



NORTH CAROLINA ADULT SOCCER ASSOCIATION

BOARD MEETING MINUTES

March 17, 2025

Call to Order: 7:0 pm

Roll Call – Darius Ejlali took the roll call.

Present: Sam Cohen, Donna Langdon, Bob Kepner, Paul James, Alex Vidaurri, Scott Eisenbraun, Jeremy Mikell, Laura Collins, Fil Wilkinson, Ian Dunne

Not Present: Chad Garber

Quorum determined.

Officer & Staff Reports

- President – Thank you to Laura Collins for creating our NCASA quarterly newsletter. It is an important outreach to our association and members.

Two weeks into the 2025 spring season for the NCSL, NCASA's statewide league seems to be off and running.

NCASA attended the USSF AGM in Atlanta. The biggest take away from the meetings was the amendment to the Policy 531-9, Misconduct Towards a Match Official of adding a new category of referee protection called Gross Mistreatment which is now in effect. Also, it is always good to connect with other state associations and to get a chance to network inside our "soccer ecosystem", as US Soccer President, Cindy Parlow Cone likes to put it.

Meet with our USASA President Jim Sadowski and USASA Executive Director, Bruce Bode over Zoom. This is an outreach Jim and Bruce are committed to doing to establish better communication with members. USASA gains more insight on associations issues and engagement. NCASA is a very effective association in USASA, meeting the expected criteria and beyond.

Tonight's proposal is to update our Safe Sport Policy to comply with what was passed at our AGM in January. Leagues may choose, not required, to register players under 18 years of age but not younger than 16 years of age if they follow the proper Safe Sport protocol.

- Executive Director – Activities of the past month have been steady as leagues are launching.

At the USSF AGM in Atlanta, Ga. attended multiple events; the Adult Council meeting, both regional and national meetings for USASA, National Cup and USSF national council meeting.

Continuing regular calls regarding the Carolinas Cup in Charleston, SC over Memorial Day weekend and Celebrate the Tatas.

Speaking with McAlister Deli about a formal agreement to feed the players at Tatas and our referees at the Carolinas Cup in Charleston and Winston-Salem.

Working with NC Fusion preparing for NCASA to host RIII Championships and build a tournament budget to assist with the finances.

Managing the weekly duties of the statewide league.

- Executive Vice President – Attending the USSF AGM was a positive event. US Soccer does an excellent job of hosting their Annual General Meeting. Networking with the other states and the national office is an aspect of these meetings.
- Treasurer – A detailed report has been circulated. This report reviewed the P&L vs. Actuals line by line. Interest is ahead of pace; player registration is doing well, 100% of league affiliation dues have been collected and NCASA has hit 52% of our annual budget in our first two months of the year which is a good sign.

Approval of Minutes

- Motion to approve February 17, 2025, minutes.

Minutes were approved unanimously

Growth Initiative

- Registration Report – Registration numbers are strong but tracking slightly behind 2024 numbers at the same time. A portion may be the rebound ABASA is experiencing due to recovering from Hurricane Helene.
- First Year Leagues Update – No report
- New League Update – The invitation to Salisbury is still open to visit their membership to discuss affiliation.

Competitions

- Carolinas Cup – James Isle Youth will not renew the contract for the Carolinas Cup to be held at the James Isle Soccer Complex. The adjacent soccer complex is run by the city and discussions have begun with the city to secure the location for 2026. The search for the 2027 location has begun and most likely will not be in Charleston.

Meeting with NC Fusion and signing the contract for the Winston-Salem Cup is a priority.

- Celebrate the Tatas – Working with McAlister Deli to commit to our Tatas is huge. We are looking at new and different approaches to fundraising. Some of our donors are giving less and some are willing to give a little more and some, due to a variety of reasons, are not able to give at all. Fundraising will be a big obstacle this year. Some of our major donors are already pledging, which is very positive.

Organizing Committees

- D&A Committee – No new cases

- Budget & Finance Committees – No Report
- AGM Committee – No Report
- Election/Nominations Committee – No Report
- NCASA Awards Committee – No Report

Board Member Reports

New Business (motions)

- SafeSport Policy - (see below)
Passed unanimously

Additional New Business (motions – 2/3 vote required)

Old & New Business (discussions)

Bob Kepner has presented an initiative to aggressively approach Hispanic leagues, teams and players in NC. Make this a face-to-face outreach in the hopes of growing our Hispanic membership. The idea would be to have material that highlights the value of affiliation in Spanish, identify leagues and Hispanic leadership to meet and discuss membership.

The board held a robust discussion supporting the concept and contributing ideas to further this project along.

Engaging Hispanic leaders that are currently playing in our leagues to become partners in identifying and communicating with soccer communities.

US Soccer's Vice-President is a Hispanic American and voiced to our President, Sam Cohen that US Soccer is committed to bridging the gap between unaffiliated Hispanic soccer communities and the affiliated. The USSF VP has been told that NCASA would welcome being one of the state associations that participates in any US Soccer initiatives that are developed.

Jeremy Mikell encourages the board to try to understand the reasons why our Hispanic soccer communities are not pursuing affiliation and the whys that lead them to leaving NCASA. This is a complex question given our current climate in the US and worth understanding better of how we can be appealing to the Hispanic soccer community. A suggestion would be to hold conversations with affiliated Hispanic soccer leagues from outside our state to gain an understanding of what are the key elements that attract them and retain their membership.

A point was made that our registration system and other NCASA digital communications needs to be in Spanish if we are serious about our goal.

This is a team effort.

The second discussion topic is Walking Soccer. Last year the first steps were taken to see value in bringing Walking Soccer to NCASA. The plan needs to be developed more as to how NCASA will introduce Walking Soccer to the leagues and members.

For the Good of the Game / Announcements

Adjourn

Motion to adjourn approved– 8:12 pm

SafeSport Policy – February 8, 2022 (Revised 3.12.2005)

The following policy is established pursuant to US Soccer Policy 212-3, the SafeSport Act, the US Center for SafeSport Minor Athlete Abuse Prevention Policy (MAAPP) and the United States Adult Soccer Association (USASA) SafeSport Policy.

This policy applies to members of the NCASA Board of Directors, NCASA Employees, members of the Board of Directors of NCASA Affiliated Leagues, and Employees of NCASA Affiliated Leagues (collectively “NCASA Leaders”). This policy is required to be posted on the NCASA website along with the links for reporting misconduct to the USSF Integrity Hotline and the Center for SafeSport.

Section 1 Prohibited Conduct

NCASA prohibits conduct that includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct as those terms are defined by the US Center for SafeSport. For a list of all the types of prohibited conduct, see the SafeSport Code at <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

Section 2 Education and Training

NCASA requires the following education and training for all NCASA Leaders:

1. NCASA Leaders must complete the SafeSport Trained Core through the US Center for SafeSport online training or the Center’s approved in-person training, and as applicable, the follow-up refresher course training.
 - a. NCASA Leaders must complete the SafeSport Trained Core within the first 45 days of either initial membership or upon beginning a new role with the organization.
 - b. NCASA Leaders must complete a refresher course on an annual basis, beginning the calendar year after initial completion of the SafeSport Trained Core, and each year for up to 3 years.
 - c. Every four years, NCASA Leaders will complete the SafeSport Trained Core training.
 - d. Adult participants who are medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis.
2. NCASA Leaders must annually provide a copy of their certificate of training completion to the NCASA Executive Director.
3. NCASA must maintain a spreadsheet showing completion dates for training and screening of NCASA Leaders in accordance with documentation and recordkeeping requirements of US Soccer.

Section 3. Appropriate Background Screening

The NCASA office shall be responsible for conducting background screenings for NCASA Leaders. Paid background checks are not required at this time.

NCASA Affiliated Leagues are required to submit a list of the names of their Board of Directors and Employees to NCASA no later than March 1 of each calendar year. Additions to or changes in the Board of Directors (such as those resulting from elections) or Employees throughout the year must be

submitted to NCASA within 30 days. NCASA Leaders are subject to the following screening process annually through these three sites.

1. Screening Test 1: National Sex Offender Registry - <https://www.nsopw.gov> 2.
2. Screening Test 2: U.S. Soccer's Risk Management List:
<https://ussoccer.box.com/s/whfzcaetbyoho4tvhenr8pohldvu1op8> The password is:
V4@#+S{h9nCr
3. Screening Test 3: The Center for SafeSport's Disciplinary Database:
<https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>

It shall be deemed a failure if the adult is listed in the corresponding database or if the adult refuses to comply with the screening requirements.

An adult who fails Screening Test 1 and/or 2 may not participate in any way on a team with players under the age of eighteen.

An adult who fails Screening Test 3 and is listed by the Center for SafeSport as ineligible or suspended must be removed from their team and may not participate on any team, in a league, or in the state association or USASA in any way.

An adult who fails Screening Test 3 and is listed by the Center for SafeSport as temporarily restricted or limited participation may possibly play for a team or serve as a staff member depending on the specific nature of the restrictions or limits. NCASA will obtain the specifics for the restricted/limited adult from the Center for SafeSport, and the participation of the adult will be permitted only within the specified restrictions/limits.

Section 4 Minor Athlete Abuse Prevention Policy (MAAPP)

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical to limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse. Therefore, NCASA adopts by reference all MAAP Part III Required Policies for One-On-One Interactions.

Per the MAAPP policy to limit one on one interactions between minor athletes and adult participants who are not their legal guardian, and per the age guidelines as established by NCASA for amateur players, the following policy for minor athletes applies:

NCASA does not allow team administrators, employees, athletic trainers, or referees that are under the age of 18 years to participate in NCASA activities, and therefore adult members will not have regular

contact with or authority over these categories of individuals who are minors related to participation in soccer.

NCASA does not allow players under sixteen (16) years of age to participate in NCASA activities in any circumstance. NCASA allows players younger than eighteen years (18) years of age, but who are not younger than 16 years of age, to participate in NCASA activities only if (i) the NCASA Affiliated League through which the player is registering has informed NCASA that it has chosen to permit players younger than 18 years of age to participate and/or in the case of an event sanctioned by NCASA, including an event directly organized by NCASA (e.g., NCASA-organized tournament, NCASA-operated league, etc.), the NCASA-sanctioned event has decided to permit players younger than 18 years of age to participate, AND (ii) the player has completed all waivers required by the NCASA Affiliated League, event sanctioned by NCASA, and/or NCASA, including waivers demonstrating permission to participate being granted by a responsible adult. Therefore, NCASA adult members will have regular contact with or authority over amateur athletes who are minors related to participation in soccer in very limited circumstances.

Any NCASA Affiliated League or event sanctioned by NCASA, including an event directly organized by NCASA, that chooses to allow participation by amateur athletes who are minors must adopt a SafeSport Policy that includes an appropriate MAAPP, which, at a minimum, must include all MAAP Part III Required Policies for One-On-One Interactions.

Section 5 Limiting One-on-One Interactions

NCASA policy limits one-on-one situations where NCASA Leaders are in contact with any individual under the age of eighteen at facilities under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA.

1. This policy shall apply to NCASA Leaders at a facility under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA.
2. One-on-one interactions, including meetings, between any individual under the age of eighteen and an NCASA Leader (who is not the minor's legal guardian) at a facility under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA are permitted if they occur at an observable and interruptible distance by another adult.

Isolated, one-on-one interactions between any individual under the age of eighteen and an NCASA Leader (who is not the minor's legal guardian) are prohibited, except under emergency circumstances.

If a one-on-one interaction, such as a meeting, takes place in an office, the meeting only can be considered to be occurring at an observable and interruptible distance if the door to the office is open and unlocked. If an office with windows is available, the meeting must take place in an office with windows, and the windows, blinds, and/or curtains must remain open during the meeting.

Section 6 Required Reporting of Prohibited Conduct

All NCASA Leaders are mandatory reporters as defined in the Federal Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 (“SafeSport Act”). Within 24 hours of observation of any prohibited conduct, these mandatory reporters must report the incident to:

- Local law enforcement
- US Soccer Integrity Hotline – <https://www.usoccer.com/report-a-concern> or call (312) 528-7004 to leave a voicemail. Please provide as much detail in your report as possible, including contact information, should you wish to be contacted concerning your report.
- The Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/> or by calling (833) 587- 7233.

Mandatory reporters must also notify the NCASA Executive Director or any other member of the NCASA Board of Directors that a report of an incident was made to any of the above listed authorities. This notification must be made within 24 hours of making the report to the listed authorities. Notification to the NCASA Executive Director or member of the NCASA Board of Directors is for informational purposes only and DOES NOT replace the mandatory reporter’s obligation to report the prohibited conduct to the appropriate entity listed above. The NCASA Executive Director or other member of the NCASA Board of Directors receiving this notification will confirm that the mandatory reporter has made the required report and document this information.

Any individual member of NCASA may report any suspected abuse, misconduct, or policy violation. Reporting may be made anonymously. No direct fees or other cost is involved in making a report. No individual who makes a good faith report will be subject to retaliation, including harassment, or any adverse employment consequence for making a report.

Section 7 SafeSport Policy Requirements for NCASA Affiliated Leagues

NCASA Affiliated Leagues must formally adopt a SafeSport Policy. NCASA shall assist Leagues with policy templates for this purpose.

NCASA Affiliated Leagues are required to submit a list of the names of their Board of Directors and Employees to NCASA no later than March 1 of each calendar year. Additions to or changes in the Board of Directors (such as those resulting from elections) or Employees throughout the year must be submitted to NCASA within 30 days. Members of the Board of Directors of an NCASA Affiliated League and Employees of NCASA Affiliated Leagues must complete the SafeSport Core Training requirements as specified in this policy.

NCASA Affiliated Leagues must post the Prohibited Conduct section of their approved SafeSport Policy and the methods for reporting violations on the league’s website.

Any NCASA Affiliated League or event sanctioned by NCASA, including an event directly organized by NCASA, that chooses to allow participation by amateur athletes who are minors must also comply with the following additional SafeSport-related requirements:

1. The adopted SafeSport Policy must include an appropriate MAAPP, which, at a minimum, must include all MAAP Part III Required Policies for One-On-One Interactions. The SafeSport Policy and MAAPP must be approved by the NCASA Executive Director prior to the participation of an amateur athlete who is a minor in any activity.
2. Each Board Member of the NCASA Affiliated League (or similar committee member or event administrator for an event sanctioned by NCASA), and each player, coach, trainer, team administrator, and other adult, including staff or volunteers, that is 18 or more years of age on or involved with the same team as an amateur athlete who is a minor and comes into regular contact with or holds a position of power over an amateur athlete who is a minor (i) is required to complete the SafeSport Core Training requirements (and, as applicable, the follow-up refresher course training) as specified in this policy, and (ii) must undergo an appropriate background screening. A copy of the SafeSport certification must be provided to NCASA and the background screening must be completed for all relevant individuals prior to an amateur athlete who is a minor being able to participate in a match for a NCASA Affiliated League or a match at an event sanctioned by NCASA.

Section 8 Enforcement Options

Any NCASA Affiliated League in violation of NCASA member requirements, which includes a failure to comply with any requirements of this NCASA SafeSport Policy, will be placed in bad standing by the NCASA Board of Directors and will be subject to sanctions and/or fines, and member benefits will be suspended until corrective action is taken and all requirements are met.

Background screening adjudication decisions may be appealed in accordance with USASA and US Soccer Bylaws and policies.

Section 9 Documentation

NCASA will maintain all documentation required to show compliance with the requirements of this policy, including, but not limited to, certificates of training completion, background screening completion, and information about any notifications of prohibited conduct reported to NCASA. All required documentation will be maintained for a minimum of 10 years.

	2025 NCASA PLAYER REGISTRATIONS													TOTAL # PLAYERS			
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	TOTAL	2024	2023	2022	2021
ABASA	22	519											541	2067	2007	1671	1433
Catawba	17	76											93	207	219	193	146
Charlotte Independence														0	0	692	485
North Meck														0	174	0	0
Rock Hill														0	176	0	0
CPSL	525	10											535	672	707	690	661
First Flight League														0	261	279	484
Metrolina	406	588											994	1283	1016	889	727
Mooreville	197	144											341	559	491	0	0
NCASA Annual Pass	107	3											110	411	497	308	48
North Carolina Soccer League	0	81											81	159	0	0	0
Pitt Greenville	50	170											220	397	402	210	182
Premier Adult	0	83											83	130	144	195	130
Seashore Soccer League														0	9	39	73
Swansboro	0	35											35	372	390	391	312
Transylvania Adult Soccer	0	17											17	114	0	0	0
TASL	1951	415											2366	4162	3763	3327	2926
OCASL @TASL	41	413											454	1026	777	628	0
Wake Women's League	106	61											167	196	94	0	0
Wilmington	657	93											750	1150	869	775	712
Winston Salem	64	208											272	275	251	184	201
TOTAL LEAGUE PLAYERS	4143	2916	0	0	0	0	0	0	0	0	0	0	7059	13180	12247	10471	8520
TOURNAMENT ONLY PASSES:	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	TOTAL	2024	2023	2022	2021
Beer City Cup Asheville														43	866	841	879
Beer City Cup Indianapolis														2			
Beer City Cup Nashville														17			
Beer City Cup Savannah	3	7											10	109	807		
Carolinas Cup Charleston														77	7	32	24
Carolinas Cup WS														415	382	426	401
Celebrate the Tatas														98	81	93	47
Hummer in the Summer														48			
Queen City Cup														64	128	118	175
Tourney Pass Other														2	0	34	
USASA Adult Soccer Fest														0	52	10	1
TOTAL TOURNAMENT PASSES	3	7	0	0	0	0	0	0	0	0	0	0	10	875	2323	1554	1527
Temporary Passes														0	0	0	27
TOTAL # PLAYERS	4146	2923	0	0	0	0	0	0	0	0	0	0	7069	14055	14570	12025	10074