

Washington Youth Soccer Constitutional Convention Overview

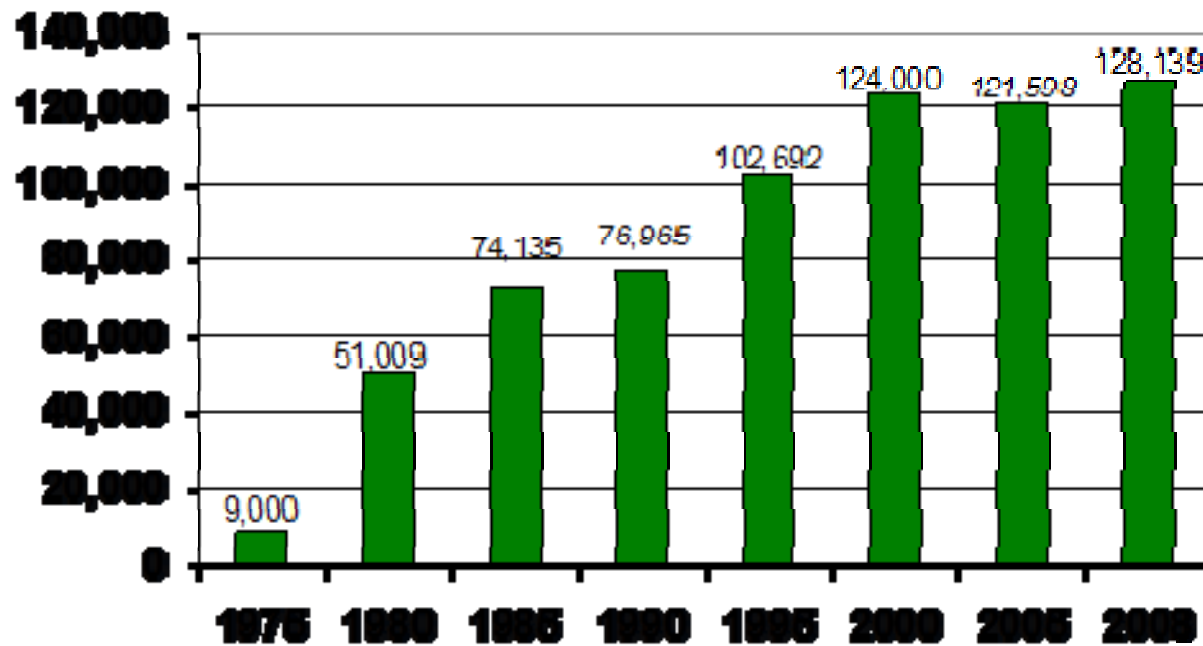
November, 2008



Washington Youth Soccer Historical Context

- No significant changes to organizational structure or systems since the founding of the organization as an all-volunteer agency 40 years ago
- Until 2009, Board Members largely performing roles that should be performed by staff members

Membership Growth Over the Years



Washington Youth Soccer Vision of Success

- **Seamless Soccer Opportunity System**
- **Increase number of players**
- **Obtain major new revenue sources**

Washington Youth Soccer Vision of Success Cont...

- **Ownership of fields and facilities**
- **Partnerships for additional program development and marketing**
- **Washington Youth Soccer is extremely well positioned externally to achieve this vision.**

Why Change Washington Youth Soccer Systems & Structure?

- Improve communications from local to national level
- Board Members used to perform roles that should be performed by staff members.
- Board members now perform vital and legally required governance roles.
- The new structure will improve financial management

Why Change Washington Youth Soccer Systems & Structure? Cont...

- Until 2009, fundraising, organizational growth and program growth were constrained by organizational structure.
- Changing the previous organizational structure, systems and roles and responsibilities allows for increased fundraising and organizational growth.

How will the new structure and systems benefit Associations and Clubs?

- Improved communications
- District Commissioners focus more on soccer matters
- District Commissioner and staff roles will be more clearly delineated
- Additional state staff support

How will the new structure and systems benefit Associations and Clubs? Cont...

- Additional best practices training
- Increased staff availability
- Upgraded technology and communications systems

What are the changes?

- The Board of Directors will be responsible for governance functions
 - Leadership development (Board and Executive Director)
 - Audit
 - Finance & Budget
 - Fundraising
 - Strategic Planning
 - Selecting & Evaluating the Executive Director

What are the changes? cont.

- Bylaws will be changed to ensure that Board Members have the skills and experience to fulfill governance functions
 - the board will be responsible for proposing a slate of board nominees.
 - the members would vote to elect the Board of Directors
 - the board would elect the officers, based on their skills and experience.

What are the changes? Cont...

- Executive Director's responsibilities:
 - Seamless soccer opportunity system
 - Communications
 - Marketing and education
 - Fundraising
 - Staff management
- District Commissioners will provide guidance to ED on soccer matters
- District Commissioners can serve on the Strategic Planning Committee and Operational Committees

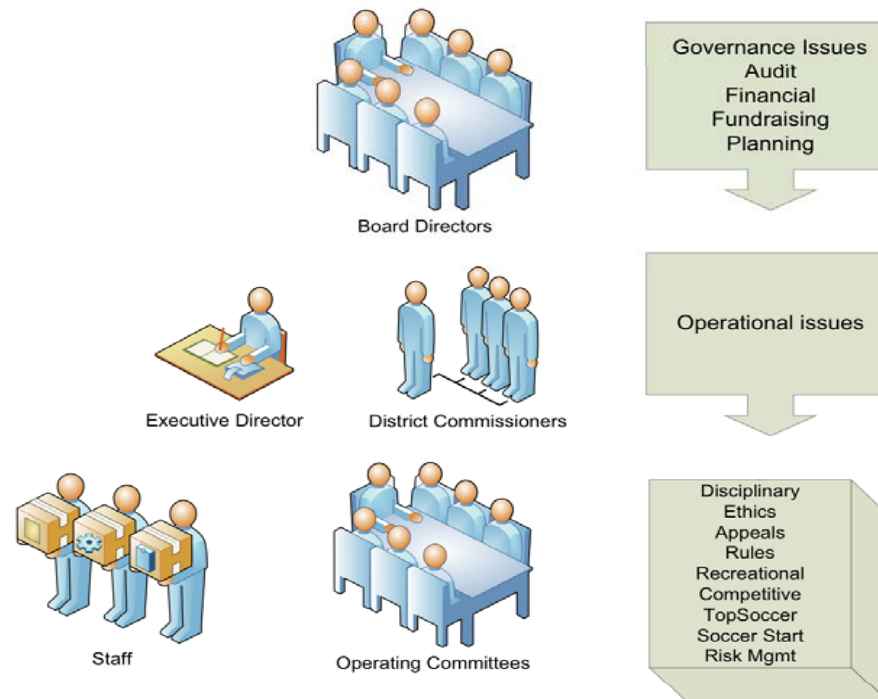
What are the changes? Cont...

- CEO function shifts to Executive Director
- Board candidate criteria - soccer passion and governance expertise
- Board must include geographical and ethnic diversity
- Continuity between Board Presidents
- Standing Strategic Planning Committee

What are the changes? Cont...

- Additional senior staff
- Monthly reports from Executive Director
- 360 degree evaluations for Board, Staff, Committees and Commissioners

New Washington Youth Soccer organizational structure



When would these changes take place?

- Approximate 24 month transition plan
- Board membership voting change at the April 2009 AGM.
- Transitional Board membership from April 2009-April 2010
- Staff additions are contingent upon funding
- Shifting of roles and responsibilities during transition

How will this affect the Members?

- Communications will improve
- Staff and committees will be better tailored to specific roles & responsibilities
- Policy issues will be separated from implementation issues
- District Commissioners will be better able to define when soccer issue should be dealt with at the District or state level
- Washington Youth Soccer will be a better model for local organizations

District Commissioner Roles

- Commissioner roles are strengthened in new structure.
- Commissioners will have even more influence over soccer policies and programs

Association Roles

The roles of the Associations at the state level will not change significantly.

- Voting members of Washington Youth Soccer
- Members of the Council
- Approve player registration fees.
- Elect the Board of Directors.
- Meet at least two times per year

Closing Statement

- Indiana Youth Soccer has made a very similar change
- Florida, Southern California and Kentucky are currently working on their own versions of such a change.
- This is a win-win for everyone.