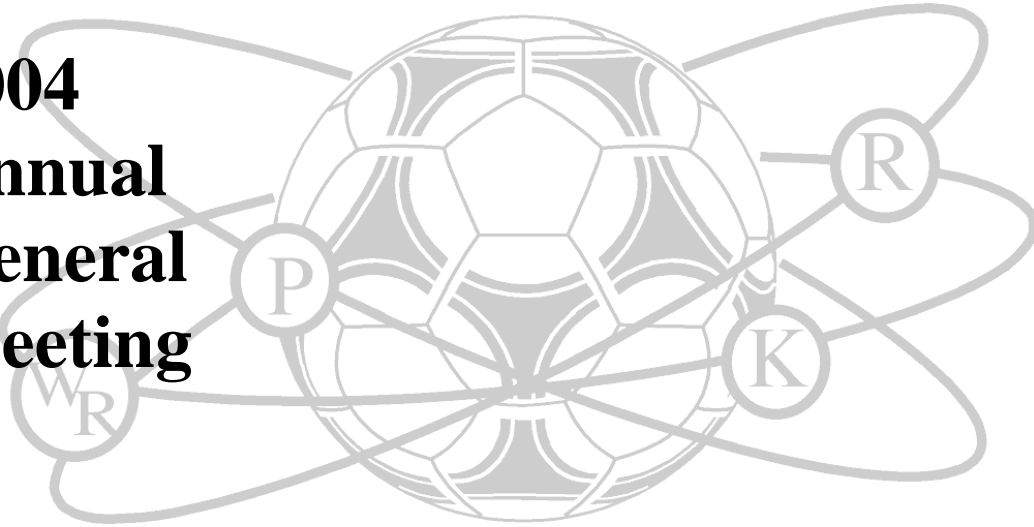


T-CYSA

2004 Annual General Meeting



November 10, 2004
Officer Reports

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President – Josh Brimberry

The President of the T-CYSA board oversees all activities of the T-CYSA and the work of the Board Members, and serves as Chairperson at the Annual General Meeting and all Board meetings. The President sees that all Bylaws, Rules of Competition, and Guidelines of T-CYSA are executed. The President establishes committees and appoints administrators as required. The President is also responsible for hiring, supervising, and providing performance evaluations for the Office Manager and other paid staff in the T-CYSA.

The President's report is presented in two segments reflecting the views of both the former and current president. The common theme between both segments is a concern over financial issues and a need to foster increased participation in T-CYSA programs.

Segment 1

Player registration continues to account for the bulk of revenues received by T-CYSA. For several years, the number of players registering with T-CYSA has declined. Expenses did not decrease as revenues declined. Instead, T-CYSA reserves were tapped to fill revenue needs. Tournament revenues have also steadily declined over the years. The number of tournaments statewide has increased and it is difficult to attract teams from west of the Cascades to the Tri-Cities. Our most successful tournament is not the League Placement Tournament. In addition, T-CYSA was notified by the City of Pasco ("City"), that its costs of facility maintenance were increasing. The City requested that T-CYSA identify a means to increase payments to the City.

In response to these financial pressures, the T-CYSA Board made the difficult decision to reduce expenditures and strive for a balanced budget. This resulted in the need to redefine priorities and has resulted in some loss of service.

The Board has moved to meet these challenges. It is critical that we increase the awareness of the issues confronting T-CYSA and expand the number of volunteers working on behalf of T-CYSA. The challenges we face can be successfully addressed, but we need additional support through increased participation. Josh's report identifies several positions that need to be filled. I encourage you all to respond to Josh's call and support T-CYSA with your personal involvement.

Segment 2

It has definitely been an interesting few months since being appointed interim president. There have been some trying and difficult issues and unfortunately, there are still many in front of us.

As an association, we continue to lose players. This in turn has affected us financially and has hence become the biggest problem that needs to be solved. We have explored the option of creating and employing an Executive Director position. This person will be

paid to further the financial situation of the association by bringing in more players, attracting sponsorships, bringing in more events to better utilize the facility and obtaining grants. This was discussed at our September board meeting and has not been discussed or advanced since then. It is my hope that this issue can be looked at and, in some form, implemented as soon as possible. It will bring us closer to having the business approach that I think the association needs to advance itself.

VP of Administration – Teri Ahlers

The VP of Administration presides over T-CYSA business in the temporary absence of the President, and maintains a current copy of the Bylaws and Guidelines. The VP of Administration also oversees registration, registrar activities, facilities, and special projects related to facility improvement.

On-line registration was required for 2004-2005 registered players. It has definitely been a learning experience for us all. There are some real advantages to having on-line registration and with a little more “tweaking”, we will be able to have a consistent, easy and reliable system we will use for years to come. Many thanks go to Ranata Johnson for getting T-CYSA through the initial first year of training. We could not have done it without her dedication and huge number of volunteer hours.

Office Administration: Teresa Obenauer continues to keep the T-CYSA office running smoothly. She has been a very dependable and supportive employee and we owe her many thanks. Her situation is very unique in that her boss changes every two years (sometimes more) and she must tell the BOD what needs to be done and when. Teresa has taken on this responsibility with finesse and discretion. Please thank Teresa for all her hard work at keeping this organization running.

Quint Brown, our Facility Specialist, is doing a wonderful job of keeping lines on our playing fields and keeping up on the general maintenance of our great Complex. We did hire an assistant office manager earlier this year but it did not work out. We have hired some temporary help when Teresa needed it and plan on having someone in to help when needed. With online registration, we are not sure at this time if we will need an assistant office help or not.

Recreational Uniforms: After much debate and discussion, the recreational directors and I decided we did not want to change the colors of the Recreational team uniforms so we are returning what we can of the previous order and trying to sell the jerseys with our logo. We have decided to give the Yellow and Green jerseys to the U8 coaches for Goalie shirts.

T-CYSA promotions: With our registration numbers down again this year, the BOD is working on ways to increase the public knowledge and awareness of T-CYSA. We had bumper stickers and T-Shirts printed with our logo and we hope all coaches, parents, and players will try to display them as much as possible. **We need everyone to help us spread the word that soccer is the world’s greatest sport and it is definitely a game for all kids.**

VP of Development – Darryl King

COACHING CLINICS

In March, we held six coaches training sessions for the U-6 thru U-11 coaches. Three were held with a U-10 Girls team and was attended with an average of 12 coaches at each session. Three were held with a U-9 Boys team and was attended by an average of 18 coaches.

The sessions were showing them modules on Dribbling, Passing and Shooting with handouts of coaching points.

We received great feedback about how helpful they were and would like to see that more of these are done again.

“E” LICENSE COURSE

This course was attended by 17 coaches. All but two of the coaches were from the T-CYSA and 13 of them were coaches currently coaching in the city rec leagues with U-8 thru U-11 teams.

Some of the comments were that this was the most informational training for them and they wished that they had taken the course earlier. It was also suggested that we make it mandatory for all rec coaches. In a perfect world wouldn't that be great.

“D” LICENSING COURSE

This course was attended by 12 coaches. Eight were from the T-CYSA.

CENTER OF EXCELLENCE

We started the COE on March 15th with nearly 290 registered players. We had included in that group 7 scholarship attendees. The inability of me to round up enough coaches ended up with too large of groups in the U-10 girls. (Almost ½ of all the campers were U-10 girls).

I recruited 8 additional coaches for the second week and it worked much better. There have been a few minor complaints from a few parents but in the most part, things have gone pretty well.

One thing different this year has been the effort to get the rec coaches to attend the session with their teams and at the last 30 minutes of each COE, we round up all the U-10 and U-11 coaches and have Mike Washington review with them the coaching points of the week's session and challenge them to teach that session to their players at their next practice.

We have received very positive feedback from the coach's sessions.

VP of Competition – Michael Kintner-Meyer

The VP of Competition oversees T-CYSA competitions, including recreational and competitive league play and tournaments. The VP of Competition oversees the T-CYSA Head Referee and judicial functions (Recreational Rules and Protest committee) as required. The VP of Competition schedules all T-CYSA league games.

2004 Synopsis

Focus areas during 2004 were:

1. enrollment statistics for T-CYSA
2. implementation of on-line registration and scheduling system
3. updating T-CYSA rules of competition
4. recreational team coaches awards

1. Statistics for T-CYSA Registration

Over the last seven years, T-CYSA has seen a decline in the enrollment from an all-time high of almost 3,300 (U6 through U19) in 1997 to currently 2,109. This decline corresponds to an average decline per year of 6% over the seven-year period. The two tables below show the actual numbers of the enrollment and the percent changes in the enrollment from year to year.

As shown in the second table below, the progress we made in slowing the decline from 12% to 5% of the total enrollment in 2003 could not be further improved as we had hoped. This year's enrollment was 7% lower than last years.

Enrollment by Numbers of Players	2001	2002	2003	2004
Richland (U6-U12)	721	620	601	575
Kennewick (U6-U12)	701	604	560	533
Pasco (U6-U12)	306	259	283	216
West-Richland (U6-U12)	217	190	168	158
Total Recreational (U6-U12)	1,945	1,673	1,612	1482
Three Rivers Club (U12-U19)	777	709	655	627
Grand Total	2,722	2,382	2,267	2109

Percent Changes in Enrollment	2001 to 2002	2002 to 2003	2003 to 2004
Richland (U6-U12)	-14%	-3%	-4%
Kennewick (U6-U12)	-14%	-7%	-5%
Pasco (U6-U12)	-15%	9%	-24%
West-Richland (U6-U12)	-12%	-12%	-6%
Total Recreational (U6-U12)	-14%	-4%	-8%
Three Rivers Club (U12-U19)	-9%	-8%	-4%
Grand Total	-12%	-5%	-7%

Note: T-CYSA offered both U12 developmental and U12 recreational option. Thus, the overlap in the age groups between recreational league and the Three Rivers Club.

The overall persistent decline in enrollment over the last seven years should be of great concern to the Association and should deserve full attention by the Board of Directors and the entire Association. Focus groups conducted in the fall of 2004 will hopefully provide some insights into the underlying causes for the decline. The Board of Directors will analyze the results of the focus groups meetings in the winter of 2004/2005 and develop strategies to improve the enrollment.

2. On-line Registration

At the October 2003 Board Meeting, the Board of Directors decided to implement on-line registration effective for the 2004-2005 season. The key objectives for the adoption of an on-line registration system was to (1) improve the ease of registration for the parents; (2) to reduce significantly the data entry labor of T-CYSA office staff; (3) to improve business process of T-CYSA office staff, Board of Directors, and volunteers by providing a common platform for accessing data for tasks such as game and tournament scheduling, and field assignments; and (4) to provide better ways to communicate to coaches and volunteers.

Under the leadership of T-CYSA's former Vice President of Competition, Ranata Johnson, an On-line Registration Committee was established in 2003 that explored the available products offerings and made a recommendation to the Board in the fall of 2003 for the selection and implementation of Count-Me-In (CMI) as T-CYSA's on-line registration system. Effective for the 2004-2005 season, the Association transitioned its entire registration process from the existing paper format to the CMI on-line system. Several operational changes were required for the transition. T-CYSA invested in broadband communication with an Internet service provider to support faster access to the Internet for the work with the on-line registration system. The Association installed two new computers at the office to provide access to the on-line registration system for those customers who do not have access to the Internet. Furthermore, the office staff and selected Members of the Board took classes provided by CMI to learn how to use the system.

Despite the time and resource investment the Association devoted for the transition to the CMI system, it was not without technical and operational challenges. Several software customization requests were necessary to accommodate T-CYSA's registration requirements. The office staff and Members of the Board provided technical assistance to parents ranging from answering questions to systematic support guiding the parents through the registration process. By the beginning of the fall season, 2109 children were successfully registered. The real challenge manifested itself during the scheduling process of the 650 games for the recreational leagues (U6-U11) on more than 60 fields. The scheduling system of CMI did not provide the scheduling features of our previous scheduling software and, consequently the assignment of home field to home team was inconsistent. The Association communicated this scheduling feature to all recreational coaches. The coaches were very understanding of the Associations challenges and dealt with the inconsistent home field assignments.

Selected Members of the Board who have worked with the CMI system developed a list of recommendations for the improvements for the CMI software and submitted it to the software vendor. All critical recommendations made by T-CYSA, including the scheduling requirements, were adopted by the vendor, and are expected to be available in the new software release in beginning of December 2004.

In summary, it is expected that the game scheduling for the recreational leagues for the Spring 2005 season as well as the registration for the year 2005/2006 will be much

smoother requiring less resources and efforts on all, the parents, office staff, as well as the Members of the Board. The Association with the help of many worked through the initial challenges and problems and now is looking forward with confidence to utilizing the online registration to its fullest degree. The Association is committed to online registration as an effective business tool.

3. Harmonizing WSYA and T-CYSA rules

The Association has recognized that T-CYSA's rules of the competition are not consistent with WSYA's rules. A Rules Committee was established in September of 2004 to identify differences in the rules between WSYA and T-CYSA, and to proposed rule changes that achieve compliance with WSYA's rules. The work is expected to be completed in December 2004.

4. Recreational League Coaches Awards

T-CYSA continued the recognition program for recreational coaches that was first established during the 2002 season. T-CYSA formally recognizes their coach's outstanding contribution to the game of soccer. For 2004, the following coaches were recognized as Coach of the Year for their clubs:

1. Robert Loch, U-8 Boys, Pasco Club
2. Joel Malard, U-8 Girls, Richland Club
3. Dave Elogy, U-8 Girls, West Richland Club
4. Darryl King, U-11 Girls, Kennewick Club

Director of Tournaments – Dan Johnson

The Director of Tournaments is responsible for organizing and hosting T-CYSA sponsored tournaments and jamborees. Responsibilities include 1) scheduling and sanction of T-CYSA tournament through WSYSA, 2) tournament organization, 3) announcement and summaries of tournaments for the T-CYSA newsletter, and 4) preparation of an annual summary report and finances of tournaments for the AGM.

T-CYSA hosted the U-14 LPTs over 2 weekends, the largest single tournament in Washington with over 200 teams participating. A spring and fall recreational jamboree was hosted as well as the Sagebrush tournament and the Girls District 6 tournament.

Director of Communication – Karen Lesko

The responsibilities of the Director of Communications include recording meeting minutes of Board meetings and the Annual General Meeting, administering T-CYSA interactions with the news media, coordinate team photographs and compiling a newsletter to coaches and players at least three times a year. In addition, maintain an Internet web site to help communicate accurate and timely information to Association members and increase the interest, support, and participation of other soccer organizations.

A T-CYSA newsletter was issued after the 2003 AGM, and in Spring and Fall 2004. Several individual mailings were issued to groups such as coaches and parents of recreational players. Group voice mail utilizing Callingpost.org has been used to make numerous automatic phone calls.

T-CYSA exposure in local yellow pages continued to improve.

Implementation of online registration software provided an avenue for communication by email, because the tool has email built in.

T-CYSA flyers were passed out at local elementary schools and placed on bulletin boards throughout the Tri-Cities.

City marquees and the local cable TV station were utilized to advertise registration in Spring 2004.

A focus group effort was kicked off to assess the strengths and weaknesses of the T-CYSA as a stepping-stone to improvements.

Our web page was vastly improved through the efforts of our Webmaster, Greg Thomas (see webmaster report).

Webmaster – Greg Thomas

Web site tasks accomplished since November 2003 include:

- Redesigned the entire web site. This involved manually rewriting 11,000 lines of HTML code.
- Integrated links to the new external CMI web site into our registration pages.
- Fixed the links to on-line field maps on the CMI web site. Nearly all 75 links were broken.

- Created a new table of fields. Each field has a link to an on-line map, its address, and which age groups play on it.

- Added a schedule of Three Rivers home games to make it easy to see when your favorite teams are playing at home.

- Continued updating content as usual: meetings, clinics, events, registration, tryouts, tournaments, State Cups, Center of Excellence, web site links, field maps, etc.

Future plans include continuing to ensure that information on the site is up to date and validating our HTML code to ensure that it meets modern standards.

Three Rivers Soccer Club Director – Sal Ghbein

The Three Rivers Club director provides for organization and reorganization of teams; ensures all District and WSYL players are properly registered; recruits coaches; and makes coaching assignments with the approval of the coach's selection committee.

The Director of the Three Rivers Soccer Club also ensures that each team has a full schedule at the higher levels of competition and that the administration of the select program is consistent with the association bylaws, rules of competition and association guidelines. The director of the Three Rivers Soccer Club also ensures the payment of entry fees for all league competition.

The Three Rivers Soccer Club includes all of the teams U12 to U19 that compete in either the Washington State Youth League (WSYL) or the District 6 Select League. This year our Club has about 600 Players competing on 36 teams: 11 WSYL and 25 District Select teams, which include five girls U-12 Developmental teams and four boys U-12 Developmental teams.

I would like to thank the following volunteers that have been extremely helpful in the past year:

During this past year, we have seen a change in the organization of the club. This change occurred because of the resignation of Donna Snyder and my election by the club to fill the position. During this past year the following changes/events have occurred:

The most noticeable change is the organization of the Club Executive Committee to include positions of Assistant Director, Uniform Director, Game Scheduler, and a Mediation Committee, in addition to the previous positions of WYSL Teams Director, Practice Field Coordinator, and Secretary. These additional positions will facilitate the operation of the club while minimizing the workload on any individual.

Director	Sal Ghbein
Vice Director	Tom Brewer
Game Scheduler	Bill Swift
Uniform Director	Kathy Story
District 6 Teams Director	Tami Westcott
WSYL Teams Director	Sherri Brisbin
Head Coach	Sal Ghbein
Mediation Committee Chair	Carmen Sacco
Mediation Committee	John Weidert
Mediation Committee	Tom Brewer
Practice Field Coordinator	Wade Bird
Secretary	
T-CYSA Office Manager/Registrar	Teresa Obenauer

Richland Recreational Club – Toni McCarthy

The Fall 2004 soccer season consisted of eight weeks, beginning September 8th and ending October 30th. The Richland Club consisted of 575 players rostered to 60 teams. There was a 4% drop in player registration from Fall 2003. For the upcoming 2005 spring season, I anticipate few team changes.

I would like to thank all of the coaches, referees, age group coordinators and other volunteers for their support of the Richland Club.

The Richland Club Budget for the 2004 soccer season was \$5017.00.

Field Lining (Labor to line game fields)	\$978
Paint and herbicides to line game fields	\$415
Postage, Printing, Office supplies	\$255
Equipment Purchase (Set of goals)	\$2625
Nets Set-Up (donations to teams that set up nets on game fields)	<u>\$845</u>
	Total \$5118

The budget is structured such that the funds are recycled into soccer by hiring teams to provide necessary services within TCYSA.

The Richland Club has many dedicated volunteers who help maintain teams, fields, and equipment. The volunteer staff includes:

Field Scheduler/Nets Coordinator: Cindy Beaumier
Referee Coordinator: Vacant

The TCYSA is a volunteer organization and without volunteers, the organization does not run as smoothly as it could. The following positions are currently vacant and I would appreciate your help in filling them:

Richland City Coordinator-You are responsible to the TCYSA Board for the administration of recreational soccer in the City of Richland. You are responsible for team formation, placement of registered players, recruitment, and management of coaches, and reserving playing fields for home games. Maintaining properly lined and netted playing fields in the city. Ensure all coaches have filled out Washington State Patrol Background forms. You are a member of the TCYSA Board of Directors.

Referee Coordinator-The referee coordinator is assigned to the club by the Head referee. The referee coordinator maintains a listing of team referees who have completed training. The referee coordinator works with the team coaches to ensure that games are officiated by a referee.

If you are interested in any of the positions, please contact the T-CYSA office at 544-0276.

Finally, I would like to thank everyone for his or her support and hope that we can continue to make a positive and rewarding experience for everyone!

Kennewick Recreational Club Director – Josh Brimberry/Kelly Zimmerman

The major excitement came with the implementation of the new registration software. It presented challenges with team formation and trying to maintain the teams from the previous year. It was difficult and required a lot of work but I think it will be much easier now that the initial grunt work has been done.

We have also had to recruit a new director due to my appointment as the interim president. Kelly Zimmerman has stepped into that role and has been a great help in moving the program forward. Steve Cole was also a huge help in forming teams for this season and will continue to be involved.

As far as the future for the city, I know that Kelly and I will work together to bring in more volunteers to help with the work. I am encouraged by the idea of having a coaching/development director that has an emphasis on the rec programs and not just the club. We need to develop a better system to produce coaches that are more qualified. This will increase the value of our product immensely.

West Richland Recreational Club Director – Jon Page

I would like to thank the many people who have made a commitment to help our young athletes in West Richland. To the coaches, assistants, team parents, referees, and everyone else who volunteered their time and talent, thank you for helping to promote a positive environment for our kids to grow in.

One hundred seventy six players and 12 teams called the West Richland club “home” during the Fall 2004 season, a slight increase in roster size over the 2003-2004 season. My hope is that we will continue to increase our club size in the coming years by offering kids the opportunity to play the exciting game of soccer with a focus on fun and sportsmanship

Pasco Recreational Club Director – Rick Dawson

2004 has been a difficult year for the Pasco Club with a decrease in enrollment of 24% over 2003. Many things may have contributed to this decline, on-line registration difficulties, a new club director, cultural difficulties, and lack of notice through the school system to name a few. Efforts have already begun to reverse these issues.

On the field things appear to be working well, we have a group of outstanding coaches, parents, referee's, and most of all players. I continue to receive a great deal of positive feedback regarding our coaches, in the manner that they teach soccer skills and the positive role models they provide for our youth.

The 2004 Pasco coaches are: U-6 Byron Moe ~ Laurent Mercado ~ Rob Winston ~ U-7 Stan and Randy Eubanks ~ Javier Ruiz ~ Mike Wilson ~ Martin Conger ~ Darci Bond ~ Nikki Ramirez ~ U-8 Shelly and Brenda Urlacher ~ Mike Thein ~ Crystal DeCoursey ~ Kenda Gadish ~ Jon Cash ~ U-9 Robert Loch ~ Ronelle Gall ~ Monique Ebberson ~ Ed Carnes ~ U-10 Manuel Ortiz ~ Steve Ellingson ~ Doug Routh ~ U-11 Mike Costanzo ~ Butch Bales ~ Randi Mullen ~ U-12 James Eddy (Pasco and Kennewick)

These coaches deserve our gratitude for donating their time and skills in the positive development of our youth.

This year with the utilization of on-line registration and team building we did not have any age group coordinators but as we move forward with this system additional volunteers are needed but in different ways.

Currently we are looking for volunteers to work with the schools to get registration information throughout the School Districts and the private schools as well. Volunteers are also needed in many other areas to help to build this program to an appropriate level.

As a new Club Director, I have received overwhelming support from all members of this Board, especially Toni McCarthy, for without your help and guidance I am not sure all of the teams would have been formed. I also would like to express my appreciation to our office manager for help in getting all of the players in the right age groups, sometimes through several attempts. Overall, this is an organization that I am proud to be a member of and look forward to further developing the Pasco Club into the successful group we all desire.