



ANNUAL GENERAL MEETING MINUTES

January 22, 2022

Annual General Meeting via Zoom

10:05 AM Call to Order

WELCOME

ROLL CALL

PRESENT:

President – Sam Cohen

Executive Vice President – Donna Langdon

Secretary – Bob Kepner

Treasurer – Charles Gomes

Vice President League Support – Jeremy Mikell

Women’s Commissioner – Alex Vidaurri

Vice President Competitions – Men – Mike Unwin – Not Present

Vice President Competitions – Women/Coed – Vance Carlisle

Vice President Membership & Development I – Matt Friedman

Vice President Membership & Development II – Laura Collins

Vice President Membership & Development II – Emmanuel Sarkorh

NCSRA Liaison -Paul James - Not Present

Executive Director – Darius Ejlali

All Board Members have one vote, except the Executive Director

Asheville Buncombe Adult Soccer Association	5 votes
Catawba Valley Adult Soccer Association	1 vote
Charlotte Independence Soccer Club	2 votes
Charlotte Premier Soccer League	3 votes
First Flight League	2 votes
Metrolina Adult Soccer League	3 votes
Pitt-Greenville Soccer Association Adult League	1 vote
Premier Adult Soccer League	1 vote
Seashore Soccer League	1 vote
Swansboro Soccer Association Adult League	2 votes – Not Present
Triangle Adult Soccer League	6 votes
Wilmington Adult Soccer Club	3 votes
Winston-Salem Adult Soccer League	1 vote

Voting Strength

Leagues 31 votes
Executive Committee 12 votes
Total: 43 votes
22 votes simple majority

Voting Strength at Roll Call

Leagues 29 votes
Executive Committee 10 votes
Total: 39 votes
20 votes simple majority

Registrar Report – Presented by Donna Langdon, Executive Vice President

2021 League Activity

13 active leagues

3 New Leagues – Welcome Back

- First Flight League
- Seashore Soccer League
- Charlotte Independence Soccer Club

2021 Player Number

Almost all leagues had an increase in the number of registered players.

CONGRATS on the GROWTH!!!

2019 – 2021 # of Players Comparison

- 2019 – 8,860 Annual – 1,281 Tournament Only Passes
2019 TOTAL – 10,141
- 2020 – 5,968 Annual – 294 Tournament Only Passes
2020 TOTAL – 6262
- 2021 – 8,520 Annual – 1554 Tournament Only Passes
2021 TOTAL – 10,074

See Appendix A – Credentials Report

Approval of Minutes for 2021 AGM

Donna Langdon made a motion to approve the 2021 AGM Minutes.

David Zabarsky seconded

Motion passes unanimously

See Appendix B – Proposed Minutes from 2021 AGM

2021 REPORTS - President, Executive Director, Treasurer, Tournaments

President's Report – Presented by Sam Cohen, President

2021 was an incredibly successful year.

Registration numbers were strong, topping over 10,000 registered players. NCASA was joined by three new leagues this year, Charlotte Independence Soccer Club, First Flight League and Seashore Soccer League.

Not only did NCASA leagues bounce back strongly in 2021, but so did the tournaments hosted by NCASA. Carolinas Cup saw the most teams participating ever with 73 teams entering the competition. Celebrate the Tatas reached unprecedented heights as well by increasing participation and raising enough funds to donate \$30,000 to help uninsured and underinsured women in the Charlotte-metro area with breast cancer screening examines.

Off the field, NCASA continued its effort to improve in the areas of operations, communications, and transparency.

A huge Thank You to all league leadership and all others for their tireless effort to make adult soccer in North Carolina a success.

See Appendix C - For Full Report

CONGRATULATIONS TO THE 2021 NCASA Award Winners

Crampton - Harrison Award – Daniel Burak

Dave Williams Award – Madhu Schmid

Coach of the Year – Women – Cheri Smith

Coach of the Year – Men – Stuart Craig

John M. Bouda Award – Kevin Broadley

Media Award – Ulises Vega

See Appendix D – Descriptions of NCASA Awards

Executive Director Report – Presented by Darius Ejlali, Executive Director

2021 is about being Thankful. NCASA has an engaged and active board. The leagues across the state excellently serve their local soccer communities. The NCASA hosted tournaments were a huge hit on and off the field.

See Appendix E – For Full Report

Treasurer's Report – Presented by Charles Gomez, Treasurer

Charles Gomes discussed NCASA's P&L Actuals to Budgeted for 2021, a basic breakdown of tournament P&L and balance sheet as of Dec. 31, 2021.

See Appendix F – Treasurer's Reports

Celebrate the Tatas Report – Presented by Alex Vidaurri, Women's Commissioner

Celebrate the Tatas offered two divisions this year, a competitive and recreational. The event grew as a result. The most incredible result was raising donations. Celebrate the Tatas was able to cover operational costs and still donate \$30,000 to be split between Novant Health Foundation and Levine Cancer Institute to assist uninsured and underinsured women in the Charlotte area with breast cancer screening

See Appendix G – For Full Report

Carolinas Cup Report – Presented by Darius Ejlali – Executive Director

2021 Carolinas Cup was the largest event NCASA has ever hosted. The weather was excellent. 73 teams competed throughout 11 divisions. The Cup added two new divisions, Women's over 40 and Men's Over 60. Looking forward to build upon last year's success.

See Appendix H – For Full Report

Reports by Member Leagues

ABASA – Felice Lopez Bell – Challenging year with COVID and flooding. Registration numbers are still strong, lucky to be playing. New step for ABASA is implementing a De-escalation training for captains, players, and referees in hopes of preventing violent conduct. ABASA is utilizing the grant set up by NCASA.

CVASA – Matthew Tremblay – Positive year, the addition of a turf field enables us to offer three seasons. We've seen growth.

CISC – Fil Wilkinson – We are managing three locations, Morrisville, Huntersville, and Rock Hill. We are seeing growth, already seeing that we may surpass last year's numbers. Thanks to NCASA for assisting us in getting set up and operating.

CPSL – Chad Rogers – Gearing up for the beginning our 2022 season. Field access is always an issue. Turf fields in SC has helped complete our season. Numbers are growing, we've combined Open and Over 30. We have Over 40 and Over 50, this year we've added an Over 55.

FFL – Yacouba Niandou – Almost 500 members, we experienced both highs and lows in our first year, but all in all it was a great year. The support from NCASA is second to none. FFL placed many teams in the Carolinas Cup, one Champion and one Finalist. Ulises Vega did a fantastic job on social media for FFL and NCASA. Involving the local soccer community is important to FFL.

MASL – Jeff Jager – 2021 was a good year. Teams returning and new teams. Queen City Cup scheduled for the first weekend in August. MASL has secured a new sponsor to assist with increasing prize money.

PGSAAL – Willie Nelms – Open recreational league and a 7v7 Over 40 league, a summer 7v7 league came back strong from missing 2020. We attracted several Hispanic teams that enjoyed themselves.

PASL – Sep Domenech – Have attracted several new teams from Greensboro, looking forward to getting started, would like to attract more teams.

SSL – Dennis Felipe – Director of Operations, exceeded expectations and want to build on the 2021 momentum.

SSAAL – not present

TASL – Steve Swift – looking forward to the spring season, numbers are looking good. We have over 150 players in a pool to place them on teams. We have a good problem in trying to place. VIP program where teams are struggling, we are offering a 3-game package to appeal to more players, very successful (women teams, coed teams, and goalies). Very interested in networking with other leagues to address common issues. Want USASA to address Over 50 competitive divisions.

WASC – Cem Canel – Highest number of teams in our 7v7 divisions. Spring starts in 4 weeks.

WSASL – Scott Eisenbraun – 2021, the league held its own. Maintaining good relations with NC Fusion and Truist park. Staying 8v8 for spring, probably will move to 11v11 in the Fall 2022.

Mike Unwin and Paul James joined the meeting after roll call.

Current Voting Strength

Leagues	29 votes
Executive Committee	12 votes
Total:	41 votes

21 votes simple majority

New Business

2022 Proposed Budget Amendment (Friendly Amendment) – Presented by Sam Cohen, President

See Appendix I

Friendly amendment was accepted without objection.

2022 NCASA Proposed Budget – Presented by Charles Gomez, Treasurer

See Appendix J

Scott Eisenbraun made a motion to approve the 2022 NCASA Proposed Budget as amended.

David Zabarsky – seconded

Motion approved unanimously.

SafeSport Requirements – Presented by Donna Landon, Executive Vice President

Adherence to SafeSport is federal law and required by USSF. NCASA will be holding a Board meeting on February 8th to adopt its SafeSport Policy.

Workshop will be held in February to ensure leagues know what's necessary to be in compliance.

See Appendix K

Directors and Officers Insurance Review – Presented by Sam Cohen, President

NCASA covered 2021 and 2022. Held discussions addressing 2023 coverage.

See Appendix L

NCASA Constitution & Bylaws Proposed – Presented by Donna Langdon, Executive Vice President

Constitution & Bylaws housekeeping edits to streamline the documents and ensure they are up to date with current practices. No substantive changes are being made. Soliciting feedback now on proposed changes before asking for approval later. NCASA Board will vote on proposed changes in early 2022, and a special meeting of the Council will be held in mid-2022 to address the proposed revisions.

See Appendix M

2022 Workshops – Presented by Donna Langdon, Executive Vice President

Workshops to be scheduled throughout the year. Leagues should plan to attend.

See Appendix N

Elections

Sam Cohen conducted the elections.

Executive Vice President – Donna Langdon (incumbent)

Treasurer – Bob Kepner (candidate)

Vice President League Support – Jeremy Mikell (incumbent)

Vice President Women and Coed Competition – Vance Carlisle (incumbent)

Vice President Membership & Development II – Laura Collins (incumbent)

Vice President Membership & Development III – Emmanuel Sarkorh (incumbent)

Vice President Men's Competition (1 year) – vacant

Sam asked if there are any nominations from the floor for any of the 6 positions with one nominee.

Paul James made a motion to accept all positions by acclamation.

Bob Kepner asked to speak prior to the acclamation.
Paul James accepted a friendly amendment to exclude the position of treasurer.
Scott Eisenbraun seconded.
Passed unanimously

David Zabarsky motioned to accept Bob Kepner as Treasurer by acclamation.
Alex Vidaurri seconded
Passed unanimously.

Congratulations to Donna, Bob, Jeremy, Vance, Laura, and Emmanuel, looking forward to working with everyone in the new year.

VP Men's Competition – vacant
Nominations from the floor are open

Felice Bell nominates Scott Eisenbraun, Scott Eisenbraun accepts nomination
Vance Carlisle nominates Jono Starr, Jono Starr declines nomination
Paul James made a motion to close nominations and elect Scott by acclamation.
David Zabarsky seconded
Approved unanimously

A big Thank You to Charles Gomes and Mike Unwin for their work on the NCASA Board.

Q&A Sessions

Discussions were held on field costs and referee pay across the state. Information on these items and league fees will be compiled and circulated. Discussion on the Carolinas Cup structure, especially possibility of multiple sites, and/or weekends, and division structure.

Good of the Game

Sam Cohen, thank you to everyone for all the work that is done on behalf of the game and for their players.

Josh Sargent scored two goals for Norwich to take Norwich out of the relegation zone and had a British audience chanting USA, USA, USA!

Also, Manchester United has a former US National Team player on their coaching staff.

US Soccer AGM this March, in Atlanta, Ga. Cindy Cone the current President is up for election and past President Carlos Cordeiro is running.

Charlotte FC, NC's only MLS team is kicking off this March.

Region III National Cup Championships will take place in Plano, Texas June 10-12 at Carpenter Park.

Donna Langdon made a motion to adjourn
Steve Swift seconded
Motion approved unanimously.

Adjournment: 12:15PM

Appendix A - 2022 Credentials

Constitution, Article VII, Section 2: In each Council meeting, each currently registered league in good standing shall have the following number of voting representatives based on player registration:

0-50 Registered Players	No Vote
51-300 Registered Players	1 Representative (1 vote)
301-550 Registered Players	2 Representatives (each w/ 1 vote)
551-800 Registered Players	3 Representatives (each w/ 1 vote)
801-1050 Registered Players	4 Representatives (each w/ 1 vote)
1051-1850 Registered Players	5 Representatives (each w/ 1 vote)
1851-3200 Registered Players	6 Representatives (each w/ 1 vote)
3201 or more Registered Players	7 Representatives (each w/ 1 vote)

LEAGUE COUNCIL MEMBERS	REGISTERED (2021)	VOTES
ABASA (Asheville, NC)	1,433	5
Catawba Valley (Hickory, NC)	146	1
Charlotte Independence Soccer (Mooresville)	485	2
CPSL (Charlotte, NC)	661	3
First Flight League (Statewide)	484	2
MASL (Charlotte, NC)	727	3
PGSAA (Greenville, NC)	182	1
PASL (Winston-Salem, NC)	130	1
Seashore Soccer (Jacksonville, NC)	73	1
SSAAL (Swansboro, NC)	312	2
TASL (Raleigh, NC)	2,926	6
Wilmington Adult Soccer Club (Wilmington, NC)	712	3
WSASL (Winston Salem, NC)	201	1

Appendix A - 2022 Credentials – continued

EXECUTIVE COMMITTEE MEMBERS	OFFICER	VOTES
President	Sam Cohen	1
Executive Vice President	Donna Langdon	1
Treasurer	Charles Gomes	1
Secretary	Bob Kepner	1
Referee Liaison (SRA)	Paul James	1
VP – League Support	Jeremy Mikell	1
Women’s Commissioner	Alex Vidaurri	1
VP – Competitions/Men	Mike Unwin	1
VP – Competitions/Women & Coed	Vance Carlisle	1
VP – Membership & Development I	Matt Friedman	1
VP – Membership & Development II	Laura Collins	1
VP – Membership & Development III	Emmanuel Sarkorh	1

Appendix B – Proposed Minutes from 2021 AGM



PROPOSED – to be approved at the 2022 NCASA AGM

ANNUAL GENERAL MEETING MINUTES

January 30, 2021

Annual General Meeting via Zoom

10:00 AM Call to Order

WELCOME AND INTRODUCTIONS

Scott Eisenbraun asked for a motion to suspend Constitution Article VII, section 3;

Section 3 Each affiliated organization's player registration at the end of its previous regular seasonal/fiscal year, based on actual payments received by NCASA, shall be used to determine that organization's voting power.

Rationale: to use 2020 AGM voting strength due to the irregular 2020 registration because of the COVID six-month shutdown.

David Zabarsky from TASL motioned
Bob Kepner seconded
Motion passed unanimously.

ROLL CALL

PRESENT:

ABASA	5 votes
CVASA	1 votes
CPSL	3 votes
MASL	4 votes
PGASA	1 votes
PASL	1 votes
TASL	7 votes
SSAAL	1 votes
WASC	3 votes
WSASL	2 votes

President – Scott Eisenbraun
Executive Vice President – Donna Langdon
Secretary – Bob Kepner
Treasurer – Charles Gomes
Vice President League Support – Jeremy Mikel

Appendix B – Proposed Minutes from 2021 AGM – continued

Women’s Commissioner – Alex Vidaurri
Vice President Competitions – Men – Jason Brenner
Vice President Competitions – Women/Coed – Vance Carlisle
Vice President Membership & Development II – Samuel Cohen
NCSRA Liaison -Paul James

NOT PRESENT: Vice President Membership & Development III – Mark Baker

All Board Members have one vote.

Executive Director – Darius Ejlali

Voting Strength

Leagues	28 votes
Executive Committee	11 votes
Total:	39 votes

20 votes simple majority

Registrar Report

Donna Langdon highlighted league activities and registration numbers
10 active leagues – mixture of Spring Only, Fall Only and Both
All leagues experience a decrease in registration except Swansboro who saw an increase.
2020 registration – 5,968 players and 298 Tournament Only Passes
NCASA has added 3 new leagues in 2021.
 AC Sandhills (Sandford) joined in 2020 then the shutdown took place.
 Seashore Soccer League (Jacksonville)
 First Flight League (Statewide)

Approval of Minutes for 2020 AGM

Jeremy Mikell made a motion to approve the Minutes.
Paul James seconded
Discussion – Paul James asked for his name to be added to the 2020 roll call.
Minutes were approved as amended.

President’s Report

2020 – A year nobody could have anticipated.
Attended the USSF AGM in Nashville TN Feb. 13-15. Cindy Parlow Cone elected as US Soccer Vice-President.
Remaining Regional and National meetings were canceled or postponed.
NCASA worked at creating a “Return To Play” document for COVID Protocol to assist leagues.
When leagues returned to play, NCASA had 3 to decide to not return to play in the Fall.
Celebrate the TaTas was canceled for 2020.
Planning for the Carolinas Cup began and created many different challenges. The obvious would be COVID-19 protocols, but field availability at Truist Sports Park was limited due to flooding. The Carolinas Cup Committee and Administrators did an amazing job in planning. This event made us think outside of the box and has given us new tools and ideas for future events. The event brought 39 teams across 8 Divisions.
The highlight for 2020 was NCASA was still able to attract 3 new leagues.

Appendix B – Proposed Minutes from 2021 AGM - continued

Executive Director Report

NCASA has a dedicated and engaged Executive Committee. President Scott Eisenbraun and Vice President Donna Langdon attended the USSF AGM in Nashville, TN, where Cindy Parlow Cone was selected.

By March 2020, NCASA had completed 45% of NCASA annual registration. Then the unthinkable.... shutdown happened. NCASA closed for seven-months. Even with a seven-month shutdown, NCASA managed to register nearly 60% of a normal year of registration. This truly outlines the value and impact this game has on everyone's lives.

In September, NC's Governor issued a new executive Order. NCASA examined the new order, along with the NCDHHS and hired an attorney to ensure proper interpretation. NCASA established guidelines to assist leagues with reopening.

During our reopening research, NCASA discovered our USASA D&O policy was insufficient. The coverage would protect our organization and leagues but at a very high deductible. USASA had been working with USI, USASA's new insurance broker, on a D&O policy for state associations. NCASA was the first adult state association to bind the new USI D&O policy. The new policy has a \$3,000,000 cap, expanded coverage and no deductible. NCASA purchased the new policy for the state and voted to purchase the D&O policy for all of NC's leagues.

Taking on the Carolinas Cup became our new challenge. How do we hold a tournament during a pandemic became our first question? Next, do teams want to compete? The response from teams was overwhelming. We got to work, preparing with very little time and enormous responsibilities.

We worked within the guidelines of the Executive Order, complied with the complex's agreement, established proper protocol, online health screening, at the field player temperature check, COVID waivers, extended schedules, contact tracing, reporting system, online captain's meeting, COVID supplies, a plan of action and we have not even really begun.

Approximately, 10 days prior to kick off, NC Governor released a new Executive Order. The new order allowed the Carolinas Cup to continue but all athletes, including our referees had to wear masks during play. Three teams withdrew as a result of the mask order leaving the Cup with 39 teams in 8 divisions. The volunteers did a great job, the competition was fierce, officiating was spot on and the tournament was a success. The fortitude and determination of our teams and players, referees, volunteers, and our association are amazing.

In 2020, NCASA had the fortune of adding to the NC soccer family, please welcome AC Sandhills in Sanford, Seashore Soccer League in Jacksonville and First Flight League, a competitive travel league.

As always it is a pleasure to work with dedicated soccer-minded leaders in the state and I am looking forward to an exciting 2021.

Appendix B – Proposed Minutes from 2021 AGM – continued

Treasurer's Report

Charles Gomes discussed NCASA's P&L Actuals to Budgeted for 2020 and balance sheet as of Dec. 31, 2020.

Charles Gomes presented the NCASA 2021 Proposed Budget

David Zabarsky made a motion to approve the 2021 NCASA Proposed Budget.

Jeremy Mikell – seconded

Discussion was held.

Motion approved unanimously.

Scott Eisenbraun led a discussion on COVID Protocol at the league level. Many league directors asked for the new recommended guidelines be sent out to all.

Elections

Paul James conducted the elections.

Positions up for election: President, Secretary, Women's Commissioner, Men's VP of Competition and Membership and Development I.

The position for Secretary, Women's Commissioner, Men's VP of Competition and Membership and Development I were uncontested elections and affirmed by membership.

Presidents Election

Incumbent: Scott

Eisenbraun Challenger:

Sam Cohen

Q&A was held

Sam Cohen won the election

Scott Eisenbraun congratulated Sam Cohen

Good of the Game

There was a collective hope for a healthy return to play in 2021

Adjournment: 12:25

Appendix C - President's Report

What a year it has been! After a 2020 that no one could have foreseen, it was unclear what 2021 would have in store for NCASA and all of our leagues. But thanks in large part to the hard work put in by all of you, 2021 turned into an incredibly successful year for adult soccer in North Carolina.

Overall, in 2021, NCASA had more than 8,500 annual player registrations plus more than 1,500 tournament-only registrations. That means that this year more than 10,000 North Carolina adults were able to experience the joy of soccer by playing in our affiliated leagues and events. The 8,500 player registrations were an incredible 43% increase over our 2020 player registrations, bringing us back to within 350 players of our 2019 (pre-pandemic) registration levels. Importantly, this player registration comeback was felt throughout the state, with 9 out of 10 of our returning leagues exceeding their 2020 registration numbers (and the 10th league being less than 20 players away from their 2020 numbers). NCASA also was joined by three new leagues in 2021 – Charlotte Independence, First Flight League, and Seashore Soccer League – with these new leagues combining for more than 1,000 player registrations. The future looks bright, and I can't wait to see the continued growth of our leagues in 2022!

Not only did NCASA leagues bounce back strongly in 2021, but so did the tournaments hosted by NCASA in North Carolina. Both the Celebrate the Tatas Tournament of Champions and the Carolinas Cup (11v11 version in December) had their most successful events ever. The Celebrate the Tatas tournament both had its highest ever number of teams participating (11) and raised more money than ever before, with a total of \$30,000 being donated to help uninsured and underinsured women in the Charlotte-metro area receive breast cancer screening and treatment services. The Carolinas Cup (11v11) tournament also had more teams participate than ever before, with 73 teams competing in 11 divisions. For the first time, this year's tournament featured a Women's Over 40 and a Men's Over 60 division, which are both true testaments to the growth of adult soccer in this state. (The 8v8 Memorial Day Carolinas Cup held in Charleston, SC, was also a big success, with more than 48 teams participating.)

In addition to achieving great success on the field, NCASA continued its efforts to improve its operations off the field. NCASA made a big push this year to be more transparent. As part of this effort, we made sure that meeting agendas (and supporting materials) were circulated to our Member League Presidents a week before our meetings, votes were taken on written motions (so there was no confusion over what the Board said it was going to do), and meeting minutes were circulated as quickly as possible after each meeting. We also used our social media channels to share this information with the wider public. The use of our social media channels for this purpose also was part of a larger initiative to be more active on social media to promote NCASA, our leagues, and our events. While these efforts are still a work in progress, NCASA did have a more active social media presence this year than in the past, including sharing real-time highlights on Twitter for our Celebrate the Tatas and Carolinas Cup tournaments.

I want to thank all of you for the leadership you have shown over the course of what has been a challenging – but still very successful – year. I also want to thank all of the NCASA Board members and other volunteers for their commitment to helping grow adult soccer in North Carolina. And I especially want to thank our Executive Director, Darius Ejlali, for all of his hard work throughout the course of the year.

If you ever have any thoughts, comments, concerns, or questions about anything NCASA is doing (or should be doing), please do not hesitate to reach out. I look forward to building on our momentum from 2021 and having an even better 2022!

Appendix D – Descriptions of NCASA Awards and Recipients

Crampton-Harrison Award – Daniel Burak

In Recognition of Notably Significant Contributions to the Growth and Development of Adult Soccer in North Carolina

WOODY HARRISON was a member of the group of soccer aficionados who formed the North Carolina Senior Soccer Association (later renamed to NC ADULT Soccer Association) in 1973 and served as a state-level officer in a wide variety of roles, including President, between 1973 and 1988. In addition, throughout the entire stretch of years, he continued to play as captain of a Wilson NC adult team and as a leading figure in eastern NC adult soccer.

MARK CRAMPTON was elected in 1988 to replace Woody as State President and served in that role until 1994. Prior to his election and during his years of presidency, he dedicated many hours with a handful of fellow devotees traveling around the state to build adult soccer. In 1994, Mark transitioned into the position of Executive Vice President, serving in that role until 2001, when he retired from NCASA. In honor of Woody and Mark's legacy and leadership qualities, NCASA awards the Crampton-Harrison Award each year to an individual who has helped build and grow adult soccer in North Carolina

Dave Williams Award – Madhu Schmid

In Recognition of Contributions to the Well-being of Soccer in North Carolina in Always Going Beyond the Call of Duty by showing a True Love for the Game of Soccer

DAVE WILLIAMS served for several years as the North Carolina USSF Director of Referee Assessment. During his years of service, he had a direct impact on the quality and strength of officiating of adult soccer, not only in the Charlotte area, where he was based, but also throughout the state. Both as an on-field referee and an administrator, he was respected by players and fellow officials. Beyond his work with referees, Dave was driven by his passion for soccer and his willingness to always go beyond what was required, including through his service on the NCASA Board and many other volunteer contributions. His many contributions to the game of soccer have been recognized by induction into the NC Soccer Hall of Fame ([Dave Williams – NC Soccer Hall of Fame](#)). In recognition of his personal qualities and of his contributions to adult soccer, NCASA selects an individual to receive the Dave Williams Award each year who embodies Dave's love of soccer and willingness to go beyond the call of duty to support both the good of the game and those who participate in it

John M Bouda Award – Kevin Broadley

In Recognition of Outstanding Contributions to the Adult Soccer Program in North Carolina

JOHN M. BOUDA devoted 20 years to service as the North Carolina State Referee Administrator.

([John Bouda – NC Soccer Hall of Fame](#)). The John M. Bouda Award was established by NCASA in recognition of and appreciation for his long service. In recognition and appreciation of John M. Bouda's distinguished service, NCASA provides this award to a referee who has contributed significantly to the betterment of adult soccer in North Carolina during the past year.

Coach of the Year – Women – Cheri Smith

For Exemplary Leadership, Commitment and Service to the Game on Behalf of Her Team

Coach of the Year – Men - Stuart Craig

For Exemplary Leadership, Commitment and Service to the Game on Behalf of His Team

NCASA Media Award – Ulises Vega

In Recognition of Significant Public Promotion and Support of Adult Soccer in North Carolina through the Media

Appendix E - Executive Director Report

2021 for me is about being Thankful.

Thankful to move beyond 2020 and taking steps towards a healthier and more active life.

Our leagues stayed strong and did not falter under the weight of 2020. When the players were ready to return to play, the leagues' support was there.

Spring provided a much need breath.

The excitement of the game grew, and we headed into the Carolinas Cup over Memorial Day full steam ahead surpassing previous years participation.

Over the summer several North Carolina teams participated in national competitions, such as the USASA Adult Soccer Fest and USASA National Cup. North Carolina had six teams to compete in the USASA RIII National Cup Championship in four divisions, Men's Amateur, Women's Amateur, Men's Over 30 and Men's Over 40. Our women's team, Charlotte GAA advanced to the National Final Four held in Detroit, Michigan. Under leadership of Cheri Smith and Sam Hope, Charlotte GAA competed against champions from Region II, Rockford Raptors from Indiana in the semi-finals. They defeated Region IV's champion from Utah in the consolation match.

The Queen City Cup and the Beer City Cup continue to provide excellent North Carolina competitions drawing teams from far and wide.

Fall brought great weather and the momentum continued.

Our Celebrate the Tatas tournament lead by Alex Vidaurri and Talia Goldman reached another level. The tournament was held in Huntersville just outside of Charlotte. It is the first year the Tatas tournament offered two divisions. The big story is the record-breaking fund raising! The tournament raised enough funds to donate \$15,000 each to two major hospitals to support breast cancer screening for the under and un-insurance women in the Charlotte area. Amazing!

To cap the year off, our Carolinas Cup was the largest and most successful event NCASA has ever held! Great weather helps! 73 teams, excellent complex, top level officiating and exciting teams! This year we crowned co-champions in our men's amateur 16 team division.

And lastly, to an engaged and driven board, Thank You! It has been a successful year.

Respectfully submitted,

Darius Ejlali

NCASA Executive Director

Appendix F – Treasurer’s Reports

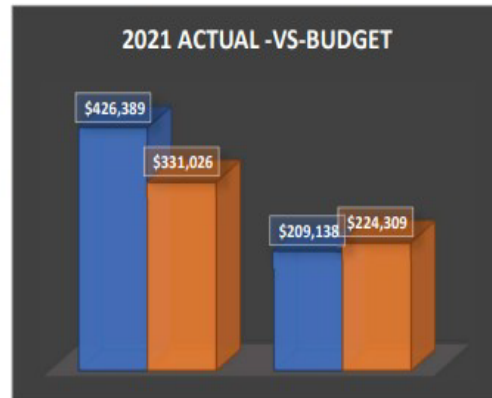
**North Carolina Adult Soccer Association
Profit & Loss
December 2021 vs Year End 2021 vs Budget**



	Dec-21	Jan - Dec 21	Budget 2021
Income			
Interest Income	\$ 3	\$ 30	\$ 250
Registration Income	\$ 1,095	\$ 276,420	\$ 172,500
Other Program Income	\$ -	\$ 975	\$ 350
Tournament Income	\$ -	\$ 59,285	\$ 36,038
Miscellaneous Income	\$ 18,358	\$ 89,679	
Total Income	\$ 19,456	\$ 426,389	\$ 209,138

YTD Income & Expense Ratio vs Budget	
Income	Expense
204%	148%

Expense			
USASA Payments	\$ 13,042	\$ 128,144	\$ 80,100
Contract Service	\$ 950	\$ 6,201	\$ 6,500
Facilities and Equipment	\$ 1,527	\$ 3,892	\$ 2,800 *2
Operations	\$ 915	\$ 7,599	\$ 4,424 *3
Payroll	\$ 13,702	\$ 81,376	\$ 83,627
Travel & Meetings	\$ -	\$ 55	\$ 3,850
Tournament Expense	\$ 66,008	\$ 97,929	\$ 35,988 *4
Insurance Expense	\$ -	\$ 5,830	\$ 7,020
Miscellaneous Expense	\$ -	\$ -	
Total Expense	\$ 96,143	\$ 331,026	\$ 224,309
Net Income	\$ (76,688)	\$ 95,363	\$ (15,171)



*1a Includes PPP Loan forgiveness and T-Shirt Sales proceeds

*1b Includes International games fee and misc. donations related to tournaments

*2 Includes Depr. And Amort. Allowable

*3

*4

Includes Constant Contact and MS Office Licensing Fees
Both tournaments exceeded expectations

Appendix F – Treasurer’s Reports – continued

Basic Breakdown of Tournaments

Celebrate the Ta Tas

Income		
	Entry Fees	\$ 4,510
	Donations	\$ 36,353
	Other Income	\$ 1,048
		<u>\$ 41,911</u>
Expense		
	Operational Expense	\$ 8,361
	Donation	\$ 30,000
		<u>\$ 38,361</u>
Net Profit		<u>\$ 3,550</u>

Carolinas Cup (Winston Salem)

Income		
	Entry Fees	\$ 54,750
	Other Income	\$ 2,346
		<u>\$ 57,096</u>
Expense		
	Operational Expense	\$ 50,199
		<u>\$ 50,199</u>
Net Profit		<u>\$ 6,897</u>

Appendix F – Treasurer’s Reports – continued

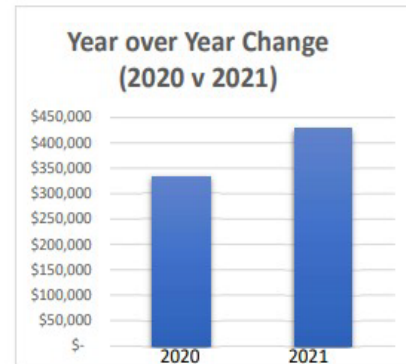
North Carolina Adult Soccer Association

Balance Sheet (Short Form)

December 31, 2021



	31-Dec-21	31-Dec-20	Change
ASSETS			
Current Assets	\$ 435,297	\$ 360,026	\$ 75,270
Fixed Assets	\$ 3,521	\$ 4,847	\$ (1,327)
TOTAL ASSETS	\$ 438,817	\$ 364,874	\$ 73,943
LIABILITIES & EQUITY			
Total Liabilities	\$ 11,847	\$ 33,167	\$ (21,320)
Total Equity	\$ 427,070	\$ 331,707	\$ 95,363
TOTAL LIABILITIES & EQUITY	\$ 438,917	\$ 364,874	\$ 74,043



Appendix G - Celebrate the Tatas Report

Through the leadership of Alex Vidaurri and Talia Goldman the 2021 Celebrate the Tatas Tournament of Champions was a stand-out event!

Celebrate the Tatas completed its seventh year in Huntersville, NC. The October tournament had gorgeous weather, two divisions and 11 enthusiastic teams.

It is an understatement to say that the Fund-Raising team of Talia Goldman and Sandra Goldman knocked it out of the park! The event provided snacks, beverages, and lunches for all the participants. There were guest speakers and health information booths highlighting the commitment to women's health.

In addition to enhancing the tournament experience for the teams and players, the event raised enough money that NCASA and Celebrate the Tatas donated \$15,000 each to Novant Health Foundation and the Levine Cancer Institute.

The donations went to support breast cancer screening for under insured and un-insured women in the Charlotte area. Early detection is key to saving lives.

NCASA and Celebrate the Tatas Tournament of Champions is proud to commit to Novant Health Foundation and Levine Cancer Institute our continued partnership in the fight against Breast Cancer. Through Soccer, we've seen the power that sports has in individual lives to improve health both mentally and physically. The game brings people together in the spirit of competition which enhances communities.

Through Celebrate the Tatas we now have the opportunity for the game of soccer to give to the community on a bigger level, one that can actually save lives. This is incredibly meaningful. North Carolina Adult Soccer Association is proud to be able to impact lives in such a significant manner.

Appendix H - Carolinas Cup Report

The Carolinas Cup is a partnership with South Carolina Amateur Soccer Association to put on two fantastic events for our members.

The First in the series is an 8 v 8 tournament held in Charleston, SC over Memorial Day weekend. The Cup is played at the James Island Complex, surrounded by ancient oaks covered in Spanish moss only 10 minutes away from pristine beaches.

48 teams, 9 divisions and a lot of fun. Charleston is brimming with art, music, food and entertainment. This combination makes for an incredible soccer getaway for all.

The second event in the Carolinas Cup series is an 11 v 11 tournament held in Winston-Salem the first weekend in December. This event hold qualifiers for the elite teams seeking a National Title in Men's Amateur, Women's Amateur, Men's Over 30 and Men's Over 40 divisions.

The tournament is not just for the highly competitive teams, but we have divisions that are more geared toward teams that want an exciting tournament experience. NCASA pursues a high level of officiating, the complex is one of the best in our state, music, local beer, and food trucks are all parts that make this event one of the best.

The Cup added two new divisions, Women's Over 40 and Men's Over 60. The 2021 Cup was the largest event to date for NCASA.

- Largest Carolinas Cup – 73 Teams 11 v 11
- **11 divisions** – 2 Men's Amateur Gold, Men's Amateur Silver, Women's Amateur Gold, Coed, Men's Over 30, Men's Over 40, Women's Over 40, Men's Over 50, Men's Over 55, and Men's Over 60
- 16 teams in the Amateur Division – two groups of 8 – Crowning Co Champions
- Sold over \$2000 worth of merchandise
- Sold 401 Tournament Only Passes
- 73 matches on Saturday and 47 matches on Sunday, a total of 120 matches
- Utilized all 14 fields at Truist and two secondary fields off site for 5 matches
- Had a dedicated Social Media person, gained over 450 new followers on Carolinas Cup social media site, posted over 200 times, detailing events
- Survey was completed with 56 responses
- Referee costs were 51% of total income

Appendix I - 2022 Proposed Budget Amendment

Whereas, the NCASA Council is required to approve the NCASA budget each year,

Whereas, at its meeting on December 13, 2021, the NCASA Board approved a budget for calendar year 2022 to be presented to the Council for approval at the NCASA Annual General Meeting on January 22, 2022, and

Whereas, additional review of the approved budget indicated that an additional \$800 should have been included in the Tournaments – National Cup (Region 3) line item because the 2021 Carolinas Cup crowned two Amateur champions (rather than one champion and one finalist) who are eligible to participate in the Region 3 Championships,

Be it resolved that the NCASA Board proposes that the following friendly amendment to the 2022 NCASA Budget be proposed prior to the Council voting to approve the budget at the NCASA Annual General Meeting:

Strike the following language

Tournaments	
Carolinas Cup	\$37,500
Celebrate the Tatas	\$ 4,500
National Cup (R3)	\$ 7,200
National Cup Referee Subsidy	\$ 600
<u>BOD Cup Support</u>	<u>\$ 3,900</u>
Total Tournament Expense	\$53,700

And replace it with the following

Tournaments	
Carolinas Cup	\$37,500
Celebrate the Tatas	\$ 4,500
National Cup (R3)	\$ 8,000
National Cup Referee Subsidy	\$ 600
<u>BOD Cup Support</u>	<u>\$ 3,900</u>
Total Tournament Expense	\$54,500

Appendix J – 2022 Proposed Budget

NORTH CAROLINA ADULT SOCCER ASSOCIATION

2022 Proposed Budget

(Jan 2022 - Dec 2022)

Proposed Budget 2022

# Regular Player Registrations	8,500	(1)
# Single Event Registrations	1,000	

INCOME

Interest	\$	250	
League Income			
Player Registration	\$	255,000	
Single Event Registration	\$	15,000	
Total League Income	\$	270,000	
Tournaments			
Hosting fees	\$	75	
Carolinas Cup	\$	37,500	(2)
Celebrate The Ta Ta's	\$	4,500	
Total Tournaments Income	\$	42,075	
International Games		Not budgeted	
League Affiliation Fees	\$	700	(3)
Other Income			
Grants		Not budgeted	
Misc. Income (Donation, Merch. Sales, etc.)		Not budgeted	
Total Other Income			
TOTAL INCOME	\$	313,025	

Appendix J – 2022 Proposed Budget – continued

EXPENSES

Registration Fees			
Player Registration	\$	119,000	
Single Event Registration	\$	6,000	
Total Registration Fees	\$	125,000	
USASA Affiliation Fees	\$	100	
Contract Services			
CPA Expense	\$	6,000	
Outside Contract	\$	1,000	
Website Hosting Services	\$	750	
Total Contract Services Fees	\$	7,750	
Operations			
Rent (\$200/month)	\$	2,400	
Bank Fees - Arbiter	\$	150	
Postage, Mailing Services	\$	150	
Supplies & Copies	\$	500	
Telephone & Telecommunications	\$	1,300	
Technology & Equipment	\$	1,800	
Total Operations Expenses	\$	6,300	
On-Line Transaction Expenses			
Merchant Discount Online Fees	\$	1,238	
Total On-Line transaction Expenses	\$	1,238	
Payroll & Benefits			
Salary & Wages	\$	71,019	(4)
Payroll Tax Expense	\$	5,302	
Medical Ins and HSA	\$	5,554	
6% Benefit	\$	4,261	
Total Payroll & Benefit Expense	\$	86,136	
Travel and Meetings			
NCASA AGM	\$	250	(5)
Executive Comm & Conf Call	\$	150	(6)
Regional/National Meeting	\$	7,200	(7)
Travel (BOD Non meeting)	\$	500	
D&A	\$	-	
Total Travel and Meeting Expense	\$	8,100	

Tournaments			
	Carolinas Cup	\$	37,500
	Celebrate the Ta Ta's	\$	4,500
	National Cup (Region 3)	\$	8,000 (8)
	National Cup R3 Referee Subsidy	\$	600
	BOD Cup Support Travel	\$	3,900 (9)
	Carolinas Cup Subsidy	\$	-
	Total Tournaments Expense	\$	54,500
Other Expenses			
	NC Soccer Hall of Fame	\$	1,200
	Depreciation	\$	400
	Interest and Other Expenses	\$	-
	Website Expense	\$	-
	Marketing/ Outreach	\$	7,000 (10)
	Misc Reg. and Acct. Exp	\$	-
	State & League D&O Policies	\$	7,560 (11)
	Total Other Expenses	\$	16,160
TOTAL EXPENSES		\$	304,484

Reserve Advance

SURPLUS/DEFICIT	\$	8,541
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(1) Estimated registration based on 2021

(2) Carolinas Cup (\$750/ team for 50 teams) and Celebrate the Ta Tas (\$450/team for 10 teams)

(3) 14 leagues at \$50/league

(4) Budget includes a 3% increase in payroll

(5) NCASA AGM - Virtual

(6) Zoom subscription

(7) Estimated cost for 3 BOD for each meeting for National and Regional at \$1,400 and \$1,000 per person respectively

(8) Travel subsidy and entry fee (\$1,000 for Champions and \$500 for Runner-Up in each 4 divisions. \$300 entry fee for 4 champions.

(9) Charleston Cup (\$1,200), Beer City Cup (\$1,200) and Region III (\$1,500)

(10) Constant Contact (\$,1500), Other (\$500) and New Initiative Marketing (\$5,000)

(11) Estimated cost of D&O for all leagues

See Appendix K - SafeSport Requirements

Member leagues must formally adopt a SafeSport Policy.

- Board members and employees must take the online SafeSport Trained Core training and annual refresher training.
- Background screenings are required for Board members and employees.
- Reporting Requirements of Prohibited Conduct
- Recordkeeping Requirements
- PLAYERS OR REFEREES UNDER 18 YEARS OF AGE ARE PROHIBITED FROM REGISTERING WITH NCASA AND ARE NOT ALLOWED TO PARTICIPATE.
- **NCASA will be adopting a Safe Sport Policy on February 8th.**
- **NCASA will be holding a workshop to assist reach league become compliant.**

Appendix L – D&O Discussion Letter from the President

Dear Member League Presidents,

I want to make sure you are aware of important changes happening with respect to the Directors and Officers (D&O) coverage that traditionally has been provided to NCASA-affiliated leagues through our relationship with the United States Adult Soccer Association (USASA).

As you may recall, as part of the extensive “return to play” process that occurred in fall 2020, NCASA determined that the existing policy limits on the D&O insurance provided by USASA to affiliated member leagues did not provide sufficient protection. D&O provides financial protection for the directors and officers of your league in the event they are sued in connection with the performance of their duties. In this sense, D&O insurance functions much like a management error and omissions policy. D&O insurance also traditionally includes employment practices liability, which provides coverage for discrimination and harassment lawsuits if your league has paid employees.

Given the importance of this coverage, in October 2020 NCASA purchased more robust D&O coverage for all of our member leagues, and this coverage has remained active for all of 2021. We were hopeful that USASA would find a way to provide our member leagues with more comprehensive D&O insurance for future years. Instead, however, USASA made the decision in 2021 to discontinue providing D&O insurance to member leagues affiliated with state associations.

Recognizing that it might be difficult for many of our member leagues to obtain D&O insurance on their own for 2022, NCASA has made the decision to again purchase D&O insurance for all member leagues for 2022. The funding to cover the D&O insurance is included in the proposed 2022 NCASA Budget that we expect to be approved at the Annual General Council Meeting on January 22, 2022. This D&O insurance will remain in effect through December 31, 2022.

This D&O insurance is meant to cover member leagues through what is anticipated to be a transitional year in 2022, with each member league transitioning from being covered by USASA/NCASA-provided D&O insurance to each member league purchasing its own D&O coverage for 2023 and beyond. To help make this process as smooth as possible, NCASA Executive Director Darius Ejlali has been in contact with our D&O insurance carrier. Darius is ready to assist you with understanding the coverage options available to your league and helping you through the application process. I urge you to reach out to Darius and begin this process as soon as possible.

We believe that some leagues may not need to purchase separate D&O insurance, as they may potentially be covered under a joint policy with a youth organization or municipality. We also know that

some leagues may decide that the costs of D&O insurance outweigh the benefits. But these are situation-specific determinations that only should be made after careful consideration.

We also recognize that it is possible that some leagues may want to purchase D&O insurance, but not be able to afford it or obtain the coverage on their own for some reason. If this becomes an issue, it is important for NCASA to learn about it as soon as possible in the year. Similarly, you may believe that it is important for NCASA to continue purchasing or subsidizing D&O insurance for some or all of our member leagues as a member benefit. We are here to serve you, and NCASA can pursue this option if that is the consensus view of our member leagues. But any decision for NCASA to continue purchasing the D&O insurance on behalf of our leagues most likely must be made before September 1, 2022, to ensure sufficient time to complete the necessary paperwork (and to make sure the funding is included in the 2023 budget).

Thank you for your attention to this important matter.

Samuel C. Cohen

NCASA President

Appendix M - NCASA Constitution & Bylaws Proposed

Changes to the Constitution & Bylaws require approval through the Council.

Last revision was January 2017.

Special meeting of the Council in mid-2022 to address proposed revisions.

Keep in mind the purpose of each document.

Constitution – the fundamental principles by which an organization is governed.

Bylaws – rules an organization makes to control the actions of its members.

Updates to Constitution:

- Consistency in nomenclature

- Deletion of duplicates

- Formatting changes to allow for better organization and flow

- Removal or updates to practices and procedures

- Move some sections to Bylaws

Updates to Bylaws

- Addition of detail sections from the Constitution

- Added sections that were missing to cover requirements from governing policies

Appendix N - 2022 Workshops

Safe Sport – Early February

- Age restrictions and why it's required
- New NCASA Policy
- League Requirements
- How to get Board members and employees certified
- Record keeping

Sportsmanship/Discipline & Appeals – March

- Recent trends in behavior across the state
- Review of referee abuse and referee assault definitions and how these cases are handled
- NCASA Hearing Process – general overview
- How to Encourage good behavior (Sportsmanship Program-ABASA) & Discipline bad behavior – suggestions and round table discussion

Minimizing Risk – April - YouTube type recorded session

Referees – May

- How the team/player check in process should work and what to do if it's not happening
- Communications on the field
- Complaints
- How to work with referee assignor and get a more consistent service
- Process for ref abuse/assault – how refs report

Marketing – September

- How to grow your league
- Websites

Registration for Registrars – October

- Training on software
- Questions
- Manual
- Survey