

Michigan High School Soccer Coaches' Association
MINTUES
Annual General Meeting
February 28, 2003

MHSSCA President Clark Udell called the meeting to order at 7:08pm. Clark welcomed everyone and introduced himself. He indicated that the agenda for the meeting was packed and that we were going to need to move through the list as efficiently as possible.

Clark then introduced our guests for the evening, two staff members from the MHSAA who are responsible for soccer in the state – Gina Mazzolini and Tom Mitner.

Clark announced that we were going to start the meeting with a special presentation to Suzanne Martin who just recently retired as the MHSAA Staff person who was responsible for soccer in the state and who has worked with us for many, many years. Suzanne was asked to come up to the podium. Clark then presented a plaque to Suzanne Martin making her an Honorary Member of the Coaches' Hall of Fame within the MHSSCA. The inscription read in part: "Awarded for commitment, support and lifetime leadership to the MHSSCA and High School Soccer".

Clark thanked Suzanne on behalf of the association and himself and told her that it had been real pleasure working with her. Suzanne thanked Clark and the MHSSCA and said that there are many people that she has worked with in our association over the years. She said that she would not forget people like Larry Kuzniar, Dave Ramirez, Nick Archer, Jim Flack and Dyann Pugliese. She also mentioned working with Ric Wilson and his company on the *Three Whistle* video for MHSAA. Suzanne went on to mention Pat Norman and indicated that there were many others. The thing that Suzanne said that she would always remember was the commitment made by the coaches of the MHSSCA. It is that dedication that has helped the sport of soccer continue to grow in the State of Michigan. She also requested that we attempt to increase our efforts to communicate with state high school soccer officials because she feels that we both have the same objective in mind – making high school soccer better.

Clark told everyone that we also have some gifts for Suzanne that we will get to her later.

President Udel then introduced Vice-President David Hulings who would present the list of coaches who will be receiving awards. David started by asking all those coaches who have been a past president to please stand up and introduce themselves. Those standing included: Nick Archer, Pat Norman, Bob Bolinger and Jim Flack.

David then went on to Twenty-year Awards. He said the association will present a plaque to coaches who have been a member for twenty years or more. Those coaches who completed the form that was available on our web page were: Paul Bartoshuk, Nick Archer, Paul Dresser (not present) and Dave Backhurst. They will also be given a Life Time Membership. David commented that after twenty years they have paid enough dues. However, they will still need to be an active member in order to vote.

David then asked those present to introduce themselves. Introductions took approximately four minutes. Note: at 7:15pm there were around 50 coaches present at the meeting.

Following introductions David introduced our guests for the evening Tom Mitner and Gina Mazzolini who are the MHSAA liaisons for high school soccer in Michigan. Gina began her report with a brief personal history. She told us she has been involved in soccer for nearly eighteen years and had actually worked with Suzanne in the past. She loves playing adult soccer and is someone that really appreciates soccer.

Gina went on to explain that the judge in the law suit against the MHSAA finally signed off on his decision at the district court level. This means we can now schedule hearings at the Sixth Circuit Court Level. This is good news for soccer as the judge accepted moving sports other than soccer. The judge approved the volleyball/basketball switch and the tennis/golf switch. Soccer in the UP will, however, be effected. The MHSAA continues to have a stay in effect through the Sixth Circuit Court until the judge here (in Michigan) makes a decision. It will be some time yet before anything happens. According to Gina, Jack (Robinson) feels it will be at least 2004 or 2005 before we get to a final outcome. He also feels that we have many points of law on our side.

Gina went to talk about the Soccer Committee meeting that was held in February. One of the topics that was discussed was the new turf fields (not built on concrete) and without a crown. The proposal that was going to be presented to the May Referee Council Meeting was to allow all State Final Soccer Games to be played on the new turf fields. Gina went on to explain that the thinking is that if we can get turf fields approved, we can then hold all four final games at one sight on them.

Gina suggested that if anyone (in attendance) had anything that they would like presented to the Referee Council they should contact Gina at the MHSAA. If the topic of turf fields could be discussed during the March meeting it might be possible to play district and even regional games (for the girls) on the new turf fields. It's not likely that turf fields will be brought up during the March meeting, so it will probably have to wait until May.

Tom Mitner then reintroduced the subject of the Three Whistle System. The Soccer Committee had a very good discussion on Three Whistle System and decided that it could be used during district games if, during the draw two teams scheduled to play each other and the officials assigned to work their game all agree to employ the Three Whistle System. Tom said when we look at the districts that are currently using the Three Whistle System this would allow them to continue using this system.

What we are really trying to put in place with the new turf fields, is to be able to play all four state final soccer games on the same day at one location. The other thing that came out of the Soccer Officials Review Committee, Tom explained, is a proposal to allow much freedom in the choice of uniforms for referees. The primary color for USSF is yellow and that is proposed to be Michigan's primarily color as well. The two alternate colors would be the red with black and the black with white pin-stripes.

The rules committee made only minor changes this time around. One is that you, as the coach, will be held responsible for the behavior of (the players on) your bench and players on the field in some incidents where the official cannot determine who is at fault in a specific situation. The definition of some fouls was the only other change. Following the FIFA lead, he said, a yellow card would be given for faking an injury this year and next year a yellow card would presented for faking a foul.

Gina then wrapped things up by telling the attendees that they (the MHSAA) appreciate the efforts of high school coaches. Keep the expectations for your players high and involve the parents in your program. Keeping parents in line will make the job much easier and help keep coaches involved in high school athletics. She concluded by asking all of us to encourage friends (and others) to join the coaching ranks. Tom encouraged the coaches to get their players involved in officiating soccer. We need young blood in our sport and it's up to all of us.

Clark thanked Gina and Tom for their input and also agreed that we do need more officials for soccer and looking at our players who might be good candidates will help. He then went on to again thank Suzanne for all she has done for soccer and to express his gratitude to Tom for his efforts in assuming Suzanne's duties over the last couple years. He also expressed his gratitude to Gina and for her roll in assisting us in soccer.

The adoption of the minutes from the 2002 AGM was next on the agenda. Clark asked for a motion to that effect from the floor. Dave Smith made the motion to approve the minutes and a second was made (I did not hear the name). Clark asked if there was any discussion. Dyann Pugliese indicated that the minutes should have read "a non-profit organization has to generate \$25,000 in annual income in order to have reporting status as a non-profit". Clark asked for any other discussion. There was none so he called for a vote with the change noted. The motion to accept the minutes with changes was approved unanimously.

President Udell moved on to "Reports" beginning with the President's Report. Clark had attended two committee meetings, one Gina already discussed on the Soccer Committee and the other was the President's Meeting which involved the presidents of all the high school coaching associations. That meeting was in January and dealt with increasing the number of MHSAA Sponsored Tournaments – girl's and boy's bowling, a year from this March ice hockey and field hockey for girls, lacrosse and water polo for boys. A survey is currently underway to assess the interest.

One other thing that Jack Robertson brought up was institutional control – the concept of how the MHSAA governs. It's the members that govern themselves. He talked about four concepts related to institutional control. If an institution wants to be apart of the decision making process, the institution must know the rules and help make them. Each (member) school must know the rules and must pass them on to our athletes and parents. The rules must be applied with force at the institutional level. Each school needs to report violations, both their own as well as others.

The National Federation of High School Athletics is moving towards having a national championship in Competitive Cheer. Other sports are probably being considered for national championships as well. If there is a move to national competition, Jack Robertson feels that the state organization would lose control in governing soccer. If you combine 50 sets of rules, the lowest common denominator will be the result. The idea of putting our best team into a national competition puts us on a slippery slope.

Clark indicated that there were a couple other things that were brought up. One, is a seeding committee and looking at seeding teams for District and Regional competition. They have looked at volleyball and hockey. They looked at past tournaments and tried to guess at what the seeding might look like. The concept is just in the beginning of being looked at. At the end of

the meeting all of the presidents had an opportunity to share what was happening in their organizations.

President Udell went on to remind those in attendance that as member of MHSSCA we are also members of the Michigan High School Coaches Association. That is an organization to which all sport specific coaching associations belong. A few of the things that they provide: Gatorade sponsored youth services, Coaches Hall of Fame and National Coach of Year Honors. Clark said he had a chance to hear some of the other things that are happening around the state with the various associations (at Michigan High Coaches Association meeting).

Clark went on to say that he really felt that our association is growing and the communications between our coaches and the association is improving. We are now awarding scholarships, which is great thing. He went on to say that the past presidents are responsible for getting us to this point. We are now in a position where we can make a difference not only in our schools but in our communities as well.

By way of example, Clark mentioned that the Tennis Coaches Association looked a like ours. They have about 400 members. The Track and Cross Country Coaches have about 870 members. The baseball coaches had 640 coaches at their clinic. Football had 1800 coaches at their clinic out of twenty-four hundred members. Hockey is another organization that is about our size. They give out six \$500 scholarships a year. The Basketball Coaches Association has about three thousand members and they had 800 at their clinic and they give \$5,000 to \$7,000 away in grants to members children based on academics. So, as people went around the room and talked it was good to know that we are in a good position. But the potential is huge. Clark said that he would love to have the football coaches say “look at what the soccer coaches are doing, look at how much money they are giving away”.

Clark went on to explain that, as an association, he would love to be able to give away \$5,000 to \$7,000 a year. Wouldn't a clinic that brought in 700 people be phenomenal? Those are things that we need to have a vision for. We are at the beginning of that vision and are looking (right now) at growing our association. Two things that Ric & David will talk about later are concepts of giving back to the community. One is working with Special Olympics and other involves putting on camps where people are struggling to get soccer going in their communities. Clark made the point that we need input from everyone to really reach our potential.

President Udell then mentioned that Gina had discussed what had taken place at the Soccer Committee meeting which was in February. The two things the committee proposed last year were to create a Sight Selection Committee which would get coaches involved in the process of choosing where Districts, Regionals, Semi-Final and Final games would be held. That recommendation was not approved by the representative council, but the soccer committee did have input as to where the tournament games would be played. The proposal that was accepted by representative council and passed on to the National Federation was to make a second yellow card a red card. This effectively would get rid of the “soft” red. Taunting, which is now a yellow card should be a red card because it is unsporting conduct. The player should have to sit out. The Federation didn't even take action on it. Which means they really didn't hear the proposal.

The other thing that Gina talked about was the use of artificial surfaces for tournaments. This would go a long way toward playing our tournament at one location. As an association we feel strongly that playing all of the finals at one sight would be good. Coaches could all get together

which would be great. Some of the other things that were discussed included the three whistle system and allowing substitutions on any throw-in. The committee took no action on the substitution idea. And there was no support for having the MHSAA affiliate with AYSO.

The same sight proposal for State Final Games was something we feel strongly about. Tom Mitner suggested that we consider eliminating side-line substitution and allow both teams substitutions during any end-line stoppage. He had said that even without side-line subbing, there were 17-18 other opportunities. Clark said we (the board) would like to hear what all of you think about this idea.

The bottom line, according to Clark, is that the association is healthy and is growing. One of things Clark reported he saw that morning concerned Lindsay Tarpley, our Miss Soccer. She is going to Portugal with full U.S. National Team. And we are excited about this. The other player from Michigan is Kate Sebrerro who played at Detroit Country Day. So we have two players on the U.S. National Team. Michigan is not the desert of soccer that people think. We are very proud of that and that our association and Michigan High School is doing great.

Everyone applauded Clarks comments after which David Hulings took over the meeting. David started out by saying that we had a lot to cover and he would be moving very quickly. David suggested that everyone turn to the web page report in the booklet that was handed out as people came in. He explained that we have added a couple of pages to the sight. We are going to be very aggressive in getting information to you. One of the pages that has been added is the "Player Page". We want to promote our players to club coaches and to college coaches. So far we have put up a few kids as samples. There is form that the parents fill out and submit. It then takes about a half hour to put the player up on the web. David went on to explain that the parents pay \$5 per month which is \$60 per year. To get this same service else where would cost \$1,500 to \$2,000.

David further explained that D-I schools would generally not use our sight for recruiting. But NAIA, D-III and D-II would most likely use it to recruit players that were not the high profile type of players. Just click on the Player's icon. The rest is self-explanatory. We need you (the coaches) to let your players know that this is available to them.

V.P. Hulings explained that we (the Executive Board) are also planning a vendor page where suppliers can become official vendors. We are looking for proposals from vendors who would potentially want to be included on our sight. Tomorrow there will be three vendors (at the clinic) showing their wares. We are going to discuss putting them on our "Vendor Page".

From the web page you are going to be able to download a monthly ***Touchline***. We will mail the ***Touchline*** to you, David said, but it will cost you for the printing and postage. You can get for free on the web. It will have stuff on it to keep you up to date. I will send out postcards letting everyone know the ***Touchline*** is available. The postcards cost us very little.

David then went on to the topic of MHSSCA apparel. Pat Norman had some items made up for coaches to look at and order. The items will be available tonight and tomorrow for viewing. It will also be on the web page. You place your order, send me the check, I'll fill the order and ship it to you house. Prices are all there.

VP Hulings then jumped ahead to the All-State chairs because neither of them could attend. There are two things that need to mentioned according to David. One is the All-Academic

Selections. Right now the guys have to wait until after their seventh semester, which means they don't get their award until second semester. We want to make a change in how we handle this. The boys individual and team awards will need to be turned in at the same time as membership dues. This is October for the boys and you use six semesters for figuring grades. Girls will use seven semesters because their grades are not due until May 15th. Team awards will use six semesters for Seniors, four for Juniors and two for sophomores. David explained that everyone should use the most appropriate data that available at that time. We will get the awards to you by your banquet. David then asked for any discussion. When no one responded he asked for a motion. The motion was made by Ken Ernie and seconded by Bob Bolinger. David called for a vote and the proposal passed unanimously.

The next topic was All-State Chair Report. There are two additions to the All-State Awards. We are going to give out this size metal (metal was show to audience) for All-State, a slightly larger one for Dream Team and slightly smaller for Second and Third Teams. Every All-State Player will get a metal as well as a certificate. The metals will simply say "All-State". The level or Division will not be on the metal.

David wanted coaches who were also NSCAA members who had All-District, All-Region or All-State players to let him know and he would send out NSCAA certificates for each of those players. The NSCAA has approved our process so the players would be recognized by the NSCAA as well and get another quality certificate. This is something that the Board negotiated with the NSCAA on behalf of the membership.

Vice-President Hulings introduced our Treasurer, Dyann Pugliese. David also explained that the reason we didn't give Suzanne her gift certificate was that Dyann was bringing it her but had not arrived when the meeting began. The gift certificate for Suzanne is from Marshall Fields.

Dyann began by talking about Suzanne. She remembered that when she first began coaching her Athletic Director bought track shorts for her girls to play in. The rules back then were a combination of basketball rules and something else. Things have changed a lot since and are directly attributable to Suzanne. She often had to argue for and enforce rules that she did not agree with. She didn't let the average coach know how she felt though because she fully supported the MHSAA. Dyann said she totally respected Suzanne for that. She went on to talk about Suzanne starting the Women's Sports Leadership Meetings. The first year there may have been 100 people in attendance. That meeting has now grown to over 500 people and has a waiting list to attend. It is now a nationally recognized conference. It's a wonderful opportunity for women and girls.

Dyann told Suzanne to think of the Soccer Coaches Association when she used her gift certificate. Suzanne indicated she would think about us but would not be buying soccer balls but probably some other sport. Dyann told us she knew it would be golf. Suzanne agreed. Everyone applauded.

Dyann continued on with the Treasures report by saying that in her rush to get to the meeting she forgot the report itself. However, she said it is available online on our web sight. She told us that we did have \$12,857.82. We have a monthly expenditure of \$19.95 for our web sight which is a very low. That expense is automatically deducted from our account each month.

She went to say that we have annually committed funds of a \$1,000 for scholarships. However, that amount was greater last year because we elected to give scholarships to more than one boy

and girl. As we increase the scholarships we give out that amount will increase as well. Out of the \$35 each member pays, \$5 goes to our membership in the Michigan High School Coaches Association. Those of you that pay the “super membership” know that a portion of your payment also goes to the NSCAA. So out of your registration are some costs that are build in.

Dyann mentioned that she did have a current membership list with her and available. She also reminded everyone that the officers are all volunteers and when you mail something to us it may take some time for us to get to it because we do work at regular jobs. When you mail us membership fees, you need to allow time for mailing, for posting and then for David to mail out the membership cards. Dyann said that we really do try to get things done in a timely manner. She also said that she doesn't mind getting e-mails asking the status of things.

Dyann recommended a budget hearing. Since she has been treasurer we not had a budget. We have simply paid what needs to be paid. The majority of what we take in goes out to programs, that's the All-State boys and girls, the scholarships, the award we gave to a member coach to attend the National Convention. That money goes directly to programs and is a benefit to our members. Dyann repeated that she feels we need to establish a budget. She asked for volunteers to help establish a budget.

David again took over by talking about the survey that members had been asked to respond to. The results were posted on display boards (at the meeting). David explained that we are going to post (on the web) a new survey for members. One thing that came out of the previous survey is that we don't have very many JV or Freshmen soccer coaches as members. Other associations get their numbers up by including sub-varsity coaches. The problem (for the MHSSCA) is that there isn't a benefit for being a member other than the All-State process. Its more an ax over people's heads – if you 're not a member you can't nominate your players.

One of things that we have to do is to make sure there is some value to for the \$35 you pay to become a member. Another part of the survey indicated a need was education and licensing. The majority of those who responded said they don't have a license and would like to have one. The majority of those responding also said they would like more than one clinic a year. David went on to explain that he spent some time negotiating with the NSCAA and while the details are not ready for print we (our association) are going to try and set up a model similar to Texas in which we will be providing licensing through the NSCAA to our members at minimal fees around the state. This is the result of the survey.

The questions on the survey concerning State Finals Games, the use of turf fields will all be up dated in the new survey. David then asked for questions. A question that was asked wanted to know what kind of licensing would be available. David responded that coaches can get licensing from a variety of organizations but because of our association with NSCAA we are going to work with them. There are some other things we would like to do with the NSCAA as well. All of the information will be available to members when everything is worked out. We will try to include a comparison chart of the various licenses from the different organizations that provide soccer coaching licensing.

We are going to set these up on weekends, Friday night, Saturday and Sunday. For next year, the AGM and clinics are tentatively moving back to CMU (although Mark (Salisbury) has not yet confirmed). Western (Michigan University) can't use their new facility for us yet. We have asked Tony DiChico to be our keynote speaker. He has not yet said yes because that's when the WUSA starts their training. He would be part of the licensing sessions. So next year (as a part

of our clinic) we could see training sessions all day Thursday, Friday and part of Saturday for a license of some sort. The surveys indicated when people want to be trained – prior to both the boys and girls seasons. David said there times that we can train that we are not taking advantage of.

David went on to letter B under old business – Larry Kuzniar Scholarship report. We had three fabulous athletes to look at for the scholarships last spring. It was so difficult to decide. We have a \$500 scholarship for a boy and a \$500 scholarship for a girl. We had two girls that were so close in qualifications that the executive board decided to award all three of the candidates a \$500 scholarship. The winners of the scholarships were Jill Parden, Cortland Catean and Katherine Madison. Have your players fill out and turn in applications right away.

Under new business, Clark introduced a concern of one of our members, Jan Nestle from Williamston. You can't argue the fact that the number of women in our organization is not representative of the number of female athletes we represent. Unfortunately we don't get to choose who coaches at any of the high schools. Those are decisions made at the schools by the administrators of those schools. But what we do have control over is the effort that we put forth to encourage women to participate in coaching soccer. Jan had drafted a letter to the board which was a request to do something officially. Someone (in attendance) indicated that whenever there are openings he never gets women applying for those jobs. He further suggested that we post job openings on our web sight.

David told the group that he posts pretty much anything that he is sent. So if anyone has something please send it to him. Clark reminded everyone that Tom Mitner had spoke about encouraging our athletes to consider coaching and refereeing. Especially as we look at the numbers of females in coaching right now. David explained that Jan would like to meet with anyone who has ideas tomorrow at lunch. Those ideas can be passed on to the board and we can look at forming a committee to deal with this issue. Clark then asked Jan if she had anything she would like to say. Jan said she was the only woman at the Michigan Meeting at the National Convention. We need to do something. Women are certainly being represented in soccer as players. She indicated she was looking for help to address this. Her hope was that the association would take an active role. She said that she had sent an e-mail message to all of the women coaches encouraging them come to the AGM and give her their ideas.

Clark then thanked Jan for trying to make the association healthier by trying to get more females involved in soccer. He felt that everyone would benefit.

The second item under new business is the Executive Director position. In the packet that David put together is a tan (or gold) sheet that explains basically, what the board would like to do. It says "Executive Director" at the top. What the board would like to do is to hirer an executive director to take care of the day-to-day business, the phone calls, the e-mails, to get the certificates out, to do much more than we could ask of a volunteer. Clark continued by explaining that over the last two years he has been blown away by how many hours David has put in for the association. That time has laid a foundation for growth. We are in a position that is a little different and unique. We (the executive board) minus David have talked to as many coaches as we could including past presidents about the idea of hiring an executive director. We would like hirer David as our executive director. David has provided a lot of information, as much as he can, about this position including a job description which is on the fourth page of the handout.

The E.D. position would be a paid position. The director would be paid after the boy's season in the fall and after the girl's season in the spring. David was supposed to become the president tonight and we were to elect a new vice-president tonight as well. So, moving onto "C" (of the agenda), what we are looking at is electing two new people into leadership positions at the same time. David would have to resign, we would elect a new vice-president. the new VP would then become the president and we would elect another new VP.

So, what we are proposing is a one-time deviation from (a suspension of) the by-laws. We would elect a new VP for one year. Clark said he would stay on for one more year as well. Next year at this time, the vice-president we elect tonight would then become the president and we would elect a new vice-president. David explained that the reason to do this has nothing to do with the paid position. If he becomes E.D. the same thing could happen that happened when Larry (Kuzniar) died. We would have two inexperienced officers. We need to have continuity. Having two new people lead the association would result in a break in continuity again. We are going to need a motion tonight, regardless of what else we decide, to elect a new vice-president because I have already resigned. So, we have two votes to deal with: 1. to allow us to deviate from the constitution and keep Clark on for one more year as president and 2. elect a new VP. The other thing we need to decide on is whether we want to create an executive director position. We will then groom the VP for a year to become the president.

Leo Radakovich made a motion that we create an Executive Director position and Dave Hatfield seconded the motion. Clark called for any discussion. A question was asked if the position was for one year and could it be broken by either party? The answer was yes. It is a one year contract position that can be terminated at anytime. The position has one person doing most of the work. And, because the responsibilities are written out we know what the director does. So, when that person (hired to be the E.D.) resigns the replacement will know what needs to be done. So, we are preparing for growth and maintaining continuity.

Bob Bolinger explained that it is a thankless job. He then asked what defense mechanism we will have in place if David does resign. Will we get six months notice? David Hulings responded by saying that it will be an "at will" employment (situation). You want me gone, I'm gone today. It's the records that are the big concern. Both Paul Bartoshuck and Nick Archer gave David back "Touchlines". Mike (Kuzniar) turned over few as well. David he is going to put it all together so we have an historic record.

Dyann brought up the point that we really cannot use the word "employee" because that involves paying taxes. David agreed that this would be an independent contractor type position and as such he would be given 1099 forms.

A question was asked (by someone who was not identified) concerning whether or not we have a written job description for the president and vice-president of the association. David explained that there is a job description in the constitution but it will have to be amended because the vice-president's job is going to change totally. Much of what David does now (as E.D.) is what he was doing as V.P. The vice-president will now take on a similar role to the other board members which is to help in establishing policy, giving council and representing the association. The E.D. will now handle the majority of the day-to-day work for the association.

David also mentioned that the Executive Director will report to the board and not to the member coaches. Clark then asked for any other discussion. Leo asked why the E .D. was going to be a independent contractor. David indicated that it doesn't need to be a contractor. The board can

set it up however it likes. It's really up to all of the members. He further explained that the vote tonight was not for him, but for adding the position of Executive Director. The board would decide who would become the E.D.

Someone else asked if other associations also had an Executive Director. The response from Clark was yes, the Michigan High School Coaches Association for one. Bob Bolinger also thought both Football Coaches and Basketball Coaches as well as Youth Soccer in Michigan all had Executive Directors. Bob went on to explain that as an organization grows you simply cannot ask people to continue to volunteer endless hours for that association. This is the next logical step.

David went on to mention that one of the things he is working on is to find out what other associations are doing as far as membership dues, organizational structure and anything else that we might benefit from knowing. Clark told the group that one of the big issues every year is communications especially with the MHSAA. The Executive Director position will certainly improve the communications issue. The board is hoping that our E.D. will stay on for 4-5 years which also improves our continuity year to year.

Jim Flack commented that this (the E.D.) is a good idea but will this evolve into every board member getting a stipend? Clark responded that with David essentially doing the Executive Director's job now, he has already taken over a lot of the workload of the President. The other thing that Clark discussed was that this organization has been based on volunteerism and that will remain. We need to maintain the volunteer involvement that our association was built on. We are the caretakers of our association and it is up to all us to make sure that our association stays strong. The E.D. position will allow us to grow while keeping volunteerism as the basis of our organization.

David reminded everyone that the treasurer's position does receive a stipend because of the work involved. That had been approved when Dyann was voted into the position. Dyann offered her thoughts by saying that one of reasons we will see people get involved is if they don't have to do too much work. When someone (else) has the majority of the load, it's much easier to get volunteers. Someone asked how much the (treasurer's) stipend was. David and Dyann answered \$600. David went on to explain that one of things that he took on as VP and would like to continue as E.D. was to find revenue outside of membership dues. The Kelme deal, which we want to renew tonight, brings in between \$1,500 and \$2,000 per year. We also have a deal with Soccer Zone we would like to get to tonight. That deal would pay for our All-State certificates.

President Udell said this is the kind of accountability we want from the board and from the Executive Director.

Clark then restated the motion to accept the position of Executive Director. A vote was called. The motion passed unanimously.

Dyann suggested that we consider another change in the by-laws. The treasurer should be responsible for collecting membership fees, maintaining membership lists and reporting this to the board. Right now there is no one responsible for that. David told the group that we would put that on the agenda later on when we come to the by-laws under new business.

Clark then called for a motion to deviate from the constitution by continuing with the current president for one more year. Dave Smith made the motion. Steve Coleman seconded the motion. A discussion was called for. There was no discussion. A vote was called. The motion passed unanimously.

Next up, nomination for vice president. Chris Riker was nominated by Bob Bolinger. Chris accepted the nomination. There were no other nominations made. A motion was made to close the nominations. David Hulings seconded the motion. Clark called for a discussion. There was no discussion. A vote was called. The motion passed unanimously.

Clark called for nominations for secretary. David Hulings made a motion that Ric Wilson remain secretary. The motion was seconded. Clark called for a discussion. There was no discussion. A vote was called. The motion passed unanimously.

Clark then introduced one of guests for the weekend, Lauren Gregg and welcomed her on behalf of the coaches.

David continued with the next item on the printed agenda. He began with letter “D” which was a proposal from the Soccer Zone to print our certificates and produce our metals. That amounts to between \$1,500 and \$2,300 per year. David explained that we are going to go to a new certificate which is generic for the guys and generic for the girls. This should reduce the cost of printing. Steve Coleman is here tonight so if you have any questions you can ask him (directly). This does not give Soccer Zone input of any kind in the selection of award recipients. They are only sponsoring the awards. In turn, we will give them some of the same kinds of privileges that we give Kelme. They are also willing to give 20% off at their store (Back Of The Net) for our coaches.

David then asked for a motion from the floor to except the proposal. The motion was made by Dave Smith and seconded by (did not get the name). David called for a discussion. The question was raised as to what the Soccer Zone actually was. Steve Coleman explained that it is an indoor soccer facility and is located in six different cities in lower Michigan. Nick Archer asked if the Soccer Zone name will be printed on the certificate. David responded that it would on the certificates but not on the metals. The new certificates will say MHSSCA. The only change will be that the certificates will no longer contain the levels or the year. David also mentioned that he still had two boxes of certificates form years past.

Someone asked if the Divisions will be printed on the certificates. David explained the Divisions would be already printed on the awards – the athletic directors secretary will really like the new certificates. Another member questioned the “commercialism” of what we were doing. Clark explained that by having Kelme sponsor our scholarships it allows us to give the scholarships (without taking money from membership dues). By having Soccer Zone pay for our certificates that frees up money for other things. Clark said we want to grow but not away from who we are. While the board is in favor of having sponsors, all of this can and should be revisited in the future once we have tried it for awhile. Ric Wilson explained that one of the things that the board is trying to do is to keep dues down while still being able to promote our sport and our association.

Several members voiced their concern that by allowing Soccer Zone to sponsor our awards are we not in effect endorsing them. David explained that there is also risk on the part of the

sponsor to be associated with us in the selection of all-state players. Someone will generally be unhappy with the association and quite possibly with our sponsors for the selections we make.

Executive Director Hulings reminded everyone that the board is bringing this proposal to the membership for discussion and possibly a vote. Nothing has been decided yet. It's up to all of you as to whether we pursue this.

Bob Bolinger asked if we are encouraging people to play indoor soccer by associating with Soccer Zone. Dyann responded by sighting youth soccer and all of their sponsors. She felt that vendors are standing in line to sponsor the Youth Soccer Association because they have a great program. What Kelme and Soccer Zone are saying is that our association is well recognized and they are willing to put their money into an organization that represents them well. When we go to national we can say that we have sponsors. Dyann felt this was quite a feather in our cap.

David said there are a lot things beyond the All-State process that he would like to have the membership consider. If members want to pay for these things out of their pockets then we can forget the sponsors. David indicated he had ten people waiting to talk to him (about sponsorship) depending on the out-come of tonight's meeting.

Jim Flack asked if having sponsors means there will be Soccer Zones flags at the State Finals. David assured everyone that State Finals are an MHSAA event and that our sponsors are only for the association.

The next item (on the agenda) is soccer camps. Another is a coach's scholarship for our dependants. We have to pay for those kinds of things. If you want to pay for them out of our dues, that's OK. But why do that when we have people standing at our door willing to help out.

Bob Bolinger voiced his concern about Soccer Zone and the perception that we are promoting indoor soccer over other high school sports. Nick Archer was in favor of sponsors saying we can't pay for everything we want to do out of our own pockets. The certificates should say "MHSSCA sponsored by Kelme and Soccer Zone. David explained that sponsors names would be printed at the bottom of the certificates in smaller type.

Cor Thalmus said we are not endorsing anything we are freeing up money to pay for programs. Its for the kids. Someone else asked about the length of the agreement and David said it would be 1 year. We'll revisit this a year from now. Another member asked who approached whom and David indicated that he approached both Kelme and Soccer Zone. Bob questioned whether their (Soccer Zone) name would just be on the certificates and David said they would treated just like Kelme. Bob asked if the sponsors will be given space on our web site. David said they would. It may be just a link to their page. We don't have enough hits on our web page yet to be able to sell Banner space. Right now we are averaging 191 hits a day. We would need to average 1000 hits to sell space on our site.

Another member asked if any other indoor facility would have a chance to be our sponsor. David responded that they would next year. He also said that Kelme wants to renew for three years because they see this as a good thing for them.

A vote was called on the motion to accept the Soccer Zone as the sponsor of our awards certificates and new metals. The motion passed with a couple of dissenting votes.

David then suspended the meeting and called Lauren Gregg and Steve Smith up to the head table. David introduced them. Lauren was the assistant coach for the Women's National Team when they went to China and when they won the Olympics and Steve is the Coach from Hope College. David indicated he would start sending some tables to get food and others to get drinks while we continue our meeting. Lauren brought copies of her book that we will give away tonight by drawing tickets that you were given when you came in. The meeting continued.

The next item of business is to consider adding a scholarship for member's children only. This scholarship would be to honor coaches' children. A motion to accept the proposal was made by Ted H. and seconded by Rob from Saranack. David called for a discussion. Someone asked about the criteria for awarding this scholarship. David explained that this scholarship will follow the same criteria as the Kuzniar scholarships. That includes their involvement in school, community service and citizenship. But they won't have to play soccer to be eligible. Someone brought up longevity of the coach as possible criteria. Clark indicated that we can always make changes as we go on this. Chris Ricker suggested that we use the coach's number of years of coaching as a tie-breaker.

David suggested that the board would probably take that into consideration automatically. Someone else mentioned that we are trying to get more people involved in the MHSSCA and adding longevity to the scholarship criteria would leave out new coaches. Another coach brought up the point that the association and individual coaches have little control over who is selected to coach. School administrators make that decision. Ken Ernie felt that the only criteria should be the merits of the applicants. David said he would like to talk to the other associations and see how they handle this type of scholarship. We would like to implement the scholarship this year so if you (the members) will allow us to award it, we will come back to you next year for further input. A vote was called. The motion passed unanimously.

David continued by introducing the next proposal. He said that he personally didn't think that this association could sit back and not try to establish new soccer programs. He indicated that he asked the executive board their permission to put this proposal in front of the membership. He would like to see the association go into inter-cities and rural communities and introduce soccer. Through the association we can give them a template as to how to get a program going in their local high school. David had talked earlier about posting players on our web site for a \$60 per year fee. That money could then be used to run soccer camps and to help get soccer started in a particular area. A member coach that lives close to that community would go to that area, run a camp and we would give that coach a stipend as an independent contractor.

The other thing David wanted to do is to secure corporate sponsors for balls and shin-pads. The goal he talked about is to collect old soccer shoes that could be then given to camp participants. David asked for a motion. The motion was made by Rob from Saranack and seconded by Dave VanDerKooi. David then called for any discussion. Someone asked about the legalities of parents putting their children's photo on our web page. David indicated he did see any problem but would check it out with his attorney.

Another coach suggested that corporate sponsors would probably jump at the opportunity to get involved with this. David agreed. You (the members) would have to trust the board to set a stipend amount. Leo asked how much time would be required. David said each situation would be different. A vote was called. The motion passed unanimously.

David then went on to letter "G". David asked how many coaches go to "M-Live" Out of 170 comments, 42 people were responsible for all of those comments. The board, while in Kansas City, decided to form a committee to evaluate for one year, the "All-State" process. The committee would be chaired by the Vice-President. The board will provide guidance. When we meet next February we will present the recommendations. There could a recommendation for change or to leave things alone. If any member would like to be on the committee, please talk to David.

Clark went on to the next item which was a proposal to change the constitution. Currently, all members are voting members. There is no distinction as to types of membership. The proposal is allow only active high school coaches to be voting members. If we open up our clinic to non-high school coaches, and they become members by virtue of paying for the clinic, we could potentially have more non-high school coaches voting than high school coaches. We are trying to prevent this from happening. So, we would like to establish a "voting" membership. Leo moved to accept the proposal. Rob Young seconded to proposal. Clark called for a discussion. Dyann asked for a clarification – would past coaches be voting members? David responded by saying yes. Clark called for a vote. The motion passed unanimously.

Dyann wanted make another change to the constitution. Under duties of officers, the treasurer "shall be responsible for collecting membership fees and applications, maintaining a record of current members and providing that record as directed by the Executive Board. Clark asked for a motion which was made by Dyann and seconded by Cor. Clark called for a vote. The motion passed unanimously.

Clark then went on to the next item which was that the Executive Board had discussed in Kansas City the idea of a partnership with the Michigan Special Olympics as a way to "give back to the community". Ric Wilson related that he had met with the soccer people and the competition people at the MSO in Mt. Pleasant. They told him that their soccer season basically went from early August to the end of October. What they (the MSO) would like from us is some help in training coaches and athletes and even teams. They would like help in putting on clinics for coaches and players. Right now they find coaches wherever they can. Most have little or no experience in soccer. What they do have is a big heart and a willingness to help. What they really need is help from soccer coaches who know the game and are willing to pass some of that knowledge on. From August 1st for two weeks is our dead period. They have 39 locations around the state where they want to put on clinics. They would like some coaches to help with those clinics. The question for the membership – is this something we would like to do?

Leo mentioned that his school had done something similar and that it was very rewarding. Ric added that the MSO also has an event where they pair special athletes with traditional athletes on the same team. Ric felt that this is something that high school students would jump at. Today colleges are looking for qualities beyond academics and athletics. They want students who demonstrate community involvement and this is a way for them to get involved.

Clark asked for input from the members. He went on to say that at the President's Meeting Clark had mentioned this idea and everyone there thought it was a great idea. No further discussion occurred.

David brought up the idea of having a spot at the State Soccer Finals for member coaches to gather and eat. We would need one soccer site to make this work.

Clark moved on to the last item, the Kelme agreement which they would like to extend to a three year agreement. Kelme has donated 15 warm-ups for us to sell to our members plus vests and balls that we will give away to members tomorrow. Bill Smith made a motion to go with a three year agreement with Kelme. Rob Young seconded the motion. David called for a discussion. Pat Norman asked if the agreement had to be for three years. David responded “no”, but said it could be any length and he would negotiate another agreement if that is what we wanted but whatever we decided had to be voted on by the members. Clark called for a vote. The motion passed unanimously.

There was a motion to adjourn the meeting which was immediately seconded. Clark made one more comment to the members asking them to help get new people involved in coaching soccer and in our association. The meeting was adjourned.

Respectfully Submitted,

Ric Wilson, Secretary
Michigan High School Soccer Coaches' Association