

**Los Alamos Youth Soccer League**  
**Minutes of the LAYSL Monthly Board Meeting**  
June 16, 2004

**Present:**

Board Members: Mike Wyman, Paul Jackson, Bill Flor, Paul Langan, John Erickson, Ann Thoma, Vicky Longmire, Karl Hjelvik, Molly Cernicek, Jon Schoonover (arrived late)

Contractor Employee Present: Glad Bugariu

Visitors Present: Kim Thomas, Andy White, Tom Evans

Secretary: (Non-Board Member) Lisa Pansoy-Hjelvik

**Absent:**

Board Member: Bruce Barraclough

Paul Jackson called the meeting to order at 6:30 p.m.

**Kim Thomas presented/discussed status of referees within the LAYSL:**

Discussion centered on ways that the LAYSL can attract and retain referees. Some of the issues discussed were as follows:

- How can LAYSL raise the fees for the refs.
- Several recreational teams played the small sided game format, following league guidelines. Referees were not aware of how coaches have chosen how to play their game, for example, with respect to throw-ins. Coaches need to promulgate information to referees on how they are playing their games.
- Some recreational coaches did not know a lot of the rules. Bill Flor mentioned that the rules are posted on the internet; Paul Jackson expressed concern that other methods must be available for rec. coaches to be aware of the rules. Coaches should be encouraged to laminate the rules to have readily available, just in case issues arise during games.
- Per Ann Thoma, a goal would be to train the new coaches in advance so no questions on game play would arise during game time. Upon the availability of this training for new recreational coaches, Kim Thomas will work with Bruce Barraclough to ensure that referees spend some time with new coaches during their training.
- *Action Item:* Ann Thoma will notify Bruce Barraclough on training for new coaches, so that he can arrange for referees to be a part of the training. Kim Thomas mentioned that the presentation by referees would provide basics of the game; presentation will not be a referee clinic.
- Paul Jackson mentioned that training for new rec. coaches should be made mandatory.
- Of particular issue was that recreational league referees are in significant demand, having to be involved in 1-15 games. Overall, the money or fee issue is not an issue for adult referees; however, fees are important to students. An increase in fees may help attract or retain more student referees.
- A proposal was made (by Kim Thomas on behalf of Bruce Barraclough) to increase the fee from (Team Age + \$2) per game to (Team Age + \$6) per game. The increase in the budget would be approximately \$300.
- There was also discussion on sponsoring a Youth Referee of the Year. LAYSL could provide the "prize" such as out-of-town expenses, etc. to send the youth to an out-of-town tournament (i.e., Whole Enchilada or Sandia Cup). Nominations for Youth Referee of the

Year could be due by March 1, 2005, for refereeing performed during the Fall Season, 2004. Duke City is doing something like this as well.

- Bill Flor formally made the Motion for the fee increase as proposed by Kim Thomas; Paul Jackson seconded the Motion. The Motion was passed unanimously.
- Kim Thomas asked that league to stress that no jewelry is allowed during game time, including practices.
- Active recruitment of referees should continue, and extend to new referees. Recruitment should extend to all coaches. – Coaches should learn rules or attend a coaching clinic.
- Paul Jackson inquired on whether competitive teams can have referee clinics for parents. Kim Thomas mentioned that the clinic is a 9-hour class, requiring a minimum of 12 students per clinic. Joe Fawcett or Kim Thomas can provide this training at a cost of \$15 per person for a Grade 9 Referee Clinic; the price per person decreases with more than 12 people.
- Before leaving the meeting, Kim Thomas provided Board Members with e-mail correspondence detailing further ideas on recruiting and retaining referees.

### **Ratification of Director of Coaching Contract of Employment with LAYSL**

- An earlier draft of the ratified contract, signed by Paul Jackson, Jon Schoonover, and Glad Bugariu (~May, 2004) was deemed invalid as it was signed in non-conformance with LAYSL By-Laws. The LAYSL Board did not review the ~May, 2004 contract, as previously agreed to by Board Members during the April, 2004 LAYSL Monthly meeting, hence a new ratified contract was drafted.
- Paul Jackson handed out the newest version of the ratified contract to all of the Board Members for their review.
- Following the Board Members review of the ratified DoC contract, the DoC spoke of his 2004-2005 goals, which could be added as an addendum to the ratified contract. The DoC also spoke of his intentions on working with other communities (such as the Indian Pueblos) and leagues (such as the Capitol Soccer Club in Santa Fe) as a basis for the development of a Northern New Mexico League.
- Several LAYSL Board Members discussed with the DoC several issues concerning his interactions with the Capitol Soccer Club. Subject matter discussed were as follows:
  - The DoC interactions with the Capitol Soccer Club had not been brought to the attention of the LAYSL Board Members as required in the current LAYSL-DoC contract.
  - What were the negotiations with the Pueblos?
  - The LAYSL Board Members had briefly spoken of a possible Northern New Mexico League, but no definitive plans had been developed for Board Members to review.
  - LAYSL Board Members inquired on whether or not the LAYSL DoC had signed another employment contract with Capitol Soccer Club. The DoC confirmed that he had signed a contract with the Capitol Soccer Club, with an employment start date of September 1, 2004. The DoC had signed this contract around the time of the LAYSL General Annual Meeting on May 20, 2004.
  - The DoC declined a request for the LAYSL Board to review his new contract with the Capitol Soccer Club.
  - The current LAYSL-DoC Employment Contract requires that the DoC obtain approval from the LAYSL Board before pursuing interactions with other soccer clubs or organizations.

- Following this discussion, the LAYSL Board Members closed the meeting, so that the ratified contract could be discussed. (All visitors, contractor DoC, and secretary exited the meeting. Minutes were taken by Board Member Karl Hjelvik)
- The results of the closed meeting were as follows:
  - Ratified contract was voted down, 6 votes to not ratify versus 4 votes to ratify.
  - (Board Member Molly Cernicek exited the meeting at this point.)
  - *Because the DoC did not abide by his current LAYSL-DoC Employment Contract concerning notification of his interactions with Capitol Soccer Club resulting in Loss of Faith between LAYSL Board Members and the DoC, a formal Motion was made by Mike Wyman to terminate the DoC; this Motion was seconded by John Erickson.*
  - (Board Member Jon Schoonover exited the meeting at this point.)
  - *5 Board Members voted in favor of the Motion to terminate the DoC; 2 Board Members voted against the Motion; 1 Board Member Abstained.*

The meeting was made open, and the secretary returned.

**Other topics of discussion:**

- There was agreement among Board Members that any LAYSL contract must be ratified by the entire Board before its final approval.
- Mike Wyman and John Erickson were to draft a DoC termination letter for review by the LAYSL Board Members, before its final issuance.
- Ann Thoma requested that John Erickson develop a plan for new recreational coaches training.
- Two parents should be assigned as points-of-contact on field readiness (i.e., lining fields, flooded fields, availability, etc.) – two parents should be assigned for Overlook Park; another two assigned to Barranca Mesa.
- Ann Thoma will work on methods to ‘balance’ the recreational teams. A possibility is to gather all children for coaches to evaluate then draft.
- By July, 2004, a roster of all volunteers for the 2004-2005 season should be made available.
- Draft of Code of Ethics LAYSL Board Members document, supplied by Paul Jackson, to be reviewed by Board Members for discussion at a later meeting.

Meeting was adjourned at 8:40 p.m.

Respectfully submitted,  
Lisa Pansoy-Hjelvik