



**East Central Retreat**  
**Agenda**  
**Liberty Hall**  
**December 3, 2016 AGM**  
**Time: 8:00 AM -11:15 AM**

Welcome and Introductions

<b>Club</b>	<b>Representative</b>	<b>Club</b>	<b>Representative</b>
Ashwaubenon SC	Jeff Jones	Manitowoc GG	James Welnetz
DePere	Tod Maki	Neenah	Jamie Kutchek
Electric City	Deb Belongea	New Holstein	Tom Oetjen
FC Green Bay	Wytse Molenaar	New Holstein	Steve Conrad
FC Green Bay	Quinn Ross	NEW United	Rick Theilig
FC Menasha	Debbie Kositzke	NEW United	Shant Mesdjian
FOX Cities United	Traci Chisholm	NEW United	Michael Daley
FOX Cities United	Renee' Sullivan	Niagara	Jeff Gordon
FOXX	Scott Nicholas	Oshkosh	Matt Callahan
GBL	Erik Lofdahl	Oshkosh	Kari Vis
HOV	Mike Buman	TASK	Jay DeBruin
Howard FC	Matt Bellisle	United Hurricanes	Bruce Pecore
Kiel	Laura Markham	United Hurricanes	Malcolm Boyle
Kimberly	Kerry Lang	United of Allouez	Abdul Nur
Kimberly	Darla Huth	Water Cities	Robert Albright
Kimberly	Jeff Pozniak	Water Cities	Jeff King

Clubs Absent: Fond du Lac

Executive Board Present:

- President – Doris Schommer (NEW United)
- Vice President – Marti Coan (Neenah)
- Secretary – Gary Coenen (HOV)
- Treasurer – Tod Maki (DePere)
- District Registrar – Kevin Otto (FC Menasha)
- TOPS/Scheduling – Wayne Stoflet (KASA)
- Games Comm. – Christ Billstrom (Oshkosh)
- Adult League Comm.- Dianne Bellisle (Howard FC)
- Recreation Comm. – Mike Buman (HOV)
- Director of Operations – Sue Ann Evers

Members were asked to make introductions and share the last time they were on the soccer field. We had members on the field the night before the East Central meeting. It is apparent that East Central has a dedicated group, all working toward the betterment of soccer.

Gift cards were given out throughout the morning for members answering various questions.

EC President

A quick review of the progress East Central has made over the year.

- Referee mentoring program.
- SAFE Committee
- Commitment of member clubs continues to build:
  - Strong organized leagues
  - Continue to work together for the good of soccer
  - Strong programs developing our young players

U14 Girls from United Hurricanes won state cup. Congratulations!

**WYSA AGM Oshkosh March 11, 2017.** All clubs should mark their calendar to attend this meeting.

### **See State Rep Report**

WYSA Board Meeting was a conference call. The main topic of discussion was about increasing the referee fees. The proposed referee fee increase would be spread over the Center Referee and AR positions and would be about \$15.00 per game total for all three positions. Last pay increase was in 2010. Doris shared that the Milwaukee area has the biggest problem getting enough referees to cover games. A lot of the discussion was centered around the fact that other states were paying more for their referees. The referee unit felt that a rate increase would retain more referees. WYSA suggested putting into place a mentoring program to help referees deal with field issues. Because of sportsmanship issues, many referees will not continue to referee even if there is more money per game. Bottom line is the soccer community needs to fix the problems at the fields.

The Referee Unit has been asked to come back with some information to support the rate increase. Members should be prepared for this increase. As the state representative Doris plans to approve the increase. Referees deserve a pay increase.

Reminder that you can recertify your referee certificate in any state.

State needs to help recruit referees. Clubs can also promote their membership to recruit referees.

### **U15-U19 Classic League Discussion – see document**

Clubs struggle to determine what mix of players to put together for league play. Unfortunately, there is no crystal ball that tells us what age of players each club will register and the number of teams wanting to play at certain age levels. It is anyone's best guess. How do we make things work out in the best interest of our players?

**Discussion was had and many things were pointed out.**

#### **Final solution:**

Everyone agreed that we did not want to put in permanent guidelines, because East Central wants to remain flexible and make the best combination of teams that is possible.

- As a starting guideline East Central will form teams which fall into U15/U16 and U17/U18/U19. East Central is still committed to forming divisions for single age groups, whenever possible, if enough teams are registered for the season.

## SAFE

- Review Program from WYSA
  - Zero Tolerance Policy
  - WYSA Recommendations and Guidelines for Sideline Behavior
- Recommend that your parents and coaches sign code of conduct and the Zero Tolerance policy and Sideline Behavior document.

East Central would like to post positive things that are happening on the field. If clubs would like to submit information about outstanding sportsmanship, East Central will post it on the website.

The SAFE committee will be putting into place guidelines as to types of penalties coaches and spectators will receive if poor sportsmanship is displayed.

### Suggestion:

- Referee display a green card to player for showing sportsmanship. This practice is used in Europe.
- Improve relationships with referees, parents, coaches and players.
- Silent play week where parents drop off the kids and the parents are not allowed to yell or talk during the game.

### Referee discussion- see article

- Mentoring program
  - 40-50 referees went through mentoring program
  - Encourage referees blow the whistle louder
  - Set up some mentoring at academy play dates.
- Mike Jones will meet with your club if you want help with a mentoring program for your club.
- East Central should invite DOC's from district clubs to attend the mentoring program. Building a positive relationship between all parties on the field would be a good starting point.
- Mike asked referee unit if they could put something together to educate coaches about laws of the game.
- Clubs can host scrimmages to help train referees in their area.

### Review EC Schedule – see document

### Academy

- Suggestion for U8 games to have referees. Coaches are distracted with sideline game management and are not able to help with what is going on in the game. Clubs have trouble getting enough referees for the U10 games, adding U8 referees would be difficult. Suggestion to have a team manager to take care of sideline game management issues.

Meeting adjourned at 11:15 AM

Respectfully submitted,

Sue Ann Evers

East Central Director of Operations

for

Gary Coenen

East Central Secretary

~DRAFT~

WYSA State Board Meeting Minutes  
8/13/16  
Madison, WI

In Attendance: Terry Donini - President, Toby Whipple - Secretary, Fred Yasatan - Racine, Doris Schommer - East Central, Chris Lay - MAYSA, Ernie Englund - Kenosha, Cari Wallenfam - Waukesha, Chris Yustus - Midway, Nancy Ziaja - Milwaukee Kickers, Mike Recklies - Stateline, John Janasik - Metro, Melissa Zielinski - Executive Director, Sal Garcia - SYRA

Absent: Ken Ward - Vice-President, Hunter Tyler - Northwest, Vance Bickford - Southwest, Scott Surprise - WSL Adult Rep., Chris Lacey - Ozaukee

Guests & Staff: Craig Carlson - Associate DOC, Jim Launder - DOC, Tom Mesalk - Register-WisRef.org

President Terry Donini called the meeting to order at 10:05 AM.

Approval of the Minutes

Motion: To approve the minutes from the 3/12/16 WYSA AGM and Board Meeting. Moved by Toby Whipple, 2<sup>nd</sup> by Chris Yustus. *Motion Passed*

President's Update – Terry Donini

ODP - Terry gave a brief update on the management changes of the WYSA ODP program.

USYSA AGM – Terry advised the Board that there have been quite a few leadership changes at both USYSA and at Region II.

Soccer Across America – Terry indicated he felt we can make better connections with Boys and Girls Clubs, etc.

Treasurer's Report – Melissa Zielinski (for Ken Ward)

Melissa briefly reviewed the budget/financial information as provided to the Board in their packet.

Motion: To approve the budget/financials as provided in the Board packet. Moved by John Janasik, 2<sup>nd</sup> by Nancy Ziaja. *Motion Passed*

Executive Director's Report – Melissa Zielinski

Melissa has provided a written report in the Board packet and reviewed a few highlights of her report.

Danny Sweeney has been hired as the new Risk Management and ODP Administrator.

We are currently accepting nominations for the WYSA volunteer awards.

~DRAFT~

The 2017 WYSA AGM will be held in Oshkosh, WI on March 11, 2017.

Recruiting “Poaching” Policy – Melissa Zielinski

Melissa reviewed the proposed Recruiting “Poaching” Policy as provided in the Board meeting packet.

Motion: To approve the Recruiting “Poaching” Policy as provided to the Board in their packet, effective August 1, 2016. Moved by Ernie Englund, 2<sup>nd</sup> Doris Schommer.

*Motion Passed*

Implementation of the US Soccer’s Player Development Initiatives (PDI) & Heading Restrictions

Melissa reviewed the USSF PDI mandate that was just received two days ago and was provided to the Board in their packet. A new/ revised WYSA 2016/17 Small Sided Game Standards Chart was presented.

Motion: To implement the US Soccer PDI and Heading Restrictions Policy effective August 1, 2016. Moved by Ernie Englund, 2<sup>nd</sup> by John Janasik. *Motion Passed*

An IFAB Summary of Law Changes handout was provided to the Board at the meeting. Sal briefly discussed the changes, which are effective beginning August 1, 2016.

Referee Fee Increase Proposal – Sal Garcia

Sal viewed the referee fee increase proposal that was provided to the Board in their meeting packet.

Melissa questioned whether increasing referee fees was going to increase the referee pool. She also felt that the referee organization needs to do more than just publicize information on their website regarding how to become a referee. New ideas need to be developed on how to increase the referee pool.

Some Districts are utilizing referee mentoring programs to help retain new referees.

Sal was asked to provide information regarding referee fees currently being used in surrounding states and distribute it to the Board members prior to the November meeting.

Coaching Education Update

Jim Launder summarized for the Board the changes in the various coaching licensing levels.

Craig Carlson briefly discussed the ODP program. He expressed that the quality of the talent in ODP has improved.

For the Good of Soccer

Tentatively the next Board meeting will be November 19, 2016 in Milwaukee.

~DRAFT~

Motion to adjourn was made by Nancy Ziaja, 2<sup>nd</sup> by Toby Whipple. The meeting was adjourned at 12:30 PM.



## U15-U19 League Discussion

Questions to address as this decision is made:

- a. What are we trying to accomplish here?
  - . Retain older players within our club who we no longer have a valid ‘age group’ team for?
  - . Make it easier to schedule leagues?
  
- b. Who are we supporting? The Player? The Club? What Team(s)?
  - \*\*\*\*\* Who should be of the highest concern here?
  
- c. At what age do players stop developing their soccer skills and just become ‘players’? When does the concern for player development become secondary?

### Traditional Age Groups: i.e. U15, U16, U17, U18

Pros	Cons
Players would be playing at age appropriate levels. Better for development of skills and physical strength. Less injuries when players are in the proper age group.	Not always enough teams to create a working division for competition. Clubs struggle to know what kind of offers to make to players to create the team that fits into East Central’s League
Teams would be able to develop a record to apply for state league	Smaller clubs need to move players up into older age division because they do not have enough players to create a team at each level. Teams are created with multiple age levels.
Teams would have age appropriate players for tournaments	

### Creating High School Teams:

Clustering ages to include all High School age level of players.

Clubs would select level of play.

Pros	Cons
Smaller clubs would not have to struggle to create teams at each age level where a smaller number of players stay involved in soccer	High Schools also create a level of play by selecting JV and Varsity teams. Generally the younger players will be present on the JV team and older more mature players on the Varsity team.
Point was made that High Schools have the age group mixed together with many age players playing on the High School team. Generally, the younger players will be present on the JV team and older more mature players on the Varsity team.	Creating just a High School division would put 5-year age groups together. Ages 14-18. What is best for the player’s development? Developmental needs like: Skills, Physical and Mental Maturity

10/19/2016

Clubs will have the option to select the level of play in the High School division. Classic, 1, 2, 3. Level of play depends on the number of teams that enter into East Central League.	Referee fees will be at the U19 level which is more expensive. More cost to the club.
	Will players be allowed to play up to the High School bracket or will there be some restrictions on the age of players allowed to play in the High School league. <b>How does the 8<sup>th</sup> grader fit in?</b>
	Tournaments could be tricky to enter as other districts in Wisconsin will be using the traditional age brackets. Clubs will need to understand that the teams will be created under the U19 age bracket.

Possible options:

- Current scheduling system with clubs deciding what age they want to create teams at. Clubs will need to decide at per-scheduling meeting what age bracket they want their team scheduled at.
- U15-U19 League Division:
  - Clubs create teams for a scheduling bracket that range in age from U15-U18 (four-year bracket) or \*U15-U19 (Five-year bracket)
  - Clubs create teams for a scheduling bracket that range in age from U15/U16 and U17/U18 (two-year bracket)

Notes:

- The district clubs work better together to find a placement for players that do not fit into the age appropriate teams they are able to offer.
- \*Suggestion that the few U19 players move to the Adult League
- These age brackets are for Classic league only. The Recreational League will stay as East Central currently has it.
- Clubs need to be reminded that they need to do what is best for the players. Having teams move up in playing level to accommodate 2 or 3 players may not be what is best for the rest of the team.

# **Sportsmanship.Attitude.Fun.Everyone.**

## **Welcome Soccer Fans**

**We, the players would like you to know a few things:**

**We are watching and hearing everything you say and do today.**

**Kids are #1. Please display a good example of game day behavior.**

**Be a fan....not a fanatic!!!!!!**

**Players Play. Coaches Coach. Referees maintain integrity throughout the play.**

**Soccer fans are present to enjoy and support the competition between all teams.**

**Cheering and encouragement MUST be done in a positive manner.**

**In the event you cannot abide by these simple guidelines please save yourself, and those around you, the embarrassment of being escorted off the premises.**

**We, are representatives of East Central Soccer and The Wisconsin Youth Soccer Association would like to thank each of you for making this event a S.A.F.E. and rewarding experience for all.**

### Reported incidents

East Central Dist.	Fall 2016	Spring 2016	Fall 2015	Spring 2015
Red Cards	2	11	0	6
Yellow Cards	6	78	10	37
Coach/Manager	2	11	2	7
Spectator Issue	0	5	0	3
Referee issue	0	1	3	4

Some Steps to help set a Safe and Fun environment for Everyone;

Code of conduct for players AND parents

\* make part of registration process via League 1

\* Post on Club Web site

Zero Tolerance policy- How do you as a club present?

\*post on your website

\* make part of registration process via League 1

Report: Speak up when you see Good to Great Sportsmanship / read a good article? please share with SAFE

Provide venue to educate sportsmanship on all levels. Web site, club newsletters, awards ....

Report using Game incident report when something is unacceptable speak up.

## The Officiating Crisis: What Can I Do?

By Dana M. Pappas on October 18, 2016

<http://www.nfhs.org/articles/the-officiating-crisis-what-can-i-do>



For the past several years, state association leaders have warned that we were about to face a crisis relative to the number of officials we have. The crisis is upon us and it has reached epidemic proportions. Newspapers across the country all have the same headline in the sports section: “*Schools forced to reschedule games due to officials’ shortage.*” The next headline will be even worse: “*Games cancelled due to a lack of sports officials.*”

The writing has been on the wall for quite some time but little has been done to truly heed the warning and to address the problem – the “why” of where we are and the “how” to fix it. Everyone has known it is a problem but what have we done institutionally to solve the problem at the statewide level, within each school, within each local officials’ association and each of us individually?

We know why people start officiating and what keeps them in the game: love of sport, the desire to stay involved in athletics, the love of a challenge, to stay physically fit or to give back. Some people even do it for stress relief, if you can believe that. Officials at the high school level have a litany of reasons as to why they officiate but few at this level are doing it for the money. They are doing it to HELP KIDS. They are performing a community service. They are ambassadors within the educational setting. They go through off-

season camps, weekly meetings, clinics and exams. Their training is rigorous and mostly voluntary when you put the cost of officiating up against the pay. The reasons why they officiate are good and pure.

The darker side of the issue is why they leave. Bad sportsmanship is at the top of the list. Being yelled at, verbally abused and sometimes even physically assaulted while simply trying to help kids can drive officials away from the avocation. Problems with the “good old boy system” within associations, some of the in-fighting that occurs and perceptions of favoritism are issues from within the officiating circle that can drive people out. A lack of hospitality by schools or failure to receive payment in a timely fashion can exacerbate frustration among officials.

These are all reasons why people give up doing something they truly love. It is time that all of us in the interscholastic family look within ourselves to think of what we have done to make officiating in our state better as well as what we have done to contribute to the loss of officials over the years.

Being introspective is healthy and it is time we all look within and point out what we could do better in order to improve the situation. It is hard to admit when we are wrong but I am pointing out just a couple of my shortcomings (although the list is likely longer) to encourage members of our interscholastic family to do the same. In times of crisis, look within and be your own worst critic!

I'll start with my personal introspection. On the positive side, as Commissioner of Officials, I've brought new educational and training initiatives to the state, have established a network of professional and collegiate officials for our membership to learn from and have worked to achieve progressive evaluation of officials. On the negative side, I haven't always done the best job in dealing with personalities that have hindered our growth and haven't dedicated enough time to have “exit interviews” with officials when they leave the association to figure out what has spurred their departures. I haven't completely been able to get rid of politics within local associations. I haven't celebrated the great calls of officiating enough and need to do a better job of promoting all of the good things our officials do.

Now, it's your turn...

**Think about what you are doing to retain the officials we have.** Officials – What are you doing to mentor and foster new officials into the avocation? Are you being a good partner? Are you being a productive or destructive member of your association? Are you paying it forward? Athletic Directors - Does someone greet officials at your school? Do you have a safe place for them to dress? Do you pay them within seven to 10 days? Do your coaches and fans treat officials respectfully?

**Think about what you are doing to bring new officials in.** Officials – Are you coming up with active strategies for seeking out new officials? Are you representing the Association in a manner that would make someone want to join the ranks? Athletic Directors - Do you talk to current students and recent graduates about the viability of being an official after school ends? Do you actively promote officiating through showing respect to the officials on your campus?

In the middle of August, I was at a football officiating camp. I observed an assistant football coach go off the rails on an official eight snaps into the scrimmage. There were officials there who had never put air in a whistle or throw a flag, trying to learn to become community servants for our student-athletes. To see an adult start screaming at another adult over what he thought was a missed call *in a scrimmage* was a poignant example of why we have the problems we do. Officials WILL miss calls. They are human beings. I don't know a coach who has made every correct play call and every correct substitution in every game. I don't know a player who has completed every pass or made every basket every single game. Officials are expected to be perfect when they walk in and improve as the night goes on. Why is there such a high degree of scrutiny with one group when everyone else is allowed to make errors without being screamed at?

**Here is the reality.** We have a lot of brand new officials working contests they may not be ready for this year just to get games covered so that kids can participate. While our overall number of officials has been static over the past several years, we are not retaining officials. Most of our turnover is with officials in the one to three year range. Someone comes in, they work a few games, they get yelled at by a middle school parent when they work their first game and they don't come back. We can't get officials trained quickly enough. They haven't even had time to develop a thick skin when the first negative situation occurs.

Please remind your coaches to treat the officials at games with respect. It is absolutely okay for coaches to engage in positive conversation but not to berate and degrade them. Some new officials are trying to understand the rules and how to apply them and haven't yet learned effective game management, inclusive of communication. We need these officials to replace retirees and to cover the games of our growing sports programs. We need them more than they need us. They could find something else to do with their free time but instead they choose to help kids...and often times get yelled at for their efforts. Help with parental behavioral issues. Let them know the situation and how dire it is. Retention of officials starts with respect and modeling the tenets of *Compete with Class*.

Look within yourself. What can you do to improve the situation? I have my growth plan in place. It starts today. It only takes one person to make a positive difference.

## East Central Spring League 2017

Classic	Start Date	End Date	# of Games
Classic Girls U11-U14	April 24, 2017	June 22, 2017	9
Classic Boys U11-U14	April 24, 2017	June 22, 2017	9
*Classic Boys U15-U19	April 30, 2017	June 20, 2017	9
Classic Girls U15-U19	June 12, 2017	July 31, 2017	8

Recreational	Start Date	End Date	# of Games
Rec. U8-U14	May 1, 2017	July 15, 2017	10
*Rec. U16-U19	May 14, 2017	July 31, 2017	10
**Academy	April 30, 2017	June 25, 2017	8
Adult Recreational	June 4, 2017	August 6, 2017	8

Recreational and Classic \*U16 – U19 Rec. & U15-U19 Classic Boys team’s will start the season playing on Sunday late PM. During the week of June 11, 2017, teams will also start playing weekday games.

The week of July 2-July 8, 2017 will be observed as the July break

\*\*Memorial Day weekend off.

### Scheduling Dates for Recreational and Classic teams

Due Date	Information
February 26, 2017	Club Registrar must have all Classic and Recreational teams wishing to be scheduled in East Central League created in League One. <b>A minimum number of players must be registered on the team to prove it is a viable team.</b>
February 27, 2017	East Central will send a confirmation list of Classic and Recreational teams found in League One to Club Registrar and Club Scheduling Manager.
March 3, 2017	Club Registrar will confirm level of play and teams to be scheduled in East Central Soccer League Club by returning excel spreadsheet with requested information
March 8, 2017	Pre-Scheduling meeting for East Central Soccer League. Prior to meeting Club Scheduling Manager will receive district wide list of teams.
March 10, 2017	First Draft of schedule for East Central Soccer League 2017
March 20, 2017	Final Scheduling Meeting Face to Face to iron final schedule changes.
March 30, 2017	Final schedule changes must be made
March 31, 2017	Schedule becomes public