473.17	49,645.00	121,675.00	(70,201.83)
695 Lease Expense	766.79	4,227.59	6,965.87	10,279.90	7,000.00	(34.13)
704 Meetings/meals	-	225.97	-	225.97	-	-
705 Meetings Expense	5,511.37	3,514.45	28,045.62	11,113.16	37,410.00	(9,364.38)
710 Misc. Expense	-	-	5,645.93	22,485.55	-	5,645.93
725 Office Supplies Expense	517.87	169.11	8,361.69	4,085.18	5,000.00	3,361.69
735 Payroll Exp. - Gross	62,816.04	48,097.40	621,092.49	597,421.39	613,234.00	7,858.49
740 Payroll Exp. - Medicare	950.37	659.43	9,833.10	8,957.05	9,541.00	292.10
750 Payroll Exp. - Social Security	4,063.37	2,819.53	42,053.56	38,297.49	40,796.00	1,257.56
760 Payroll Exp. - WI SUI	107.71	35.23	3,680.44	1,363.95	2,500.00	1,180.44
766 Player Showcase Event Expense	1,440.72	-	9,829.27	-	5,360.00	4,469.27
770 Postage & Shipping Expense	-	1,005.00	648.27	2,885.62	2,000.00	(1,351.73)
775 Professional Exp. - Accounting	7,775.70	7,453.15	44,938.21	38,406.42	32,960.00	11,978.21
780 Professional Exp. - Legal	-	425.00	425.00	1,289.00	2,500.00	(2,075.00)
790 Referee Fees	737.50	23,050.00	101,755.50	100,309.00	108,638.00	(6,882.50)
792 Referee Support - Events	-	8,694.00	22,154.50	126,388.75	10,800.00	11,354.50
793 Referee Support - Certification	2,752.00	-	102,800.75	-	96,125.00	6,675.75
795 Registration - Player Fees	5,137.00	30,283.50	176,841.50	164,340.25	162,500.00	14,341.50
800 Rent Expense	3,332.20	3,131.89	41,631.96	34,535.46	38,618.00	3,013.96
805 Scholarship Expense	1,760.00	-	8,710.00	6,950.00	13,500.00	(4,790.00)
806 BW Scholarship	-	(9,200.00)	-	(200.00)	-	-
808 Soccer for Success	-	-	-	-	5,464.00	(5,464.00)
809 Strategic Initiatives	7,698.00	6,895.00	38,962.72	26,969.00	32,500.00	6,462.72
810 Subscriptions Expense	-	-	59.50	59.50	-	59.50
815 Supplies Expense	3,778.95	347.22	4,917.40	9,782.49	17,660.00	(12,742.60)
820 Telephone Expense	574.21	4,091.23	10,618.37	13,140.75	9,200.00	1,418.37
830 Travel Expense	87,000.74	22,412.14	197,983.01	71,477.93	223,710.00	(25,726.99)
835 Travel Time Expense	-	-	-	-	5,760.00	(5,760.00)
840 Trophies & Awards Expense	11,350.40	11,570.50	26,541.05	40,024.63	32,257.00	(5,715.95)
850 Website Maintenance Exp.	250.00	250.00	18,368.57	15,961.96	19,700.00	(1,331.43)
920 Wisconsin income tax	-	-	174.00	-	-	174.00
Total Operating Expenses	287,688.86	227,920.92	2,038,440.69	1,821,874.76	2,190,819.00	(152,378.31)
Operating Income(Loss)	165,796.98	57,972.79	208,365.71	41,007.96	(92,824.00)	301,189.71
Change in Net Assets	\$ 165,796.98	\$ 57,972.79	\$ 208,365.71	\$ 41,007.96	\$ (92,824.00)	\$ 301,189.71

No assurance is provided. See selected information.

2425 Summary of Fee Increases

Item	Increase	New Fee	Notes
Club Affiliation Fees	\$ 25.00	\$ 125.00	increased in 2017
Pre-K Player Registration Fee	\$ 3.50	\$ 5.00	increased in 2019, reduced in 2023
Risk Management	\$ 10.00	\$ 25.00	increased in 2018
ODP			
State Pool	\$ 15.00	\$ 315.00	increased in 2018
State Team	\$ 50.00	\$ 500.00	increased in 2018
Presidents Cup			
13U & 14U	\$ 50.00	\$ 975.00	increased in 2022
15U & 16U	\$ 75.00	\$ 1,050.00	increased in 2022
17U & 19U	\$ 75.00	\$ 1,075.00	increased in 2022
State Cup			
15U & 16U	\$ 50.00	\$ 1,100.00	increased in 2022
17U & 19U	\$ 50.00	\$ 1,125.00	increased in 2022
Midwest Conference	\$ 50.00	\$ 175.00	
SECL			
11U - 15U	\$ 25.00	\$ 425.00	increased in 2018
16U-19U	\$ 25.00	\$ 300.00	increased in 2018
State League			
11U - 15U	\$ 25.00	\$ 425.00	increased in 2018
16U-19U	\$ 25.00	\$ 300.00	increased in 2018

2024-2025 WYSA Budget Summary

Class	Revenue	Expenses	Net (+/-)
Youth/Admin	\$ 951,636	\$ 1,254,896	\$ (303,260)
Coaching Education	\$ 118,920	\$ 192,954	\$ (74,034)
Midwest Regional League	\$ 12,600	\$ -	\$ 12,600
NW-SWCL	\$ 26,300	\$ 15,719	\$ 10,581
ODP	\$ 538,300	\$ 480,781	\$ 57,519
Presidents Cup	\$ 156,500	\$ 123,120	\$ 33,380
Rec Event	\$ 28,200	\$ 20,432	\$ 7,768
Soccer Across America	\$ -	\$ 11,404	\$ (11,404)
SECL - Boys	\$ 93,550	\$ 9,859	\$ 83,691
SECL - Girls	\$ 68,600	\$ 9,666	\$ 58,934
State Championships	\$ 171,000	\$ 151,453	\$ 19,548
State League - Boys	\$ 53,700	\$ 16,374	\$ 37,326
State League - Girls	\$ 41,750	\$ 16,374	\$ 25,376
TOPSoccer	\$ 1,200	\$ 24,804	\$ (23,604)
Youth Academy	\$ 78,600	\$ 12,892	\$ 65,708
Totals	\$ 2,340,856	\$ 2,340,729	\$ 127

WYSA Youth Budget 2024-2025

Actuals & Assumptions:	Clubs Tournaments Players Coaches	Clubs Tournaments Players Coaches	130 Clubs 60 Tournaments 52,000 Players 4,500 Coaches	Clubs Tournaments Players Coaches
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	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
Adult Administration		\$ 2,000	\$ -	\$ -
Brett Wiesner Scholarship	\$ (17,700)	\$ 6,800	\$ -	\$ -
Club Affiliation Fees	\$ 12,100	\$ 12,800	\$ 13,000	\$ 15,000
Donations	\$ 5,950	\$ 5,492	\$ -	\$ -
Grant Income	\$ 30,000	\$ 20,000	\$ 40,000	\$ 40,000
Interest Income	\$ 374	\$ 4,435	\$ 500	\$ 5,000
Mailing List Income	\$ 3,220	\$ 3,896	\$ 3,500	\$ 3,750
Misc. Income	\$ 4,000	\$ 139,037	\$ -	\$ -
Permits - Post Tournament	\$ 45,680	\$ 53,080	\$ 45,000	\$ 47,920
Permits - Tournament Sanction	\$ 28,115	\$ 27,085	\$ 32,450	\$ 29,216
Player Insurance Income	\$ 89,101	\$ -	\$ -	\$ -
Player Showcase Event	\$ -	\$ 19,093	\$ 20,000	\$ 24,000
Player Transfer Income	\$ 2,600	\$ 3,650	\$ 3,000	\$ 3,000
Registration Income - Coach	\$ 100	\$ 9,326	\$ 29,250	\$ 150,000
Registration Income - Player	\$ 513,104	\$ 616,400	\$ 619,800	\$ 615,500
Sponsorship				\$ 18,250
Wisconsin Soccer Hall of Fame	\$ (934)	\$ 1,281	\$ -	\$ -
WWSAC	\$ 495	\$ 17,555	\$ -	\$ -
Total Revenue	\$ 716,205.26	\$ 941,930	\$ 806,500	\$ 951,636
Expenses				
Advertising Expense	\$ 3,896	\$ 480	\$ 5,000	\$ 30,000
AGM Expense	\$ 6,700	\$ 18,154	\$ 20,000	\$ 20,000
Auto Car Allowance	\$ 3,800	\$ 3,600	\$ 3,600	\$ 3,600
Bank/Finance Charges	\$ 29,437	\$ 27,715	\$ 35,000	\$ 35,000
Computer Expense	\$ 24,876	\$ 18,461	\$ 12,500	\$ 17,000
Depreciation Expense	\$ 248	\$ 9,748	\$ 4,000	\$ 4,000
Dues Expense	\$ 35	\$ 25	\$ 25	\$ 25
Employee Benefits	\$ 2,446	\$ 800	\$ 3,666	\$ 9,926
Employee Dev & Relations	\$ 2,897	\$ 4,552	\$ 5,000	\$ 5,000
Grant Awards	\$ 6,990	\$ 8,985	\$ 4,000	\$ 6,500
Hall of Fame Expense	\$ 697	\$ 1,550	\$ 3,350	\$ 2,750
Insurance - Business	\$ 13,472	\$ 13,865	\$ 21,545	\$ 16,250
Insurance - Health	\$ 67,378	\$ 55,271	\$ 60,867	\$ 35,998
Insurance - Life	\$ 3,387	\$ 2,805	\$ 2,100	\$ 2,100
Insurance - STD / AD&D	\$ 4,046	\$ 4,084	\$ 4,200	\$ 4,200
Insurance - Player Claims	\$ 24,364	\$ 1,343	\$ 25,000	\$ 25,000
Insurance - Player Premium	\$ 27,120	\$ 42,065	\$ 62,400	\$ 65,000
Insurance - Workers Comp	\$ 8,504	\$ 8,595	\$ 11,000	\$ 9,500
Lease Expense	\$ 10,280	\$ 6,966	\$ 7,000	\$ 6,000
Meetings Expense	\$ 10,432	\$ 27,772	\$ 30,000	\$ 30,000
Misc Expense	\$ 22,486	\$ 5,646	\$ -	\$ -
Office Supplies Expense	\$ 4,085	\$ 5,609	\$ 5,000	\$ 5,000
Payroll - Gross	\$ 312,233	\$ 312,113	\$ 306,925	\$ 332,599
Payroll - Medicare	\$ 8,957	\$ 9,833	\$ 10,257	\$ 10,982
Payroll - SS	\$ 38,297	\$ 42,054	\$ 43,858	\$ 46,958
Payroll - WI SUI	\$ 1,364	\$ 3,680	\$ 2,500	\$ 2,500
Player Showcase Event	\$ -	\$ 9,829	\$ 8,580	\$ 10,010
Postage & Shipping Expense	\$ 2,829	\$ 648	\$ 2,500	\$ 2,500
Professional - Accounting	\$ 38,406	\$ 44,938	\$ 37,000	\$ 39,600
Professional - Legal	\$ 1,289	\$ 425	\$ 2,500	\$ 2,500
Referee Support - Events	\$ 126,459	\$ 22,155	\$ 13,600	\$ 21,420
Referee Support - Certification		\$ 102,801	\$ 88,000	\$ 37,000
Registration - Coach Fees				\$ 125,000
Registration - Youth Player Fees	\$ 164,340	\$ 162,262	\$ 169,000	\$ 169,000
Rent Expense	\$ 34,535	\$ 41,632	\$ 39,986	\$ 41,087
Scholarship Expense	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Strategic Initiatives	\$ 26,969	\$ 38,963	\$ 33,800	\$ 33,800
Subscriptions	\$ 60	\$ 60	\$ 60	\$ 60
Telephone Expense	\$ 13,141	\$ 10,618	\$ 10,080	\$ 10,080
Trophies & Awards Expense	\$ 1,390	\$ 1,050	\$ 1,500	\$ 1,500
Website Maintenance Expense	\$ 14,476	\$ 18,369	\$ 25,750	\$ 29,450
Wisconsin Income Tax		\$ 174	\$ -	\$ -
Total Expenses	\$ 1,068,321	\$ 1,095,695	\$ 1,127,150	\$ 1,254,896
Net Income / Loss	\$ (352,115)	\$ (153,765)	\$ (320,650)	\$ (303,260)

Coaching Education 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
Coaching Education	\$ 73,075	\$ 76,032	\$ 81,720	\$ 81,720
C Course	\$ -	\$ 32,648	\$ 35,400	\$ 37,200
Grant Income		\$ 3,144		
Total Revenue	\$ 73,075	\$ 111,824	\$ 117,120	\$ 118,920
Expenses				
Auto Car Allowance	\$ 12,000	\$ 12,000	\$ 12,000	\$ 6,000
C Course	\$ 1,825	\$ 2,050	\$ 21,172	\$ 31,726
Facility Rental	\$ 12,632	\$ 12,746	\$ 17,200	\$ 18,850
Grant Awards	\$ 850	3544		
Instructor Fees	\$ 200	\$ 14,711	\$ 9,120	\$ 19,210
Meetings	\$ 464	\$ 134	\$ 2,550	\$ 2,550
Payroll - Gross	\$ 106,812	\$ 108,198	\$ 117,495	\$ 100,668
Scholarship Expense	\$ 950	\$ 950		
Supplies	\$ 20		\$ 925	
Telephone Expense	\$ -			
Travel	\$ 3,454	\$ 4,557	\$ 14,850	\$ 13,250
Travel Time			\$ 2,160	\$ 700
Total Expenses	\$ 139,206	\$ 158,891	\$ 197,472	\$ 192,954
Net Income / Loss	\$ (66,131)	\$ (47,067)	\$ (80,352)	\$ (74,034)

Midwest Regional League 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
MRL	\$ 21,300	\$ 9,900	\$ 15,625	\$ 12,600
Total Revenue	\$ 21,300	\$ 9,900	\$ 15,625	\$ 12,600
Expenses				
League/Program Fees		\$ -	\$ -	
Payroll	\$ 3,309	\$ -	\$ -	\$ -
Total Expenses	\$ 3,309	\$ -	\$ -	\$ -
Net Income / Loss	\$ 17,991	\$ 9,900	\$ 15,625	\$ 12,600

Northwest-Southwest Classic League 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
NWCL	\$ 16,000	\$ 19,703	\$ 26,400	\$ 23,600
SWCL	\$ 11,150	\$ 7,220	\$ 9,000	\$ 2,700
Total Revenue	\$ 27,150	\$ 26,923	\$ 35,400	\$ 26,300
Expenses				
Facility Rental	\$ 750		\$ -	\$ -
Payroll	\$ 6,302	\$ 8,966	\$ 14,760	\$ 15,494
Referee Fees	\$ 2,340	\$ 375	\$ -	\$ -
Travel Expense				
Trophies/Awards	\$ 746	\$ 369	\$ 1,060	\$ 225
Total Expenses	\$ 10,137	\$ 9,710	\$ 15,820	\$ 15,719
Net Income / Loss	\$ 17,013	\$ 17,213	\$ 19,580	\$ 10,581

ODP 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
ODP Boys	\$ 228,015	\$ 259,668	\$ 256,800	\$ 287,513
ODP Girls	\$ 214,082	\$ 223,235	\$ 233,600	\$ 246,287
ODP Scholarships	\$ -	\$ 1,760	\$ 4,500	\$ 4,500
First Touch		\$ 4,555	\$ 4,800	\$ -
Total Revenue	\$ 442,097	\$ 489,218	\$ 499,700	\$ 538,300
Expenses				
Advertising	\$ 33		\$ 500	\$ 500
Athletic Trainers	\$ 978	\$ 2,022	\$ 2,730	\$ 2,200
Coaching	\$ 57,866	\$ 72,470	\$ 55,710	\$ 70,467
Facility Rental	\$ 57,904	\$ 58,025	\$ 65,900	\$ 77,894
First Touch		\$ 2,957	\$ 3,780	\$ -
League/Program Fees	\$ 24,325	\$ 32,000	\$ 24,785	\$ 31,280
Meetings	\$ 441	\$ 139	\$ 500	\$ 500
Payroll	\$ 65,749	\$ 65,671	\$ 79,054	\$ 80,080
Postage	\$ 57		\$ 500	\$ 500
Referee Fees	\$ 4,282	\$ 3,219	\$ 5,150	\$ 3,400
Scholarship	\$ -	\$ 1,760	\$ 4,500	\$ 4,500
Supplies	\$ 8,356	\$ 4,877	\$ 8,310	\$ 7,800
Travel	\$ 40,174	\$ 164,659	\$ 186,860	\$ 189,380
Travel Time	\$ -		\$ 5,120	\$ 6,280
Website Maintenance	\$ 1,486		\$ -	\$ 6,000
Total Expenses	\$ 261,650.20	\$ 407,799	\$ 443,399	\$ 480,781
Net Income / Loss	\$ 180,446.91	\$ 81,419	\$ 56,301	\$ 57,519

Presidents Cup 2024-2025

	2021-2022		2022-2023		Approved 2023-2024		Proposed 2024-2025	
	Actual		Actual		Budget		Budget	
Income								
Presidents Cup Income	\$	123,500	\$	135,590	\$	151,700	\$	156,500
Promotional Income	\$	149	\$	1,720	\$	2,500	\$	2,500
Fines Income								
Total Revenue	\$	123,649	\$	137,310	\$	151,700	\$	156,500
Expenses								
Athletic Trainers	\$	5,545	\$	7,046	\$	6,650	\$	9,600
Facility Rental	\$	16,192	\$	16,191	\$	14,145	\$	18,050
Facility Rental - 12	\$	900	\$	1,350				
League/Program Fees	\$	11,550	\$	14,800	\$	13,650	\$	15,750
Payroll	\$	16,228	\$	21,723	\$	19,783	\$	20,639
Referee Fees	\$	45,464	\$	46,204	\$	43,868	\$	44,260
Supplies	\$	386	\$	40				
Travel	\$	5,573	\$	6,839	\$	7,550	\$	7,100
Trophies/Awards	\$	5,802	\$	6,267	\$	6,713	\$	7,721
Total Expenses	\$	107,640	\$	120,459	\$	112,359	\$	123,120
Net Income / Loss								
	\$	16,009	\$	16,850.91	\$	39,341	\$	33,380

Rec Event 2024-2025

	Approved 2023-2024 Budget		Proposed 2024-2025 Budget	
Income				
Promotional Income	\$	1,000	\$	1,000
Team Registrations	\$	25,000	\$	27,200
Total Revenue	\$	26,000	\$	28,200
Expenses				
Athletic Trainers	\$	750	\$	1,280
Facility Rental	\$	7,020	\$	7,560
Payroll				
Referee Fees	\$	7,224	\$	8,592
Supplies				
Travel	\$	1,000	\$	1,000
Trophies/Awards	\$	2,000	\$	2,000
Total Expenses	\$	17,994	\$	20,432
Net Income / Loss				
	\$	8,006	\$	7,768

Soccer Across America 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
Grant Income			\$ -	
SAM	\$ 4,240	\$ 2,568	\$ -	
Soccer Fest			\$ -	
Total Revenue	\$ 4,240.00	\$ 2,568.00	\$ -	\$ -
Expenses				
Coaching Expense	\$ 225		\$ -	
Facility Rental	\$ (117)		\$ -	
League/Program Fees	\$ -		\$ -	
Meetings Expense	\$ -		\$ 3,945	\$ -
Payroll	\$ 9,768	\$ 10,448	\$ 10,863	\$ 11,404
Referee Fees	\$ -			
Soccer for Success	\$ -		\$ 5,620	\$ -
Supplies	\$ 521			
Travel	\$ 82	\$ 273	\$ 1,200	\$ -
Total Expenses	\$ 10,479	\$ 10,721	\$ 21,628	\$ 11,404
Net Income / Loss	\$ (6,239)	\$ (8,153)	\$ (21,628)	\$ (11,404)

Southeast Classic League Boys 2024-2025

	2021-2022		2022-2023		Approved 2023-2024		Proposed 2024-2025	
	Actual		Actual		Budget		Budget	
Income								
Fines Income		800						
SECL Boys	\$	66,550	\$	94,670	\$	73,475	\$	79,300
SECL Dev/Rec	\$	2,700	\$	18,120	\$	12,150	\$	14,250
Total Revenue	\$	70,050	\$	112,790	\$	85,625	\$	93,550
Expenses								
Facility Rental	\$	90						
Payroll	\$	6,302	\$	8,742	\$	8,713	\$	9,018
Referee Fees	\$	(118)	\$	82				
Travel Expense								
Trophies/Awards	\$	8,779	\$	3,442	\$	5,460	\$	841
Total Expenses	\$	15,052	\$	12,266	\$	14,173	\$	9,859
Net Income / Loss								
	\$	54,998	\$	100,524	\$	71,452	\$	83,691

Southeast Classic League Girls 2024-2025

	2021-2022		2022-2023		Approved		Proposed	
	Actual		Actual		2023-2024		2024-2025	
					Budget		Budget	
Income								
Fines Income			\$	250				
SECL Girls	\$	46,225	\$	62,560	\$	55,875	\$	59,300
SECL Dev/Rec	\$	1,200	\$	9,455	\$	7,350	\$	9,300
Total Revenue	\$	47,425	\$	72,265	\$	63,225	\$	68,600
Expenses								
Payroll	\$	6,302	\$	8,742	\$	8,713	\$	9,018
Referee Fees	\$	70	\$	30				
Travel								
Trophies/Awards	\$	9,648	\$	3,442	\$	4,170	\$	648
Total Expenses	\$	16,020	\$	12,214	\$	12,883	\$	9,666
Net Income / Loss								
	\$	31,405	\$	60,051	\$	50,342	\$	58,934

State Championships 2024-2025

	2021-2022		2022-2023		Approved 2023-2024		Proposed 2024-2025	
	Actual		Actual		Budget		Budget	
Income								
Promotional Income	\$	3,667	\$	2,670	\$	2,500	\$	2,500
State Champ. Income	\$	148,300	\$	130,735	\$	156,300	\$	143,300
U12 State Champ. Income	\$	8,100	\$	9,600	\$	19,200	\$	14,400
U11 Invitational Income			\$	4,950	\$	10,800	\$	10,800
Futsal	\$	-	\$	4,300	\$	21,600	\$	14,400
Total Revenue	\$	160,067	\$	152,255	\$	210,400	\$	171,000
Expenses								
Athletic Trainers	\$	7,681	\$	7,850	\$	8,400	\$	9,200
Facility Rental	\$	18,529	\$	15,599	\$	20,880	\$	22,350
Facility Rental - U11, U12	\$	1,305	\$	2,070	\$	4,050	\$	3,700
Facility Rental Futsal	\$	-	\$	1,200	\$	3,600	\$	1,800
League/Program Fees	\$	13,770	\$	14,850	\$	12,950	\$	15,750
Payroll	\$	17,386	\$	22,664	\$	23,472	\$	24,513
Referee Fees	\$	48,271	\$	51,294	\$	66,702	\$	54,762
Supplies	\$	499	\$	386				
Travel	\$	22,160	\$	21,623	\$	11,250	\$	11,250
Trophies/Awards	\$	7,316	\$	6,845	\$	8,296	\$	8,128
Website Maintenance								
Total Expenses	\$	136,918	\$	144,381	\$	159,600	\$	151,453
Net Income / Loss	\$	23,149	\$	7,873	\$	50,800	\$	19,548

State League Boys 2024-2025

	2021-2022		2022-2023		Approved		Proposed	
	Actual		Actual		2023-2024		2024-2025	
					Budget		Budget	
Income								
Fines Income		1050						
State League Boys	\$	43,425	\$	51,790	\$	51,250	\$	53,700
Total Revenue	\$	44,475	\$	51,790	\$	51,250	\$	53,700
Expenses								
Payroll	\$	13,235	\$	14,164	\$	14,759	\$	15,494
Referee Fees			\$	267				
Trophies/Awards	\$	3,703	\$	2,176	\$	2,500	\$	880
Total Expenses	\$	16,938	\$	16,606	\$	17,259	\$	16,374
Net Income / Loss	\$	27,537	\$	35,184	\$	33,991	\$	37,326

State League Girls 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
Fines Income	\$ 500	\$ 1,000		
State League Girls	\$ 34,300	\$ 36,620	\$ 44,150	\$ 41,750
Total Revenue	\$ 34,800	\$ 37,620	\$ 44,150	\$ 41,750
Expenses				
Payroll	\$ 13,235	\$ 14,164	\$ 14,759	\$ 15,494
Referee Fees		\$ 285		
Trophies/Awards	\$ 2,640	\$ 2,176	\$ 2,500	\$ 880
Total Expenses	\$ 15,876	\$ 16,624	\$ 17,259	\$ 16,374
Net Income / Loss	\$ 18,924	\$ 20,996	\$ 26,891	\$ 25,376

TOPSoccer 2024-2025

	2021-2022		2022-2023		Approved		Proposed	
	Actual		Actual		2023-2024		2024-2025	
					Budget		Budget	
Income								
Grant Income	\$	5,000	\$	1,390				
TOP Soccer Income	\$	2,500	\$	440	\$	1,800	\$	1,200
Total Revenue	\$	7,500	\$	1,830	\$	1,800	\$	1,200
Expenses								
Grant Awards	\$	-			\$	3,250	\$	3,250
League/Program Fees	\$	-	\$	4,673	\$	10,750	\$	7,750
Meetings		51.75			\$	1,930	\$	2,050
Payroll	\$	7,326	\$	11,337	\$	10,863	\$	11,404
Supplies	\$	-	\$	2,752	\$	200	\$	350
Travel	\$	35			\$	700	\$	965
Total Expenses	\$	7,413	\$	18,762	\$	26,993	\$	24,804
Net Income / Loss	\$	87	\$	(16,932)	\$	(25,193)	\$	(23,604)

Youth Academy Budget 2024-2025

	2021-2022 Actual	2022-2023 Actual	Approved 2023-2024 Budget	Proposed 2024-2025 Budget
Income				
Youth Academy	\$ 90,000	\$ 98,235	\$ 73,800	\$ 78,600
Mega Date				
Total Revenue	\$ 90,000	\$ 98,235	\$ 73,800	\$ 78,600
Expenses				
Facility	\$ -			
Meetings	\$ -			
Payroll	\$ 13,235	\$ 14,164	\$ 12,403	\$ 12,892
Referee Fees	\$ -			
Travel	\$ -			
Total Expenses	\$ 13,235	\$ 14,164	\$ 12,403	\$ 12,892
Net Income / Loss	\$ 76,765	\$ 84,071	\$ 61,397	\$ 65,708

Amendment to Article II, Section 2, Subsection A, sub-subsection 2

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Specify how a district is created.• Specify how many districts exist.• Specify how a club is assigned to a district.• Specify review of district boundaries.
Rationale:	<ul style="list-style-type: none">• A review of WYSA bylaws by the law firm of Foley & Lardner, LLP indicated the current definition of a district was insufficient.• Add language to codify existing practices

Current Language

Article II: Membership, Section 2: Categories, Subsection A: Organization Members, Sub-subsection 2: District Association Members.

District Association Members. To qualify for district association membership, an organization must be the administrative body that the State Council authorizes to carry out WYSA's programs for youth players within a specific geographic area of the State of Wisconsin and that meets the standards of membership established by WYSA, USYSA and the Federation from time to time (a "District Association Member").

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

District Association Members. ~~To qualify for district association membership, an organization must be the administrative body that the State Council authorizes to carry out WYSA's programs for youth players within a specific geographic area of the State of Wisconsin and that meets the standard for membership established by WYSA, USYSA and the Federation from time to time (a "District Association Member").~~

- a. Definition. District Association Members are administrative bodies created and authorized by the State Association to carry out WYSA's programs and services within a geographic area of the State of Wisconsin and that meet the standards for membership established by WYSA, USYSA and the Federation from time to time (a "District Association Member").
- b. The WYSA state council shall maintain 12 districts.
 - (1) Changes in the number of districts will be made in accordance with the procedures established in Article XV.
- c. Affiliate Members will be assigned to a District Association by the Executive Director.
 - (1) An Affiliate Member may request District Association re-assignment through a written request to the Executive Director; that is subject to approval by a majority vote of the Board of Directors.
 - (2) Affiliate Members which have teams in multiple districts may participate in the non-assigned district meetings as ex-officio members.
- d. The WYSA Board of Directors shall review District Association boundaries and composition every 5 years (in years ending in 0 or 5) and may be adjusted to better serve Affiliate Members or support WYSA programming and services.

- (1) Adjustments to District Association borders must be approved by a majority vote of the Board of Directors.

Final Text if changes are adopted.

District Association Members.

Definition. District Association Members are administrative bodies created and authorized by the State Association to carry out WYSA's programs and services within a geographic area of the State of Wisconsin and that meet the standards for membership established by WYSA, USYSA and the Federation from time to time (a "District Association Member").

- a. The WYSA state council shall maintain 12 districts.
 - (1) Changes in the number of districts will be made in accordance with the procedures established in Article XV.
- b. Affiliate Members will be assigned to a District Association by the Executive Director.
 - (1) An Affiliate Member may request District Association re-assignment through a written request to the Executive Director; that is subject to approval by a majority vote of the Board of Directors.
 - (2) Affiliate Members which have teams in multiple districts may participate in the non-assigned district meetings as ex-officio members.
- c. The WYSA Board of Directors shall review District Association boundaries and composition every 5 years (in years ending in 0 or 5) and may be adjusted to better serve Affiliate Members or support WYSA programming and services.
 - (1) Adjustments to District Association borders must be approved by a majority vote of the Board of Directors.

Amendment to Article IX

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Clarify the exact number of At-Large directors.• Tie the At-Large directly to the districts.• Fully define the Independent Director.• Specify Qualification, Selection, Terms, Vacancy rules and Restrictions for both the At-Large and Independent Directors.
Rationale:	<ul style="list-style-type: none">• A review of WYSA bylaws by the law firm of Foley & Lardner, LLP indicated the current definition of a district was insufficient.• Add language to codify existing practices• Immediate past chair has not been used or filled for last several changes in Chair position.

Current Language

ARTICLE IX

BOARD OF DIRECTORS

Section 1. Composition. The Board of Directors be shall composed of: (a) the chair; (b) the immediate past chair, as provided by Section 3 of this Article; (c) the vice chair; (d) the secretary, (e) the treasurer; (f) the executive director, ex officio, non-voting, 9(g) a minimum of 4 and a maximum of 12 at large members; and (h) the independent director. Each member of the Board of Directors may hold only one position on the Board of Directors at a time.

Section 2. Duties. Except as otherwise provided in these bylaws, the Board of Directors shall (a) enforce the bylaws, rules, policies, and procedures of WYSA, (b) submit to the State Council at each annual meeting, a report on the activities of WYSA since the last annual meeting and a financial report, (c) propose a budget for each fiscal year to be submitted for approval by the State Council, , (d) adopt policies regarding the management, compensation, and fringe benefits provided to WYSA personnel, (e) analyze at least annually, the organization's progress in achieving its objectives and report the findings to the membership, (f) set the place, date, and time of meetings as prescribed in these bylaws, (g) establish fees as prescribed in these bylaws or WYSA policies and procedures, (h) fill vacancies as provided in these bylaws, with at least 24 hours' notice, and (i) exercise such other duties as prescribed for the Board of Directors in these bylaws, by the State Council, in the WYSA policies and procedures, or in the adopted parliamentary authority.

Section 3. Immediate Past Chair. The immediate past chair of WYSA shall serve a one-year term on the Board of Directors on the expiration of the individual's term as chair, provided that an individual removed as chair or immediate past chair under Section 6 of Article VI shall not be a member of the Board of Directors.

Section 4. Meetings.

A. Regular Meetings. The Board of Directors shall hold at least four regular meetings each seasonal year. The chair shall establish the time, place, and location of the meetings. Written notice of a regular meeting must be given at least 30 days before the date of the meeting.

B. Special Meetings. The Board of Directors may hold special meetings called at the request of the chair, the executive director or by a majority of the Board of Directors. The request shall state the business items to be considered at the special meeting. No other items may be considered. Notice of a special meeting shall be provided to all members of the Board of Directors not less than seven nor more than 20 days before the date of the meeting.

Section 5. Voting. Each voting member of the Board of Directors has one vote, except that the individual presiding at a board meeting may vote only when the vote is by ballot or, in any other case, to affect the result of the vote.

Section 6. Quorum. A quorum for any board meeting shall be a simple majority of the total number of eligible voting members of the Board of Directors in office immediately before a meeting begins.

Section 7. Proxies. Proxies are not permitted at meetings of the Board of Directors.

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

ARTICLE IX

BOARD OF DIRECTORS

Section 1. Composition. The Board of Directors ~~be~~ shall ~~be~~ composed of: (a) the chair; ~~(b) the immediate past chair, as provided by Section 3 of this Article;~~ (be) the vice chair; (cd) the secretary, (de) the treasurer; (ef) the executive director, ex officio, non-voting, ~~9(fg) a minimum of 4 and a maximum of 12 at large members~~ at large members with a number equal to the number of District Association Members as defined in Article II; and (gh) ~~an~~ the independent director. Each member of the Board of Directors may hold only one position on the Board of Directors at a time.

Section 2. Duties. ~~Except as otherwise provided~~ In addition to other duties described in these bylaws, the Board of Directors shall (a) ~~act as a fiduciary of WYSA,~~ (b) enforce the bylaws, rules, policies, and procedures of WYSA, (cb) submit to the State Council at each annual meeting, a report on the activities of WYSA since the last annual meeting and a financial report, (de) propose a budget for each fiscal year to be submitted for approval by the State Council, ~~7~~ (ed) adopt policies regarding the management, compensation, and fringe benefits provided to WYSA personnel, (fe) analyze at least annually, the organization's progress in achieving its objectives and report the findings to the membership, (gf) set the place, date, and time of meetings as prescribed in these bylaws, (hg) establish fees as prescribed in these bylaws or WYSA policies and procedures, (ih) fill vacancies as provided in these bylaws, with at least 24 hours' notice, and (ji) exercise such other duties as prescribed for the Board of Directors in these bylaws, by the State Council, in the WYSA policies and procedures, or in the adopted parliamentary authority.

~~**Section 3. Immediate Past Chair.** The immediate past chair of WYSA shall serve a one-year term on the Board of Directors on the expiration of the individual's term as chair, provided that an individual removed as chair or immediate past chair under Section 6 of Article VI shall not be a member of the Board of Directors.~~

Section 3. At Large Members. Each District Association member shall have 1 representative serve as an at large member.

- A. Representative Determination.** The means of determining who the representative is shall be specified in the governing documents of the District Association Member.
- B. Term.** The term of office for each At Large Member shall be for 2 years.
 - 1. Half of the At Large Members will have terms that begin in even numbered years, while the remainder will begin in odd numbered years, as defined in policy 009-001 (Selection of At Large Directors).
 - 2. Each term shall start at the conclusion of the annual general meeting, and end at the conclusion of the annual general meeting 2 years in the future.
 - 3. Representatives may serve multiple terms in accordance with the definitions in the District Association Member's governing documents.
- C. Vacancies.** Each District Association Member's governing documents shall define how any vacancy outside the normal terms shall be filled.
- D. Restrictions.** No At Large Member may receive compensation (except for reimbursement for reasonable out-of-pocket expenses) for services as a director from WYSA.

Section 4. Independent Director.

- A. Selection.** The other members of the board of directors shall appoint a single Independent Director through a majority vote. Nominations or recommendations may come from any member of the board of directors, the representative of any member organization, or the WYSA staff.
- B. Qualifications.** An individual qualifies to be an independent director if that individual meets the following criteria and maintains these criteria while holding the position of independent director:
 - 1. The individual is not employed and does not hold a governance position with an Organization Member of WYSA as defined in Article II, Section 2.
- C. Term.** The term of office for the Independent Director shall be up to 1 year.
 - 1. The board of directors will appoint the Independent Director within 2 months of the conclusion of the annual general meeting.
 - 2. The term will conclude at the end of the annual general meeting of the following year.
 - 3. The Independent Director may be reappointed.
- D. Vacancy.** If at any time during the term, the position of Independent Director becomes vacant, the board of directors will appoint a replacement, through a majority vote.
- E. Restrictions.** The Independent Director may not receive compensation (except for reimbursement for reasonable out-of-pocket expenses) for services as a director from WYSA.

Section 45. Meetings.

- A. Regular Meetings.** The Board of Directors shall hold at least four regular meetings each seasonal year. The chair shall establish the time, place, and location of the meetings. Written notice of a regular meeting must be given at least 30 days before the date of the meeting.
- B. Special Meetings.** The Board of Directors may hold special meetings called at the request of the chair, the executive director or by a majority of the Board of Directors. The request shall state the business items to be considered at the special meeting. No other items may be

considered. Notice of a special meeting shall be provided to all members of the Board of Directors not less than seven nor more than 20 days before the date of the meeting.

Section 56. Voting. Each voting member of the Board of Directors has one vote, except that the individual presiding at a board meeting may vote only when the vote is by ballot or, in any other case, to affect the result of the vote.

Section 67. Quorum. A quorum for any board meeting shall be a simple majority of the total number of eligible voting members of the Board of Directors in office immediately before a meeting begins.

Section 78. Proxies. Proxies are not permitted at meetings of the Board of Directors.

Final Text if changes are adopted.

ARTICLE IX

BOARD OF DIRECTORS

Section 1. Composition. The Board of Directors shall be composed of: (a) the chair; (b) the vice chair; (c) the secretary, (d) the treasurer; (e) the executive director, ex officio, non-voting, (f) at large members with a number equal to the number of District Association Members as defined in Article II; and (g) an independent director. Each member of the Board of Directors may hold only one position on the Board of Directors at a time.

Section 2. Duties. In addition to other duties described in these bylaws, the Board of Directors shall (a) act as a fiduciary of WYSA, (b) enforce the bylaws, rules, policies, and procedures of WYSA, (c) submit to the State Council at each annual meeting, a report on the activities of WYSA since the last annual meeting and a financial report, (d) propose a budget for each fiscal year to be submitted for approval by the State Council, (e) adopt policies regarding the management, compensation, and fringe benefits provided to WYSA personnel, (f) analyze at least annually, the organization's progress in achieving its objectives and report the findings to the membership, (g) set the place, date, and time of meetings as prescribed in these bylaws, (h) establish fees as prescribed in these bylaws or WYSA policies and procedures, (i) fill vacancies as provided in these bylaws, with at least 24 hours' notice, and (j) exercise such other duties as prescribed for the Board of Directors in these bylaws, by the State Council, in the WYSA policies and procedures, or in the adopted parliamentary authority.

Section 3. At Large Members. Each District Association member shall have 1 representative serve as an at large member.

A. Representative Determination. The means of determining who the representative is shall be specified in the governing documents of the District Association Member.

B. Term. The term of office for each At Large Member shall be for 2 years.

1. Half of the At Large Members will have terms that begin in even numbered years, while the remainder will begin in odd numbered years, as defined in policy 009-001 (Selection of At Large Directors).
2. Each term shall start at the conclusion of the annual general meeting, and end at the conclusion of the annual general meeting 2 years in the future.
3. Representatives may serve multiple terms in accordance with the definitions in the District Association Member's governing documents.

- C. Vacancies.** Each District Association Member's governing documents shall define how any vacancy outside the normal terms shall be filled.
- D. Restrictions.** No At Large Member may receive compensation (except for reimbursement for reasonable out-of-pocket expenses) for services as a director from WYSA.

Section 4. Independent Director.

- A. Selection.** The other members of the board of directors shall appoint a single Independent Director through a majority vote. Nominations or recommendations may come from any member of the board of directors, the representative of any member organization, or the WYSA staff.
- B. Qualifications.** An individual qualifies to be an independent director if that individual meets the following criteria and maintains these criteria while holding the position of independent director:
 - 1. The individual is not employed and does not hold a governance position with an Organization Member of WYSA as defined in Article II, Section 2.
- C. Term.** The term of office for the Independent Director shall be up to 1 year.
 - 1. The board of directors will appoint the Independent Director within 2 months of the conclusion of the annual general meeting.
 - 2. The term will conclude at the end of the annual general meeting of the following year.
 - 3. The Independent Director may be reappointed.
- D. Vacancy.** If at any time during the term, the position of Independent Director becomes vacant, the board of directors will appoint a replacement, through a majority vote.
- E. Restrictions.** The Independent Director may not receive compensation (except for reimbursement for reasonable out-of-pocket expenses) for services as a director from WYSA.

Section 5. Meetings.

- A. Regular Meetings.** The Board of Directors shall hold at least four regular meetings each seasonal year. The chair shall establish the time, place, and location of the meetings. Written notice of a regular meeting must be given at least 30 days before the date of the meeting.
- B. Special Meetings.** The Board of Directors may hold special meetings called at the request of the chair, the executive director or by a majority of the Board of Directors. The request shall state the business items to be considered at the special meeting. No other items may be considered. Notice of a special meeting shall be provided to all members of the Board of Directors not less than seven nor more than 20 days before the date of the meeting.

Section 6. Voting. Each voting member of the Board of Directors has one vote, except that the individual presiding at a board meeting may vote only when the vote is by ballot or, in any other case, to affect the result of the vote.

Section 7. Quorum. A quorum for any board meeting shall be a simple majority of the total number of eligible voting members of the Board of Directors in office immediately before a meeting begins.

Section 8. Proxies. Proxies are not permitted at meetings of the Board of Directors.

Amendment to Article V

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Change description to clarify purpose of article.• Establish minimal responsibilities for Districts and Clubs.• Clean up language and in risk management section.• Link to policies to provide greater flexibility for future changes.
Rationale:	<ul style="list-style-type: none">• A review of WYSA bylaws by the law firm of Foley & Lardner, LLP indicated the current definition of a district was insufficient.• Add language to codify existing practices

Current Language

ARTICLE V

DISTRICTS ASSOCIATION MEMBERS

Section 1. General Responsibilities. In addition to other requirements of these bylaws, each Affiliate Member shall (a) adhere to its bylaws, (b) annually register with WYSA all of its teams, players, coaches, and administrators, (c) provide WYSA at least once each seasonal year the names and information required by policy for its teams, players, coaches, and administrators, (d) provide and coordinate opportunities for every player under its jurisdiction to play soccer at the developmental, intermediate, and advanced levels, and (e) comply with requirements pertaining to interstate, national, and international competition and other competitions approved or sponsored by WYSA and as required by USYSA or the Federation.

Section 2. Risk Management. WYSA and each Affiliate Member shall be responsible for establishing and monitoring a risk management program within its jurisdiction. At a minimum, the risk management program must include (a) use of an employment/volunteer disclosure statement for all volunteers, employees, coaches, and program administrators who are involved with any approved or sponsored program of WYSA or the Affiliate Member and (b) identification of a risk management coordinator and an alternate for the organization.

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

ARTICLE V

~~DISTRICTS ASSOCIATION MEMBERS~~

ORGANIZATION MEMBERS RESPONSIBILITIES

Section 1. District Association Duties. Each District Association Member (as defined in Article II) shall:

- A. Have a district council consisting of at least 1 representative from each Affiliate Association Member.
- B. Have elected officers to lead the district council.

1. The number of officers shall be at least 2, but the total number of officers shall be determined by the district council and set forth in the District Association Member's bylaws.
- C. Establish bylaws which comply with the Federation, USYSA, and WYSA bylaws and policies.
 1. A copy of the bylaws shall be filed with the WYSA office upon adoption and/or amendment.
- D. Comply with duties and responsibilities as indicated in policy 005-001 (District Duties) as determined by the Board of Directors.

Section 12. Affiliated Member Duties ~~General Responsibilities~~. In addition to other requirements of within these bylaws, each Affiliate Member (as defined in Article II) shall:

- A. ~~(a)-a~~ Adhere to ~~it's~~ the Affiliate Member's ~~bylaws,~~ governing documents.
- B. ~~(b)-a~~ Annually Register with WYSA all of its ~~teams,~~ players, coaches, and administrators participating in any sanctioned USYSA or WYSA activities/leagues each seasonal year.
- C. ~~(c)-p~~ Provide WYSA at least once each seasonal year the names and information required by policy for its teams, players, coaches, and administrators.
- D. ~~(d)-p~~ Provide and coordinate opportunities for ~~every~~ players under its jurisdiction to play soccer in conjunction with WYSA sanctioned activities ~~at the developmental, intermediate, and advanced levels,~~
- E. ~~(e)-c~~ Comply with requirements pertaining to interstate, national, and international competition and other competitions approved or sponsored by WYSA and as required by USYSA or the Federation.

Section 23. Risk Management. ~~WYSA and e~~ Each Organizational Affiliate Member shall be responsible for ensuring compliance with WYSA Risk Management Policy and the Athlete and Participant Safety Policy or other programs related to participant safety as established by WYSA, USYSA, or the Federation. ~~,establishing and monitoring a risk management program within its jurisdiction. At a minimum, the risk management program include: (a) use of an employment/volunteer disclosure statement for all volunteers, employees, coaches, and program administrators who are involved with any approved or sponsored program of WYSA or the Affiliate Member and (b) identification of a risk management coordinator and an alternate for the organization.~~

Final Text if changes are adopted

ARTICLE V

ORGANIZATION MEMBERS RESPONSIBILITIES

Section 1. District Association Duties. Each District Association Member (as defined in Article II) shall:

- A. Have a district council consisting of at least 1 representative from each Affiliate Association Member.
- B. Have elected officers to lead the district council.
 1. The number of officers shall be at least 2, but the total number of officers shall be determined by the district council and set forth in the District Association Member's bylaws.
- C. Establish bylaws which comply with the Federation, USYSA, and WYSA bylaws and policies.

1. A copy of the bylaws shall be filed with the WYSA office upon adoption and/or amendment.
- D.** Comply with duties and responsibilities as indicated in policy 005-001 (District Duties) as determined by the Board of Directors.

Section 2. Affiliated Member Duties. In addition to other requirements within these bylaws, each Affiliate Member (as defined in Article II) shall:

- A.** Adhere to the Affiliate Member's governing documents.
- B.** Register with WYSA all of its players, coaches, and administrators participating in any sanctioned USYSA or WYSA activities/leagues each seasonal year.
- C.** Provide WYSA at least once each seasonal year the names and information required by policy for its teams, players, coaches, and administrators.
- D.** Provide and coordinate opportunities for players under its jurisdiction to play soccer in conjunction with WYSA sanctioned activities.
- E.** Comply with requirements pertaining to interstate, national, and international competition and other competitions approved or sponsored by WYSA and as required by USYSA or the Federation.

Section 3. Risk Management. Each Organizational Member shall be responsible for ensuring compliance with WYSA Risk Management Policy and the Athlete and Participant Safety Policy or other programs related to participant safety as established by WYSA, USYSA, or the Federation.

Amendment to Article VI

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Expand qualifications and requirements to run for an officer position.• Clarify the nomination procedures.• State how officers are elected.• Adding clarification to the acceptable money received as reimbursement/pay.• Re-number the remaining points for consistency.
Rationale:	<ul style="list-style-type: none">• A review of WYSA bylaws by the law firm of Foley & Lardner, LLP indicated we need a nominating process and to specify how officers are elected.• Add language to codify existing practices

Current Language

ARTICLE VI

OFFICERS

Section 1. Officers. The elected officers of WYSA shall be a chair, vice chair, secretary and treasurer.

Section 2. Qualifications. The candidates for elected office shall be in good standing with WYSA, not be a paid employee of WYSA and not hold more than one office or serve concurrently as an officer or director on the board of directors or similar governing body of a Member unless prescribed otherwise by these bylaws.

Section 3. Election of Officers. The chair and secretary shall be elected at the annual general meetings held in the odd-numbered years. The vice chair and treasurer shall be elected at the annual general meetings held in the even-numbered years

Section 4. Term of Office. All officers shall assume office at the close of the annual general meeting at which they are elected. All officers shall serve for a term of two years or until their successors are elected or appointed. If the individual is fulfilling a vacancy, the term of office begins immediately after being elected to fill the vacancy. An individual may not be elected to any one office for more than five full terms, except that an individual who is elected or succeeds to fill a vacancy of an unexpired term of more than one year may not be elected for five full terms.

Section 5. Duties of Officers. The officers shall perform the duties provided in this Section 5 and such other duties as are prescribed for the office in these bylaws or by the State Council.

A. Chair. The chair shall: (1) serve as chair of all meetings of the State Council and the Board of Directors; (2) have the authority to execute instruments for WYSA that the Board of Directors authorizes the chair to be executed; (3) give general oversight of the activities of the executive director and act as a liaison between the Board of Directors and the executive director; and (4) perform other responsibilities assigned by the Board of Directors from time to time.

B. Vice-Chair. The vice chair shall: (1) assist the chair; (2) assume the responsibilities of the chair when the chair is absent, cannot act, or refuses to act; and (3) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

C. Secretary. The secretary shall: (1) ensure that minutes of meetings of the State Council and Board of Directors are taken; and (2) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

D. Treasurer. The treasurer shall: (1) give general oversight to the management of all WYSA funds; (2) make a financial report to the Board of Directors at each meeting and at other times when requested by the Board of Directors or the chair; (3) in accordance with the financial policies of WYSA, cooperate in such a manner as to enable timely completion of an independent audit of the financial accounts and transactions of WYSA; (4) assist the Board of Directors in reviewing a proposed budget for WYSA in consultation with the executive director; and (5) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

Section 6. Removal from Office. Any officer referred to in Section 1 of this Article, or director referred to in Section 1 of Article IX when serving as a member of the Board of Directors, may be removed from office by a 2/3 majority vote of the Members entitled to vote for that office.

Section 7. Vacancy in Office.

A. If the office of chair becomes vacant for any reason, the vice chair shall become the chair for the balance of the term.

B. If the office of vice chair, secretary or treasurer becomes vacant for any reason, the remaining members of the Board of Directors may elect an individual to the office or position to fill the vacancy until the next State Council meeting.

C. However, if a vacancy is caused by an election during a State Council meeting, the election to fill the vacancy for the balance of the term shall occur during that State Council meeting.

Section 8. Restrictions. No officer referred to in Section 1 of this Article may (a) receive compensation (except for reimbursement for reasonable out-of-pocket expenses) for services as an officer or director, (b) be an officer or a member of the board of directors or similar governing body of any Organization Member except as provided otherwise in these bylaws, or (c) be a paid employee of, or receive compensation (except reimbursement for reasonable out-of-pocket expenses) from, WYSA.

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

ARTICLE VI

OFFICERS

Section 1. Officers. The elected officers of the WYSA Board of Directors shall be a chair, vice chair, secretary and treasurer.

Section 2. Qualifications and Requirements. ~~The candidates for elected office shall be in good standing with WYSA, not be a paid employee of WYSA and not hold more than one office or serve concurrently as~~

~~an officer or director on the board of directors or similar governing body of a Member unless prescribed otherwise by these bylaws.~~ Candidates for elected office shall:

A. Qualifications:

1. Be in good standing with WYSA.
2. Satisfy all requirements of WYSA Risk Management Policies.

B. Requirements:

1. Not be a paid employee of WYSA.
2. Not hold more than one office or serve concurrently as an officer or director on the board of directors or similar governing body of an Organization Member unless otherwise prescribed by these bylaws.
3. Additional requirements for Chair and Vice-Chair.
 - a. Not be a paid employee of or receive any form of compensation (except reimbursement for expenses, coaching pay, referee pay) from WYSA or any Organizational Member of WYSA or the Federation or any member of the Federation's Youth Council or the affiliates of those member organizations.
 - b. Other than serving as Chair or Vice-Chair, serve in any managerial/leadership/board position of WYSA or of any Organizational Member of WYSA or any member of the Federation's Youth Council or affiliates of those member organizations.
4. If a candidate does not satisfy the above requirements at the time of election, they have 30 days from the start of their term to rectify the conflicting requirement(s).
 - a. Failure to remedy the conflict will result in automatic removal from office and the position shall be filled in accordance with Section 7 of this Article.

Section 3. Nominations.

- A.** 90 days prior to the AGM, the Nomination Committee Chair and/or the Executive Director will submit a call for nominations from all Organization Members.
- B.** Nominations must be submitted to the Nomination Committee Chair and the Executive Director by 60 days prior to the AGM.
- C.** Vetted nominees will be presented to the State Council 30 days prior to the AGM.

Section 43. Election of Officers. The chair and secretary shall be elected at the annual general meetings held in ~~the~~ odd-numbered years. The vice chair and treasurer shall be elected at the annual general meetings held in ~~the~~ even-numbered years. Officers are elected by a majority vote of the state council according to the weighted vote as defined in Article VIII.

Section 54. Term of Office. All officers shall assume office at the close of the annual general meeting at which they are elected. All officers shall serve for a term of two years or until their successors are elected or appointed, ~~except in the case of removal under Article VI, Section 2(B)(4).~~ If the individual is fulfilling a vacancy, the term of office begins immediately after being elected to fill the vacancy. An individual may not be elected to any one office for more than five full terms, except that an individual who is elected or succeeds to fill a vacancy of an unexpired term of more than one year may not be elected for five full terms.

Section 65. Duties of Officers. The officers shall perform the duties provided in this Section 5 and such other duties as are prescribed for the office in these bylaws or by the State Council.

A. Chair. The chair shall: (1) serve as chair of all meetings of the State Council and the Board of Directors; (2) have the authority to execute instruments for WYSA that the Board of Directors authorizes the chair to be executed; (3) give general oversight of the activities of the executive director and act as a liaison between the Board of Directors and the executive director; and (4) perform other responsibilities assigned by the Board of Directors from time to time.

B. Vice-Chair. The vice chair shall: (1) assist the chair; (2) assume the responsibilities of the chair when the chair is absent, cannot act, or refuses to act; and (3) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

C. Secretary. The secretary shall: (1) ensure that minutes of meetings of the State Council and Board of Directors are taken; and (2) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

D. Treasurer. The treasurer shall: (1) give general oversight to the management of all WYSA funds; (2) make a financial report to the Board of Directors at each meeting and at other times when requested by the Board of Directors or the chair; (3) in accordance with the financial policies of WYSA, cooperate in such a manner as to enable timely completion of an independent audit of the financial accounts and transactions of WYSA; (4) assist the Board of Directors in reviewing a proposed budget for WYSA in consultation with the executive director; and (5) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

Section 76. Removal from Office. Any officer referred to in Section 1 of this Article, or director referred to in Section 1 of Article IX when serving as a member of the Board of Directors, may be removed from office and the Board of Directors by a 2/3 majority vote of the Members entitled to vote for that office.

Section 87. Vacancy in Office.

A. If the office of chair becomes vacant for any reason, the vice chair shall become the chair for the balance of the term.

B. If the office of vice chair, secretary or treasurer becomes vacant for any reason, the remaining members of the Board of Directors may elect an individual to the office or position to fill the vacancy until the next State Council meeting.

C. However, if a vacancy is caused by an election during a State Council meeting, the election to fill the vacancy for the balance of the term shall occur during that State Council meeting.

Section 98. Restrictions. No officer referred to in Section 1 of this Article may (a) receive compensation (~~except for reimbursement for reasonable out-of-pocket expenses~~ except reimbursement for expenses, coaching pay, referee pay) for services as an officer or director, (b) be an officer or a voting member of the board of directors or similar governing body of any Organization Member except as provided otherwise in these bylaws, or (c) be a paid employee of, or receive compensation (~~except reimbursement for reasonable out-of-pocket expenses~~ except reimbursement for expenses, coaching pay, referee pay) from, WYSA.

Final Text if changes are adopted.

ARTICLE VI

OFFICERS

Section 1. Officers. The elected officers of the WYSA Board of Directors shall be a chair, vice chair, secretary and treasurer.

Section 2. Qualifications and Requirements. Candidates for elected office shall:

A. Qualifications:

1. Be in good standing with WYSA.
2. Satisfy all requirements of WYSA Risk Management Policies.

B. Requirements:

1. Not be a paid employee of WYSA.
2. Not hold more than one office or serve concurrently as an officer or director on the board of directors or similar governing body of an Organization Member unless otherwise prescribed by these bylaws.
3. Additional requirements for Chair and Vice-Chair.
 - a. Not be a paid employee of or receive any form of compensation (except reimbursement for expenses, coaching pay, referee pay) from WYSA or any Organizational Member of WYSA or the Federation or any member of the Federation's Youth Council or the affiliates of those member organizations.
 - b. Other than serving as Chair or Vice-Chair, serve in any managerial/leadership/board position of WYSA or of any Organizational Member of WYSA or any member of the Federation's Youth Council or affiliates of those member organizations.
4. If a candidate does not satisfy the above requirements at the time of election, they have 30 days from the start of their term to rectify the conflicting requirement(s).
 - a. Failure to remedy the conflict will result in automatic removal from office and the position shall be filled in accordance with Section 7 of this Article.

Section 3. Nominations.

- A.** 90 days prior to the AGM, the Nomination Committee Chair and/or the Executive Director will submit a call for nominations from all Organization Members.
- B.** Nominations must be submitted to the Nomination Committee Chair and the Executive Director by 60 days prior to the AGM.
- C.** Vetted nominees will be presented to the State Council 30 days prior to the AGM.

Section 4. Election of Officers. The chair and secretary shall be elected at the annual general meetings held in odd-numbered years. The vice chair and treasurer shall be elected at the annual general meetings held in even-numbered years. Officers are elected by a majority vote of the state council according to the weighted vote as defined in Article VIII.

Section 5. Term of Office. All officers shall assume office at the close of the annual general meeting at which they are elected. All officers shall serve for a term of two years or until their successors are elected

or appointed, except in the case of removal under Article VI, Section 2(B)(4). If the individual is fulfilling a vacancy, the term of office begins immediately after being elected to fill the vacancy. An individual may not be elected to any one office for more than five full terms, except that an individual who is elected or succeeds to fill a vacancy of an unexpired term of more than one year may not be elected for five full terms.

Section 6. Duties of Officers. The officers shall perform the duties provided in this Section and such other duties as are prescribed for the office in these bylaws or by the State Council.

A. Chair. The chair shall: (1) serve as chair of all meetings of the State Council and the Board of Directors; (2) have the authority to execute instruments for WYSA that the Board of Directors authorizes the chair to be executed; (3) give general oversight of the activities of the executive director and act as a liaison between the Board of Directors and the executive director; and (4) perform other responsibilities assigned by the Board of Directors from time to time.

B. Vice-Chair. The vice chair shall: (1) assist the chair; (2) assume the responsibilities of the chair when the chair is absent, cannot act, or refuses to act; and (3) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

C. Secretary. The secretary shall: (1) ensure that minutes of meetings of the State Council and Board of Directors are taken; and (2) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

D. Treasurer. The treasurer shall: (1) give general oversight to the management of all WYSA funds; (2) make a financial report to the Board of Directors at each meeting and at other times when requested by the Board of Directors or the chair; (3) in accordance with the financial policies of WYSA, cooperate in such a manner as to enable timely completion of an independent audit of the financial accounts and transactions of WYSA; (4) assist the Board of Directors in reviewing a proposed budget for WYSA in consultation with the executive director; and (5) perform other responsibilities assigned by the Board of Directors or the chair from time to time.

Section 7. Removal from Office. Any officer referred to in Section 1 of this Article, or director referred to in Section 1 of Article IX when serving as a member of the Board of Directors, may be removed from office and the board of directors by a 2/3 majority vote of the Members entitled to vote for that office.

Section 8. Vacancy in Office.

A. If the office of chair becomes vacant for any reason, the vice chair shall become the chair for the balance of the term.

B. If the office of vice chair, secretary or treasurer becomes vacant for any reason, the remaining members of the Board of Directors may elect an individual to the office or position to fill the vacancy until the next State Council meeting.

C. However, if a vacancy is caused by an election during a State Council meeting, the election to fill the vacancy for the balance of the term shall occur during that State Council meeting.

Section 9. Restrictions. No officer referred to in Section 1 of this Article may (a) receive compensation (except reimbursement for expenses, coaching pay, referee pay) for services as an officer or director, (b)

be an officer or a voting member of the board of directors or similar governing body of any Organization Member except as provided otherwise in these bylaws, or (c) be a paid employee of, or receive compensation (except reimbursement for expenses, coaching pay, referee pay) from, WYSA.

Amendment to Article VIII, Section 1, Subsection B

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Article VIII, Section 1, Subsection B makes a reference to Article VIII, Section 1, Subsection C. That subsection does not exist. Striking that reference.• Fix a missing period.
Rationale:	<ul style="list-style-type: none">• The reference to a non-existent section was discovered when referencing this by-law for other changes. This is probably a mistake carried forward by prior by-law amendments. This cleans up the language.

Current Language

ARTICLE VIII

VOTING BODY

Section 1. Affiliate Members.

A. Each Affiliate Member is entitled to vote at State Council meetings. An Affiliate Member shall have the following number of votes:

- (1) 1-500 players — 1 vote.
- (2) 501-1,000 players — 2 votes.
- (3) 1,001-1,500 players — 3 votes.
- (4) 1,501-2,000 players — 4 votes.
- (5) 2,001-2,500 players — 5 votes.
- (6) 2,501 players and over — 6 votes.

B. At each State Council meeting, the number of votes of an Affiliate Member is based upon Section 1A of this Article unless prescribed otherwise by Section 1C of this Article. For the purposes of calculating the number of votes, the number of players is defined as the number of players registered by the Affiliate Member with WYSA for the immediate, prior seasonal year

Section 2. Officers and Board of Directors.

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

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Section 2. Officers and Board of Directors.

Final Text if changes are adopted.

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Section 2. Officers and Board of Directors.

Amendment to Article X

Proposer:	WYSA Governance Committee
Summary of Changes:	<ul style="list-style-type: none">• Add a section for standing committees.• Renumbers/letters other points of by-law.
Rationale:	<ul style="list-style-type: none">• To properly address other by-law issues, it was felt it was best to use standing committees to handle aspects of governance. This creates standing committees using language based on the language in the Federation's by-laws. The remaining sections were re-numbered to remain consistent.

Current Language

ARTICLE X

COMMITTEES

Section 1. Appointment. Subject to the approval of the Board of Directors, the chair, or the executive director in consultation with the chair, may establish special committees, appoint the members and chair of each of those committees, and prescribe the responsibilities of each.

Section 2. Composition.

- A. Each special committee shall consist of a minimum of one member of the Board of Directors.
- B. The executive director, with consultation from the chair, shall appoint the chair and members of each special committee with the approval of the Board of Directors.
- C. Members of the special committees shall be appointed annually. Absent resignation, a committee member continues to serve until a successor has been appointed.

Section 3. Restriction. No member of a special committee may receive compensation (except reimbursement for reasonable out-of-pocket expenses) for services performed as a committee member.

Proposed Changes

Note: Deletions are in red and with the text struck out, additions are in green.

ARTICLE X

COMMITTEES

Section 1. Standing Committees.

- A. The WYSA Chair shall annually appoint, subject to approval of the Board by not later than the first regular Board meeting after the annual general meeting, the members of the following committees:
 - 1. Governance & Nominating Committee.
 - 2. Finance Committee.
 - 3. Appeals Committee.
 - 4. Disciplinary Committee.

- B.** Standing Committees shall consist of between 3 and 7 members.
 - 1. If an Appeals or Disciplinary committee member must recuse themselves due to a conflict of interest a temporary independent interim member may be appointed for the hearing to have an odd number of members judging on the hearing.
- C.** At least one member of each committee must be a board member.
- D.** The WYSA Chair and Executive director (or designated staff person) shall be included in all committees as nonvoting members.
- E.** The WYSA Chair shall appoint the chair of each committee, which shall be a voting member of the Board of Directors.
- F.** The standing committees shall complete the duties as described in Policy 010-001 (Standing Committee Duties).
- G.** Restrictions: No member of a standing committee may receive compensations (except reimbursement for reasonable out-of-pocket expenses) for services performed as a committee member.

Section 2. Special Committees.

~~Section 1~~ A. Appointment. Subject to the approval of the Board of Directors, the chair, or the executive director in consultation with the chair, may establish special committees, appoint the members and chair of each of those committees, and prescribe the responsibilities of each.

~~Section 2~~ B. Composition.

- ~~A~~1.** Each special committee shall consist of a minimum of one member of the Board of Directors.
- ~~B~~2.** The executive director, with consultation from the chair, shall appoint the chair and members of each special committee with the approval of the Board of Directors.
- ~~C~~3.** Members of the special committees shall be appointed annually. Absent resignation, a committee member continues to serve until a successor has been appointed.

~~Section 3~~ C. Restriction. No member of a special committee may receive compensation (except reimbursement for reasonable out-of-pocket expenses) for services performed as a committee member.

Final Text if changes are adopted.

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3. Members of the special committees shall be appointed annually. Absent resignation, a committee member continues to serve until a successor has been appointed.

C. Restriction. No member of a special committee may receive compensation (except reimbursement for reasonable out-of-pocket expenses) for services performed as a committee member.



2024 SYRA Report
Kyle Trimble, State Youth Referee Administrator

In August 2023 WisRef, the districts, and clubs made a great push for new referees, and we certified a record number of 427 new referees for the 2024 registration cycle. We already have another 355 new referee candidates waiting to take the new referee class this winter. However, we still need continued effort from the districts and clubs to help find and retain more referees.

Recruitment and retention

Referee recruitment and retention remains a challenging process. Clubs and districts are encouraged to help increase and maintain the referee pool in your local area. Clubs and districts can do this by:

- Including an option for “referee” on your parent volunteer forms
- Offering incentives for new and recertifying referees (bonus for becoming a referee, refereeing a minimum number of local games; and/or a reimbursement of annual referee registration fees)
- Communicating the need for new and returning referees to all club members and parents at the start of each season
- Hosting “New” referee in-person courses locally
- Financially supporting the use of Referee Mentors & Coaches at tournaments and club events
- Improving & monitoring sideline behavior by coaches and spectators.
- Having a Club Referee Coordinator position or a shared position like this on your board would go a long way in local referee recruitment and retention.

Recruitment and retention of referees will take EFFORT on the part of people at the local and club level. Utilizing relevant communication methods to reach out to current and potential referees to repeatedly ask them for help, remind them that they are needed, and tell them they are valued and essential to the game of soccer will go a long way. This effort is needed not only from assignors and mentors, but from coaches, administrators, and parents as well. Let them know they are VALUABLE, APPRECIATED and NECESSARY.

We would also like to see and cultivate a less steep drop-off in the 18–22-year-old range with increased outreach to that age group, especially those with playing experience. Districts and clubs can help by encouraging this age group to remain involved after leaving youth soccer and hold on to their passion for soccer by officiating.

An additional program that can help with referee recruitment and retention is the Referee Mentorship and Retention Initiative (RMRI). The RMRI is a great WYSA program that can help clubs with reimbursement for Mentors and incentives for new and recertifying referees. For more information, please visit the link below.

[Referee Mentorship & Retention Initiative](#)

New referee certification and re-certification

We conduct our initial referee instruction in the US Soccer Learning Center. For NEW referees, there is an 8-hour online curriculum, followed by a four hour in person session, which includes both classroom and on field activities. US Soccer continues with a minimum age to become a referee of 13 which coincides with national child labor legislation. Candidates who successfully complete the Grassroots First-Time Referee course and who are eligible will be reimbursed for the cost of the course.

[Details to Register](#)

Annual recertification for referees are online in the Learning Center, with no in person component required. Additionally, we held two in person advanced recert sessions, one of them with Sandra Serafini, former FIFA Assistant Referee and National Referee Coach.

GameOfficials, our assigning platform, announced they would discontinue the platform as of December 31st, 2023. Prior to this announcement, WisRef contracted with Ref Insight for their assigning platform. All US Soccer sanctioned games by the WYSA, the WSL (adults) and US Club Soccer (leagues and tournaments) are required to be assigned in this platform, to ensure players, coaches, referees and assignors are protect by US Soccer liability insurance. Like GameOfficials, Ref Insight is funded by WisRef and offered free of charge to the assignors, and in turn the clubs, districts and leagues.

WisRef continues to train and certify Referee Mentors and Coaches. We encourage all tournaments and clubs to use the Referee Mentors, to observe, encourage, and train younger referees in the 'SEE – INTERPRECT – ACT' decision making process. This methodology raises the bar for correct on-field decisions, leading to better games for all and increasing referee retention. The WYSA Referee Mentorship & Retention Initiative (RMRI) can be used by a club or district to help with younger referee training locally.

In cooperation with the WYSA, WisRef created a statewide "Adaptations to the Laws of the Game" reference guide. This has greatly helped referees and coaches better understand why the "rules" for some games are different than others.

The Young Female Referee of the year for 2023 is Kierstin McHugh (Madison Area). The Young Male Referee of the year is Jack Ryan (East Central Area). Jack was also selected as the Midwest Region Young Male Referee of the Year. We congratulate these individuals for their dedication to refereeing and being a role model on and off the field. If you see a youth referee (<19 as of 8/1/2024) who you think is deserving of the Young Referee of the year award, please contact the SYRA, Kyle Trimble.

Referee Abuse and Assault

Coaches and parents can do a LOT to impact this problem by how they interact during the games. Even if you are frustrated, angry, irritated ('passionate'), during the game, you could really make an impact if you can take a deep breath and give some positive, encouraging words during and after the game. ALL NEW REFEREES are receiving a YELLOW WHISTLE at their entry level clinic. If you see a YELLOW WHISTLE, chances are they are pretty new and need your SUPPORT. We can assume there will be mistakes, so let's try to encourage them like we do our athletes.

[Zero Tolerance Policy](#)

[Recommendations for Sideline Behavior](#)

[Soccer Parenting & Sideline Project](#)

Various registration, course data and RMRI initiatives are presented below.

2024 Registrations Thus Far	
Certification	Completed
2024 New Referees August courses	427
2024 New Referees In process	355
2024 Recertifications (as of 1/30/24)	800
Total	1,582

Referee Totals by Year	
2023	2,746
2022	2,469
2021	2,146

Referees by age and experience are highlighted below:

Category	2023	2022
Referees 18 Years Old or Younger	35%	35%
Referees With 1 to 3 Years Experience	21%	18%

WYSA Referee Support Initiatives:

Referee Support Initiatives	\$\$ Disbursed
Course Registration Reimbursement	\$102,801
RMRI	\$10,188
P Cup & Regional Championships*	\$22,155
Referee Support Initiative's Total	\$135,144

*WYSA disbursement based on number of qualified teams to Midwest Regional Championships