



## **Annual General Board Meeting | DiCaprio Park**

**August 23, 2020 | 1:00 PM**

### **Call to Order**

Roy Pfeil, President, called the meeting to order at 1:09 pm. A quorum was established at 1:09. Roy P. thanked Mike Kinnally for donating the facility, and the office staff for coordinating the meeting.

### **Roll Call**

Clubs present (voting strength in parenthesis): Clubs present: AB (2); AL(3); AM(1); BE(3); BS(3); BR(2); BW(1); CH(0); CL(2); CP(3); CT(1); CU(1); CO(2); DU(3); FF(3); FU(4); GA(1); GB(3); GV(1); HH(0); HF(0); LC(3); ME(1); NL(0); NN(0); NS(2); NY(2); NE(1); RA(1); RO(2); RW(1); SA(3); SC(1); and VY(1).

Clubs absent: AV (1); BK (1); CA (1); CS (0); CR (2); EM (0); GP (2); LS (1); TV (1); and WF (1).

Mike K. announced the voting strength of all clubs (included in roll call) and explained that approval of motions will be by a simple majority.

### **Reading and Adoption of the Minutes**

Motion to approve the minutes by Candace McHugh (RCS), second by Tim Owens (Albany SC), motion carried unanimously.

### **Games Committee Report – Paul Bascomb**

Due to GotSoccer, rosters & passes will appear on 1 sheet of paper. As President of CD-Ref, Paul Bascomb said this is what will need to be presented to referees at games. Therefore, there will no longer be printed passes (and lamination). As a backup, he suggests coaches take a picture of the approved roster.

Paul B. said that the CDRef Executive committee met last Tuesday and have been assured that games/tournaments will only be played if ENY approves. Paul B. presented the following safety measures that he would like CDYSL and the clubs to adopt:

1. *Home facility must have a field marshal at every game, that reports to the referee before every game. This field marshal will be in charge of maintaining crowd control. This does include Afrim's with no exceptions. Any person getting any closer than 10 feet to a referee will be escorted to their car. Anyone who refuses to leave or causes a scene, their name will be given to the field marshal and that person will be banned for the rest of that season.*
2. *Game day rosters and passes will be on one paper, given to the referee before the game starts.*
3. *Everyone involved in pregame ceremony (coin toss) must wear a mask, referees included*
4. *Any player or coach approaching a referee closer than 6ft to complain during a game (dissent) will be given a yellow card. Anyone after the game will be given a red card.*
5. *All game balls (5) per game must be wiped down before game started in front of official and left at centerfield, properly checked for air pressure*
6. *Only players or coaches touch the ball (no ball persons for any games), if someone does touch a ball it must be wiped down before putting back in play.*
7. *There will be no club linesmen for any games. If there is an age group that might require a three-man system, all the certified linesmen will have their own flags*

*Once these safety measures are accepted by all the clubs of CDYSL, Paul said he will have them sent to all the referees. Zoom clinics will be held to teach referees how to adapt to the new policies.*

Bethlehem SC asked for clarification on field marshal. Paul B. responded said that every game must have a field marshal, and the duty is basically crowd control. Dave Yule asked what the minimum age is for the field marshal, and Paul B. said it is 18 years old.

Tim Owens, rules chairman, suggested that any of the recommendations by CDRef be adopted later in the meeting as rule changes.

Mike Kinnally. made a motion to send the safety measures recommended by Paul Bascomb to all coaches via email, 2<sup>nd</sup> by Saratoga SC.

Point of order: Tim Owens said that the rules committee needs to make the recommendation, not CD Ref. Roy P. suggests that Mike Kinnally's motion be tabled until the October meeting so that the discussion be continued. Tim O. said that if it is tabled, Executive Committee could discuss it in September, so that it can be voted on in October.

## **Treasurer's Report – Dave Yule**

Profit and Loss financial report was distributed. Dave Y. recommended that whatever the surplus is for CDYSL at the end of the fiscal year, that amount should be divided up among the clubs. Currently, the surplus is \$48,667.59, however he estimates that the final surplus will be about \$36,000. Dave said that how the money is divided up would be up to the board of directors.

Tim Owens made a motion to accept the treasurers report as submitted, second by Latham Circle SC. Motion passes unanimously.

The 2020-2021 proposed budget was distributed. Dave Y. said that it is hard to predict what the impact of COVID will be next year. Latham Circle SC asked if the change to printing of passes will lower the budget, Dave Y. confirmed that the budget had already been adjusted for this. Dave Y. said that salaries are proposed to remain the same for right now, however the executive committee is looking into an increase. Afrim N. (Alley Cats) asked if fall ball team commitments are included in the budget, Dave Y. said that it is included in the budget under team commitments.

Motion to accept the budget by Mike Kinnally (Dutchman), second by Brunswick SC, motion carried unanimously.

## **Unfinished Business**

Hoosick Falls SC mentioned that he has requested a rule change that states if a club has zero voting rights, they only need to attend the AGM. Jan B. confirmed that this rule change was approved at the January 2020 meeting.

## **Comments From The Floor**

1. Cathleen Knauf, Secretary, made the following remarks:

*"I am speaking to you today as an executive committee member of the CDYSL. It has been a struggle the past year to be okay with what is going on with CDYSL and the way the Executive committee is being run. Personally, I have been yelled at, verbally abused and defamed, hushed, shushed, brushed off, ignored and even out right told to "shut up" in the middle of a meeting. Not by the whole committee, but by our President, Roy Pfeil.*

*In this time of the "ME TOO" movement, this should not be tolerated or accepted within a youth soccer league. But I am a tough strong woman and no man is going to take my voice away. If it ended there it would be my issue, but it doesn't. Roy has harassed the office staff, stepped in where he didn't belong, talked down to them, made orders that were not his to make that did not come from the EC or the BOD.*

*He has no regard for CDYSL rules, bylaws, or our constitution unless it fits his agenda. Even saying at meetings, "Why are we so worried about the rules, let's just get things done". He makes decisions like a dictator and does as he pleases.*

*An example is the Executive Committee discussion regarding how we should split the money coming back to the League from Eastern New York. In April/May, the executive committee decided and voted not to discuss specific numbers and instead let the BOD know there would be money coming back and when we knew for sure how much, we would bring forward a plan. However, at the BOD meeting, he brought it forward to a vote anyway and I think we all left more confused than before.*

*Another example of Roy's disregard for protocol occurred this past week. During the August Executive meeting, the committee voted not to bring forward any of the ramble of rules, propositions, ideas that were stirring in Roy's head. It was also agreed that the items were not going to be shared with the BOD at this time. However, He sent "his proposals" in an email last week to the entire board of directors anyway. NOTHING, absolutely nothing that was presented in that email came from the executive committee as a whole.*

*None of his decisions are fair or equitable for the CDYSL membership and many times he has pushed an agenda that crossed the line of being a conflict of interest that would benefit one or more of our committee members without that person even knowing what was going on.*

*Roy's actions have not only been vindictive and hurtful to me, to the office staff, to other members of the executive committee, and to anyone who has gotten in his way, but they have been detrimental to the progress and future of CDYSL.*

*Nothing is getting finalized at our 2-3 hours committee meetings because most of the time the committee is merely trying to keep him contained or in line with our mission.*

*It is for these reasons and many more that I make a motion to "Remove Roy Pfeil from the executive committee immediately."*

Cathy Knauf made a motion to remove to remove Roy Pfeil as President, 2<sup>nd</sup> by Dave Yule

#### CDYSL BYLAWS: Removal of Directors and Officers:

Article VI. #3. Removal of any officer elected by the Members or appointed by the Board of Directors: may be removed by the Board of Directors, whenever the interests of the CDYSL would be served by that removal. Removal of elected Officers shall require an affirmative vote of two-thirds (2/3) of Board present.

### CDYSL Rules & Regulations:

The President of the League shall be the chair of the Executive Committee, shall preside at meetings and shall, as long as the Executive Committee exists, have no additional authority to act independently from the EC or the Board, notwithstanding any executive authority which may be derived from the Constitution or Bylaws.

### Point of Discussion

Regarding the League Operations Director, Roy P. said that he has received many negative comments about her performance including a suggestion that a vote of no confidence should be presented for our LOD. Roy P. said that the previous President started the hiring process and references were not checked.

Roy P. said that CDRef had contacted him that payment was due at the end of October 2019. Roy P. had contacted the LOD, and discovered in February, the check was still in the LOD's office. He then received a call again from CDRef in June that the check had not been received, and after following up from Roy, the check was finally received by CDRef in July.

Regarding the 2019 Fall Ball season, Roy P. said that he felt that he feels that the Treasurer has given the LOD full reign. Roy said that he will give the LOD a full year to master the tasks at hand. Roy said that he had asked 4 people that had complained to him about the LOD to call-in to the Executive Board meeting, and to present their complaint in a positive manor.

Henry Hudson SC interjected that Roy is not helping his cause and is not responding to what Cathleen K. presented.

Candace M. from Ravena-Coeymans-Selkirk SC, said that she has been on the board for a year. She was excited to be on the board; however, it isn't what she expected. She said every meeting is very difficult and doesn't follow the Roberts Rules of Order. Candace M. said that she reminds the board almost every meeting when debating issues to listen to both sides, focus on issues not personalities, avoid questioning motives, and be polite. None of that happens at an Executive Committee meeting, and Candace said she tries to make that happen so we can be productive. The lack of respect towards many people makes it very difficult, and it's disappointing that this is what is the governing body of all of our clubs. We need new blood to fix things, but we have to pay attention to who is leading us. Candace said that right now, she can't say that the executive committee is leading us in a direction that is good.

Afrim N. said that people on the executive committee do attack certain people, and it makes it hard in the meetings. He suggests a neutral member sit in on the Executive Committee and then

bring a recommendation back to the Board of Directors, because all that is being presented is hearsay.

Latham SC asked what would happen if we voted to remove the president. Would the vice president become president? Candace M. said that if the president is voted out, it has to be a 2/3rds majority vote, and the vice president would take over. Vice president, Mike Kinnally, said that he is not willing to be president until that term is up.

Dave Yule said that the previous LOD bent over backwards for the clubs. He said that Jan B.'s first Fall Ball season wasn't perfect, and he has defended her throughout this year. With regard to the CDRef check issue Roy P. mentioned, Dave Y. said that the check was issued with the wrong address, and so it was mailed and never cashed. With regard to the 4 phone calls at the EC meeting, Dave Y. said Roy felt that everyone should have had the opportunity to complain. Dave Y. said that Roy talks over Jan B. and Cathleen K. during meetings. Also, Dave Y. said that the proposals distributed by Roy P. were not agreed upon by the executive committee. Dave Y. said that Chris Lee was assigned by Roy P. as the alternate to the Eastern NY Committee. However, Roy did not open it up to anyone on the executive committee, and Chris has no knowledge of the executive committee. Dave Y. said that the executive committee is not productive, and it should be about the kids and playing.

Niskayuna SC and Colonie SC requested that we move on to a vote as they are just airing their dirty laundry.

A club said that anyone can call Roy, and someone with a vision is important, therefore he is in support of Roy P.

A rep for Northern United SC said that he has been on a board similar to these issues. A process resolution needs to be in place

NY Elite asked if the executive committee requested that Roy P. not forward his proposals to the clubs, and Dave Y. confirmed that the committee did not agree to forward them.

The votes were collected by paper ballot, and counted by Mike Kinnally (nomination chair). 22 votes were needed to pass the motion (based on the 32 people). After the votes were tallied, the motion did not pass.

2. Blackwatch SC mentioned that their soccer club was accepted into the MLS Elite group, and is a great opportunity for kids and are always looking for players. The training is 4 days a week.

Afrim N. (Alley Cats) said that are many good clubs in the area to consider.

### **Reports of Officers and Standing Committees**

1. **1<sup>st</sup> Vice President - Mike Kinnally**  
No report
2. **2<sup>nd</sup> Vice President – Tim Owens**  
No report
3. **Treasurer – Dave Yule**  
No report

### **Standing Committee Reports:**

1. **Rules – Tim Owens**

Tim O., as Rule Chairman, recommended that all recommendations presented by CDRef earlier in the meeting be adopted as long as they are consistent and can be implemented within the CDYSL rules. These recommendations will be presented to the Board of Directors in 2 weeks.

A motion was made by Nirvana SC as Tim O. recommended, second by Mike K. (Dutchman).

Point of discussion: Latham SC asked what happens if a club is not able to fulfil all the recommendations by CDRef, in particular the Field Marshal. Roy P. suggested that if a club is not able to have a field marshal present, then the home coach would act as the Field Marshal. Niskayuna SC mentioned that parents may not be comfortable being a Field Marshal because of social distancing due to COVID.

Roy P. said that other leagues are much stricter. Candace M. (RCS) stated that the home coach is responsible to remove a parent, therefore if there is not a Field Marshal, it is the responsibility of the home coach.

Latham SC proposed an amendment to say “Limited to the COVID pandemic...”  
Because these rules should not be in effect outside of COVID. Amendment second by Schenectady SC.

Afrim N. (Alley Cats) said that these should be recommended to clubs, not mandated. Dave Y. asked if CDRef would referee a game if CDYSL does not comply. Afrim N. said that CDYSL should not be dictated by CDRef.

A vote was held for the above proposed amendment changing the wording to “Limited to the COVID pandemic.” The vote was not passed.

A vote was held for the original motion (recommendation by Rules Chairperson). Motion passes with 2 opposed.

**2. Registrations – Jan Brown**

No report.

**3. Games – Paul Bascomb**

See earlier report.

**4. Scholarship – Candace McHugh**

Candace M. reported that the scholarship winners are listed in the Annual Report.

Candace M. and Jan B. presented the recipients with Lawn Signs and Checks in person at each recipient’s house.

**5. Executive**

No report.

**6. Membership – Afrim Nezej**

1. GPS has filed the necessary paperwork to change its name to NY Rush Albany.
2. Nirvana North SC has changed its name to Firestorm FC.
3. North Star Premier SC had its first reading at the June General Board meeting and the Board needs to vote on its application today.

**7. Zero Tolerance/Appeals – Dave Yule**

No report.

**8. Arbitration**

No report.

**9. Nominations**

Mike Kinnally, nomination chairperson, said election of officers is done by voting strength.

Mike K. opened the floor to nominations.

Tim Owens stated that he has decided to remove himself from the ballot. He also said he is not in favor of opening the season due to COVID. He has fulfilled a vacated 2<sup>nd</sup> Vice

President term of 1 year. He asked the board to remember the founding mission of CDYSL, not everyone has the same ideals, but please be kind.

Ballston Spa SC nominated Keith Dolan for the position of 2<sup>nd</sup> Vice President. Keith has coached for Saratoga and Ballston Spa. His vision is strong community soccer clubs, and not the pay-to-play model.

Tim Owens made a motion to nominate John Quinby (Firestorm) for 2<sup>nd</sup> Vice President. John is the founder of Niskayuna SC, and has coached for many clubs. John said it is a scary time, and the last thing players need is confusion. John said that he is a good communicator, and feels it is a good time to stepping forward.

Blackwatch SC nominated Brian Leto for position of Secretary.

Roy P. nominated Gary Creese (Ballston Spa) as treasurer. Roy said that Gary is a teacher, has an accounting degree, and is a soccer coach.

Adam Cohen, currently on the ballot, introduced himself. He is a coach for Burnt Hills and Fifty FC. He grew up playing with CDYSL, has seen lots of ebbs and flows, and wants to continue growing the soccer pool.

Cathleen K. nominated Monica King (Latham SC) as an At-Large Member. Monica said she is president of Latham Circle SC, she is active with CDYSL and interested in joining the board.

Ballots were distributed, collected and tallied.

Results:

2<sup>nd</sup> Vice President – Keith Dolan

Treasurer – Dave Yule

Secretary – Cathleen K.

At Large – Paul Bascomb, Adam Cohen

Roy P. voiced his appreciation for everyone that has expressed interest in the executive committee.

## **10. Risk Management**

No report.

## **Special Committees**

### **1. Programs – Roy Pfeil**

#### **a. Coaching Education – Roy Pfeil**

Roy P. reported that the upcoming 11v11 and 9v9 courses have been filled. The National C course will finish this week.

**b. ODP Program – Roy Pfeil**

ODP Tryouts were held yesterday. USYSA is going forward with regionals, players will be notified by Sept. 1. The next date for tryouts will be September 13<sup>th</sup>.

Saratoga SC mentioned that the safety measures Paul Bascomb presented are a good measure, and this meeting needs to focus on COVID and what we need to do to further risk mitigation. Colonie SC inquired about forming a risk mitigation committee, Roy P. said that he has formed a committee with Dr. David Getz. Afrim N. said that we follow Eastern NY guidelines, and hopes that all clubs are following. Mike K. said that in the past, clubs have been territorial, but maybe now is the time to share that kind of information outside of the meeting. Roy P. said that we shouldn't assume people know what to do, and that we need to continue to be consistent.

**c. Exceptional Senior Showcase**

No report.

**d. Empire Cup – Roy Pfeil**

No report.

**New Business**

Roy P. said that items that were adopted at the Eastern NY AGM will be distributed to all clubs. Referee fees will be increased will take place during the Spring 2021 (not Fall 2020).

1. GotSoccer – Jan B. said that the representative for GotSoccer said that the communication portion wouldn't be available until November. Jan B. said that they are really working to get all the clubs registered. Roy P. asked for a show of hands of clubs going with GotSoccer only, about 50% acknowledged that they are.

Paul Bascomb said that the GotSoccer reps is very responsive, and how-to videos and resources are on the CDYSL website. The GotSoccer rep is also willing to help upload clubs' registrations.

Fall Ball – A club asked for an update on the status of Fall Ball. Jan B. said that there were no RFP's submitted for Fall Ball (requests were sent out in June and July), so she suggests going to a format like Spring league (home/away system). This way, there aren't 20 teams ascending on one site at the same time, and might be a better format due to COVID. She will be presenting this to the executive committee. For clarification, Jan B. said that an RFP was submitted after the deadline, but it was pulled. Adam Cohen said that Fifty FC was hesitant to go forward due to the field usage and COVID. Fifty FC does like hosting, but is concerned about liability.

Jan B. said registration for Fall Ball should be updated soon. Amsterdam said that whatever CDYSL decides, they need to know as soon as possible so they can plan for fields, and that the home/away field system may not work for small clubs.

Currently, the plan is to begin Fall Ball on September 20<sup>th</sup> and end on first weekend in November (6 game season). A final decision from the executive board should be made this week. Saratoga SC said that they agree with a home/away format.

2. Paul Bascomb announced that he is resigning his at-large position. Jon Caraco is the next in line, and will continue on as the at-large member. Jon Caraco will also be the Games Committee chair.
  
3. Eric from East Greenbush made a motion via email stating “CDYSL allow for an age group-specific player pass rather than a roster-specific player pass in any division that is non-results oriented”. Eric stated that this would allow for smaller clubs to be slightly more flexible in rostering players for games week-to-week in those age divisions (i.e.: having 1 ½ teams at U10 no longer causes clubs to cut the ½ team loose). Although these games are not results oriented, club presidents would be responsible for the appropriate movement and use of players to ensure equality and fairness, and would have to answer for any team that is put on the field and is far above the talent level of the division they play in.

There was no second to the motion, however Mike K. said that it is definitely an issue that needs to be looked at.

### **Adjournment**

A motion was made to adjourn the meeting by Latham SC, second by Dutchman SC, motion carried unanimously.

The meeting was adjourned at 4:31. PM

Respectfully submitted by:

Mendy Varga  
Recording Secretary