



West Virginia Soccer Association

UPDATED 3/12/25

The West Virginia Soccer Association's 2025 Annual General Meeting and Elections will take place at the Comfort Suites Bridgeport Clarksburg 285 White Oaks Blvd, Bridgeport on Saturday March 22, 2025 Lunch will be provided at 12pm with 2024 End of Year Awards being presented and the AGM will start at 1PM. Here is the agenda, election nomination form and attendance response form. All reports will be posted on wvsoccer.net. Any Amendments to the WVSA Constitution and Bylaws that will be posted on the website for review.

Amendments to WVSA Constitution Bylaws and Policies must be submitted by 2/22/2025 to kristi@wvsoccer.net

Nominations for Elections must be received by 2/22/2025 to kristi@wvsoccer.net

AGM attendance commitments must be received by 3/10/2025 to kristi@wvsoccer.net

Any questions or items for the agenda must be sent to Dave@wvsoccer.net by 3/10/2025

Agenda

1. Call to Order – Randall Coleman
2. Roll Call – Staff
3. Minutes of 2024 AGM
4. Communications
5. Old Business
6. Reports of Officers
 - a. President Randall Coleman Report on USYS AGM, USC / USYS Workshops USSF AGM
 - b. Executive VP Joe Pepe
 - c. Secretary / Treasurer Bill Sumpter
 - d. VP Adult Aaron Wood
 - e. VP Youth Jeff Cox
 - f. Past President Len Rogers
 - g. D1 Shelly Saundera
 - h. D2 Bob Kolanko
 - i. D3 Doug Sharp
 - j. D4 Chris Kessell
 - k. D5 Tim Eller
 - l. D6 Rick George
 - m. At Large Youth Lloyd McIntyre
7. Executive Directors Report Dave Laraba
 - a. Review of actions by USSF, USASA, USYS
 - b. Challenges and opportunities going forward, age group dates for 2026-2027
8. Reports of Program Managers / Staff
 - a. Cups Beth Noss
 - 1 United Cup



National Association



State Association

West Virginia Soccer Association

- 2 Open Cup
- 3 USYS Championship Series
- 4 USYS Presidents Cup
- 5 Review of changes to NCS and PC for 2026
- b. WVSA State League Spike Laraba
- c. Administrative Risk Management Kristi Acord
- d. Recreation Chris Kessell
- e. Referee Program / Mike McCarthy / Doug Sharp
- f. Budget Dave Laraba Bill Sumpter / Susan McIntyre
- g. Top Soccer Thomas Oliver
- h. Member Services Beth Noss
- i. Director of Coaching - Bob Gray
- j. Director of Coaching Education - Thomas Oliver
- k. Digital Content Creator – Megan Noss
- l. ODP Administrator - Amanda Eller
- m. ODP DOC – Peter McGahey
9. New Business
 - a. Elections of Officers
 - b. Amendments to The WVSA Constitution
 - c. By Law Amendments
 - d. Policy and Procedure Changes
 - Chpt 3 Update to Transfer Portal Policy
 - Cpt 4 Update to Misconduct to Referees USSF 531-9
 - Cpt 7 Academy Programs
 - e. Approval of Budget
 - i. Other Business
 1. Membership Applications / Name Changes
 - Name Change / Merger
 2. Name Change
 3. New Club Club Ohio United Approved by WVSA BOD
 4. Affiliate Members
 5. Approval of WVSA BOD actions 4/1/24 to 3/22/25
 - Including Membership Applications, Name Changes, New Clubs
 - j. Good of the Game



National Association



State Association

West Virginia Soccer Association

2025 AGM Election (revised 1/21/25)

All nominations must have the written approval of the nominee. All nominees must have current All Risk Management and Safe Sport Certifications. Nominations must be submitted to WVSA by 2/22/2025

OFFICE	INCUMBENT	NOMINEE	NOMINATION SUBMITTED BY
Ex Vice President	Joe Pepe		
VP Adult	Aaron Wood		
VP Youth 1 Yr	Jeff Cox		
District 1 Commissioner	Shelly Saunders		
District 3 Commissioner	Doug Sharpe		
District 5 Commissioner	Tim Eller		
District 6 Commissioner	Rick George (1 yr term)		
At Large Youth	Lloyd McIntyre		

As Vice President of Adult Soccer for West Virginia Soccer, I am pleased to present the annual report on the status of adult soccer in our state. This report encompasses current league activities, upcoming tournaments, collaborative efforts with youth leagues, and insights into national trends in adult soccer.

Current Adult Soccer Leagues in West Virginia

Adult soccer in West Virginia continues to grow, with several leagues providing opportunities for players to engage in the sport. Notably, the Southern West Virginia Adult Soccer League currently comprises 10 teams competing at the Shawnee Sports Complex in Dunbar, West Virginia. Additionally, other leagues across the state are listed on our official website, <https://www.wvsoccer.net/adult/find-wvsa-sanctioned-soccer-leagues-across-the-state/>, offering diverse options for adult players to participate in organized soccer.

Updates from US Adult Soccer

US adult soccer has made several changes to the process to streamline injury reporting for insurance claims. The process now seems to be easier than ever. The process can now be found at <https://usadultsoccer.com/player-injury-claim/>. If you have any questions about this process please reach out. Also a reminder that players under the age of 18 are no longer permitted to participate in adult leagues on teams with members older than 18. If you wish for this to then all the adults on that team would have to be safe sports certified. The likelihood of that happening is extremely low. So please keep this in mind when advertising age restrictions happen for your leagues.

US Soccer currently has an AED reimbursement program and will reimburse up to \$250 towards the purchase of an AED for your league. Details on the program can be found here: <https://usadultsoccer.com/aed-reimbursement-program/>

We are thrilled to announce that the 2025 USASA Veterans Cup will return to its original name after previously being known as the Adult Soccer Fest. The tournament will take place from **July 9-13, 2025**, in beautiful Traverse City, Michigan. This year's event will be hosted at the [Keystone Soccer Complex](#), a premier facility renowned for its exceptional fields and convenient access to the vibrant community and breathtaking scenery that Traverse City has to offer. Mark your calendars and get ready for an unforgettable tournament experience! <https://usadultsoccer.com/veterans-cup/>

2026 World cup is back in the USA! We will update our membership about ticket opportunities as they come available through US Adult soccer.

Upcoming Adult Soccer Tournaments Near West Virginia

Participation in regional tournaments offers valuable competitive experiences for our adult teams. While specific tournament details are continually updated, we encourage teams to regularly check the [US Adult Soccer Association's tournament listings](#) for events in neighboring states such as Ohio, Pennsylvania, and Virginia. Engaging in these tournaments not only enhances team skills but also fosters camaraderie within the broader soccer community. See the link: <https://usadultsoccer.com/region-i-cups/>

Collaboration with Youth Leagues for Mutual Development

A synergistic relationship between youth and adult soccer leagues is crucial for the holistic development of soccer in West Virginia. Encouraging former youth players to transition into adult leagues ensures sustained participation and enriches the talent pool. Moreover, adult players often serve as coaches and mentors for youth teams, bringing invaluable experience

and passion to the developmental stages of young athletes. This mentorship not only elevates the quality of youth training but also strengthens community bonds centered around soccer.

Current Trends in Adult Soccer

Nationally, adult soccer is experiencing a resurgence, with more adults seeking organized sports for fitness, social interaction, and competitive play. According to recent studies, there has been a notable increase in adult league registrations, reflecting a growing interest in maintaining active lifestyles through soccer. This trend underscores the importance of supporting and expanding our adult leagues to accommodate and encourage this heightened interest.

Conclusion

The landscape of adult soccer in West Virginia is vibrant and poised for further growth. By fostering collaborations between youth and adult leagues, participating in regional competitions, and aligning with national trends, we can continue to elevate the standard and popularity of soccer across our state. I extend my gratitude to all players, coaches, and volunteers who contribute to the thriving soccer community in West Virginia. Especially would like to thank the WVSA staff for all the hard work this past year.

Prepared by Aaron Wood, Vice President of Adult Soccer, West Virginia Soccer.

WVSA 2024-2025 Adult Play Count

Fayette Adult 61 players

KVSL Adult 22

MUSC Adult 252 players

SWV Adult 183 players

Total Players 540

2019-20-21 VP Report

West Virginia Soccer Association
2019-20-21 VP Report

League-Club		Rec Players Fall 21	Travel Players Fall 21	Rec Players Spg 22	Travel Players Spg 22	Total Players 2021-22	Rec Players Fall 22	Travel Players Fall 22	Rec Players Spg 23	Travel Players Spg 23	Total Players 2022-23	Rec Players Fall 23	Travel Players Fall 23	Rec Players Spg 24	Travel Players Spg 24	Total Players 2023-24	Rec Players Fall 24	Travel Players Fall 24	Rec Players Spg 25	Travel Players Spg 25	Total Players 2024-25							
																							votes	AM	Present			
PK Soccer Academy		38		13	51		72		14	72		51		29	51		56			56	1	1	1	0				
Pleasants County																78				78	0	1	1					
Pocahontas County	151		46		197			130		130			100		100					0	1	0	1					
Potomac Highlands	373		0		373	329				329	484				484	334				334	2	2	2					
Preston Co Soccer	180		104		284	161		84		245	162				162	148				148	1	1	1	0				
Putnam United Futbol Club						261	69	122	23	475	173	123	120	38	454	147				147	2	1	2					
Raleigh Co Soccer																												
Raleigh Co YMCA	218		0		218						233		49		282	241				241	1	1	1	0				
Legacy FC		158		14	172		138		57	195		137		51	188		148			148	1	1	1	0				
Seneca Soccer	139		150		289	152		121		273	145		132		277	150				150	1	1	1					
Shawnee Soccer Academy	82		58		140	99		69		168	125		35		160	77				77	1	1	1	0				
South Berkeley	254		164		418	275		152		427	315		154		469	342				342	2	2	2	0				
Square One Soccer							134		28	162		143		53	196		174			174	1	1	1					
Summersville (Nicholas Co)	178		160		338	190		153		343	211		140		351	188				188	2	1	2					
Taylor County	99		123		222	129		77		206					0	108				108	0	1	1					
Tri Stat United																												
TSU- Force		38		13	51		14		34	48				34	34		25			25								
TSU- Rotary	184		28		212	203		76		279	219		97		316		207			207	2	1	2	0				
Upper Hancock	111		0		111	119				119	121				121	112				112	1	1	1	0				
Upshur County	189		186		375	204		137		341	195		178		373	158				158	2	1	2	0				
Valley Soccer						45		23		68	55		15		70	55				55	1	1	1	0				
Webster County	37		51		88	31		26		57	31		31		62	23				23	1	1	1					
West Central Soccer Rec	358		273		631	349		240		589	347		197		544	264				264	2	1	2	0				
River Valley		96		32	128		85		23	108		57		44	101		60			60	1	0	1	0				
West Virginia Futbol Cub	4	439		61	504	8	372		101	481		388		63	451		399			399	2	2	2	0				
West Virginia Soccer Club							159		21	180		173		36	209		178			178	1	1	1	0				
Wheeling Area Soccer	265		149		414	249		188		437	287		140		427	289				289	2	1	2	0				
FC Wheeling		131		17	148		132		34	166		137		49	137		131			131	1	1	1	0				
TopSoccer	11		0		11										0					0			0	0				
Sub Total	2,833	900	1,492	150	5375	2,804	1,175	1,598	335	5912	3,103	1,209	1,388	397	4312	2,714	1,378			4092	32	26	34	0				
GRAND TOTALS	7,891	2,173	4,514	445	15,023	7,963	2,364	5,640	704	16,671	7,976	1,959	4,879	869	13,898	8,077	2,152			10,229	75	54	79	0				
																								4	0			
																								2	0			
																								14	0			
																								20	0			
																						Vote Total		99	0			



QUARTERLY BOARD REPORT



Name:

Office:

Date:

To be submitted to the Executive Director no later than 5 days before each WVSA Board Meeting.

1. Number of Clubs, leagues, programs visited:

a. In Person

b. By Zoom or other online method- **WVFC, EPIC, Potomac Highlands, South Berkeley Soccer, WV Soccer (not able to get in touch this quarter)**

c. Date of visits- **EPIC 2/5 and 3/11, South Berkeley Rec 2/17 , WVFC 3/9, Potomac Highlands 3/11**

d. type of activity visited- **phone calls**

2. UPDATES on club / league / program activities : **South Berkeley- registration for spring league closed the end of February; currently able to use 2 facilities; added URSL to their leagues for U15 girls team; all financial issues settled**

EPIC- voted in a majority new board; held tryouts for high school ages and made 8 teams; currently participating in EDP, NCSL, and URSL; Academy is going well with 38 kids in Kicker and Juniors; EPIC gave a presentation at the planning commission in favor of a sports facility in the Eastern Panhandle, commission agreed to do an impact study

WVFC- growing club in Panhandle to 1 girls team and 4 boys teams; all teams are in URSL; each team did winter futsal; using Dupont as practice fields

Potomac Highlands- not enough interest yet for spring teams with baseball being primary competitor; represent 3 counties and 4 high schools; hosting a 4v4 tournament on May 4 for ages U8 to high school and a free camp in June in an effort to promote soccer in the area; tax issue is being solved

3. CHALLENGES OR ASSISTANCE NEEDED- South Berkeley- checking on whether U8 can use keepers and goals

Potomac Highlands- looking for more fall rec tournaments and mentioned Clarksburg as one option; would like to have GotSport registration open on or before mid-May so they can get kids registered for fall before school ends (would like to know a date to tell families)

4. OTHER COMMENTS

SIGNED: Shelley Sanders_____

DATE: 3/12/2025

Revised April 2024



**STATE REFEREE
PROGRAM**



**West Virginia Soccer Association
State Referee Program**

2025 Annual Report

Submitted by:

Douglas Sharpe, State Referee Administrator

March 22, 2025

www.wvsareferees.org

CONTENTS

State Referee Committee Membership	2
Recent and Upcoming Regional, National, and International Changes.....	3
WV Referee Registration Overview.....	3
Misconduct Toward Officials.....	4
2024 US Youth Soccer Regional Referee Delegations	5
2024 Young Referees of the Year	10
Other State Referee Program Events in 2024	11

State Referee Committee Membership 2024

<u>Position</u>		<u>District</u>
State Referee Administrator	Douglas Sharpe	3
State Youth Referee Administrator	Sonya Hedrick	3
Director of Referee Development	Justin Parnicza	2
State Director of Assignment	Jason McClain	3
At-Large Youth Coach Representative	Drew Sutler	4
At-Large Adult Player Representative	Stacy Bridgette	4
At-Large Referee Representative	Justin Parnicza	2
At-Large Referee Representative	Tim Eller	3
Ex-Officio, WVSA President	Randall Coleman	4
Ex-Officio, WVSA Executive Director	Dave Laraba	5
Ex-Officio, SRA Emeritus	Michael McCarthy	4

State Referee Committee Membership for 2025

<u>Position</u>		<u>District</u>
State Referee Administrator	Douglas Sharpe	3
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Ex-Officio, WVSA Executive Director	Dave Laraba	5
Ex-Officio, SRA Emeritus	Mike McCarthy	4

Recent and Upcoming Regional, National, and International Changes

Selected and highlighted 2025/26 Modification to IFAB Laws of the Game Effective July 1, 2025

(For more details, including specific verbiage of these changes, see www.theifab.com)

- Updated guideline: Only the Captain can approach the Referee.
 - The emphasis of this protocol is on stopping players physically approaching the referee, as this can be very intimidating, especially when a number of players are involved and get very close to and/or surround the referee.
 - Creating a captain-only zone will focus responsibility on the captain to encourage their teammates to behave appropriately. The captain will be able to approach the referee but must take responsibility for helping ensure that their teammates respect the captain-only zone.
- Law 12 – Fouls and Misconduct: Goalkeeper holding the ball for too long.
 - A corner kick will be awarded to the opposing team when the goalkeeper controls the ball with their hand(s)/arm(s) for longer than eight seconds.

WV Referee Registration Overview

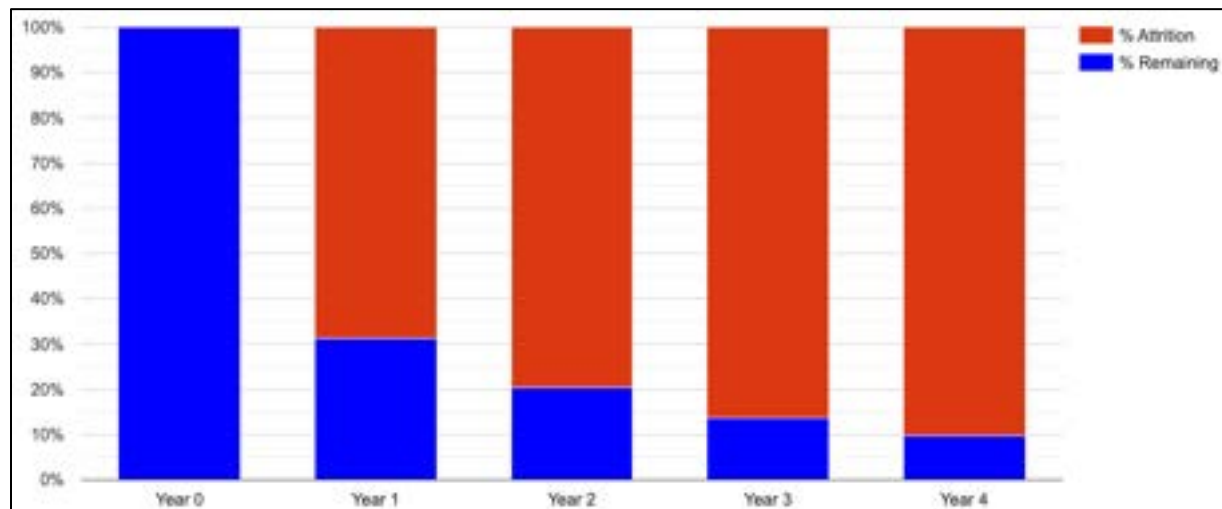


Figure 1. Cumulative WV referee attrition in Years 1 - 4 following initial license year

Notable Observations from 2024 Data:

- Referee attrition remains a concern (Fig. 1). **Only 30% of new referees return after their first year, and only 10% remain after 4 years** as match officials.
- The number of referees returning from the previous year improved as a percentage but remains significantly lower than the average for the five years before the COVID-19 pandemic—indeed, **22.8% lower than the average annual pre-COVID rate.**

Registration Year	Returnign WV Referees	% Change
2022	248	--
2023	284	+ 14.5%
2024	298	+ 4.9%

- More than 30% of referees in West Virginia were 15 years old or younger in 2024, up from 24% the year before.
- Registration numbers in 2024 continued to recover from the pandemic years and ended with a 4% increase over 2022. However, WV referee registration in 2023 was still more than 10% lower than in the most recent year before the pandemic.

Registration Year	WV Referees
2022	636
2023	605
2024	667

The percentage of female **West Virginia Referees** remains steady at just under 30%.

Misconduct Toward Officials

Adjudicated Incidents:

Level of Misconduct	2017	2018	2019	2020	2021	2022	2023	2024
WVSA Admin Rule 4.2.6 "Misconduct Toward Officials"	0	0	1	0	1	0	0	0
U.S. Soccer Policy 531-9 "Misconduct Toward Officials: Abuse"	1	0	1 ²	1	0	1	0	0
U.S. Soccer Policy 531-9 "Misconduct Toward Officials: Assault"	0	2 ¹	0	0	0	1 ^{1, 3}	0	0

Notes:

1. All the individuals found to have committed Referee Assault per U.S. Soccer Policy 531-9 received suspensions of three months, the standard sanction "for a minor or slight touching of the referee" per Policy 531-9.5(A)(1)(a).
2. The coach was investigated for alleged Referee Abuse but was found not to be a rostered team official. Therefore, U.S. Soccer policy had no jurisdiction. The referee was coached to check team rosters before the match, and the league was informed that the coach was not properly credentialed.
3. An allegation of Referee Assault against a referee licensed by West Virginia per U.S. Soccer Policy 531-9 was filed with a U.S. Soccer member organization outside of West Virginia at an out-of-state event. The out-of-state member organization convened a hearing panel to adjudicate the matter, and the alleged team official was found not guilty.

2024 US Youth Soccer Regional Referee Delegations

East Region Presidents Cup, Dunbar/Barboursville, WV, June 14 - 18

- Nana Agyiri
- Drew Altizer
- Tristan Brogan
- Amber Burrell
- William Chang
- Lyndsey Cox
- Tim Eller - Mentor
- Pacey Frum
- Skylah Haught *
- Sonya Hedrick - Mentor
- Ryker Hutchins
- John Keibler
- Carson Kerr
- Ethan Miller
- Justin Parnicza - Mentor
- Alex Perez
- Alex Ryan
- Alex Shrader
- Zeke Smith
- Jared Terlosky
- Abbi Torman
- Jaren Wolfarth
- Mike Wolfarth

** Selected to attend the 2024 US Youth Soccer President's Cup National Championships*

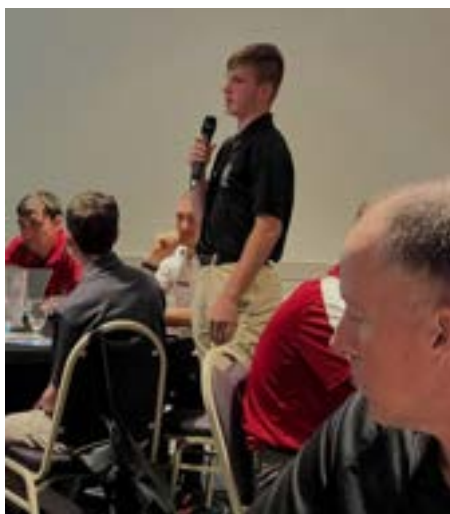


The WV Referee Delegation to the 2023 US Youth Soccer East Region Presidents Cup



WV Referees selected for Finals and the 2024 US Youth Soccer National Presidents Cup (L to R): (back row) John Keibler, Pacey Frum, Nana Agyiri, William Chang, (front row) Amber Burrell and Abbi Torman.

Abbi Torman, 12UG Final center East Region President's Cup



Jared Terlosky stepped up to answer questions during the East Region President's Cup education session.

WV Referee Accomplishments for East Region President's Cup:

- 13 officials received semi-final assignments
- 5 officials received final assignments
- 1 official selected to officiate at President's Cup Nationals
- 1 official chosen to officiate at the 2025 President's Cup Nationals

East Region Championships, Dunbar/Barboursville, WV, June 26 – July 3

- John Allen
- Elliot Chang *
- William Chang
- Izaiah Ciampanella *
- Jack Clouse *
- Emma Hedrick
- Sonya Hedrick – Mentor
- Jason Holland
- Bree Moll
- Elise Moll
- Yeu-Kei Ng
- Justin Parnicza - Mentor
- Colin Petsko
- Brynna Pyle
- Dante Ricci
- Vitaly Sharikov
- Douglas Sharpe - Mentor
- Carrie Utter
- Adam Walters

** Selected to attend the 2024 US Youth Soccer National Championships*



The WV Referee Delegation to the 2024 US Youth Soccer East Region Championships



WV Referees enjoy a relaxing Delegation Dinner at the 2024 East Region Championships.

*Colin Petsko, 14UB Final center East
Region NCS*



*William Chang, 14UG Final center East
Region NCS*

Izaiah Ciampanella working as AR2.





Elliott Chang checking in players before a match.

WV Referee Accomplishments for East Region National Championship Series:

- 4 officials received quarterfinals assignments
- 10 officials received semi-finals assignments
- 6 officials received finals assignments
- 4 officials and an alternate were invited to USYS National Finals

WV Referees' performance at NCS Nationals:

- 3 out of the five were able to attend
- All three received finals assignments
 - 18UB Referee
 - 15UG Assistant Referee
 - 14UB Assistant Referee

** For context, the East Region sent 42 officials to NCS; eleven were assigned to the finals, and of those, three were from WV.*

2024 WV Soccer Association Young Referees of the Year

Colin Petsko (Morgantown, WV) – Colin began playing soccer at a young age and became certified as a referee when he was 12. He has consistently demonstrated maturity well beyond what is typical for his age, allowing him to progress rapidly in his referee development. His passion for the game, as both a player and a referee, has given him a deep understanding of soccer. Since 2021, Colin has represented West Virginia in the Eastern Region National Championship Series. At just 14 years old in 2021, Colin earned a semifinal referee assignment in 2022; at 15, he served as the referee for the 13u boys Eastern Region Final. His abilities as a referee continued to be recognized in 2023 and 2024, with him earning semifinal (2023) and final (2024) assignments at the Eastern Region Championships. Colin has also been officiating adult matches during the summer, handling these games well and earning respect from a diverse group of adult players. He makes every effort to attend educational and training sessions, taking the information he receives back to share with other referees in his local area. Colin is very receptive to feedback from coaches, mentors, and fellow referees. He remains humble and consistently shows a desire to improve with every match he works. As a supportive and professional teammate, he demonstrates one of the best work rates in West Virginia. His maturity and confidence surpass most of his peers; however, what truly stands out is that his professionalism and work ethic do not change depending on the level of match he officiates. He brings the same qualities to a 10u amateur match as he does to an adult match. By combining his understanding of soccer with his strong work rate, Colin can effectively navigate the different levels of the game and adjust his management style to meet the specific needs of each match.



Lyndsay Cox (Kenna, WV) – Lyndsay has worked in many high-level, competitive matches, including the Shawnee Soccer League in Dunbar, West Virginia, which is a competitive and academy-level league, as well as tournaments in West Virginia, Virginia, Maryland, Ohio, and Tennessee. She officiated at the USYS Presidents Cup in 2024 and served as a volunteer field marshal for the 2022 Presidents Cup. She has successfully balanced her academics, personal goals, and officiating to demonstrate how a young person can be engaged in their community, set goals, and succeed at a young age. Lyndsay exhibits the best qualities of effort, initiative, enthusiasm, and integrity necessary to succeed as a young and developing referee. Her interest and commitment to learning and refining her skills are evident in the field when she is working. Her focus on her academics and clear path towards a successful adult career showcase how officiating can help develop essential life skills such as communication, teamwork, and

decision-making. Ms. Cox consistently brings a level of maturity and professionalism to each assignment that is rare at this age

Other State Referee Program Events and Achievements in 2024

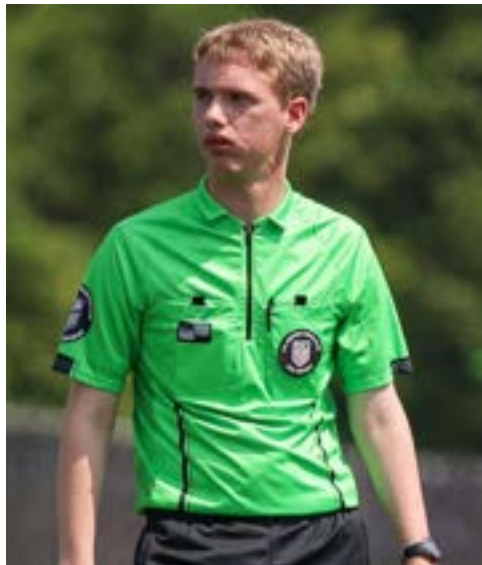


Referee Coaches for the 2024 WVFC Capital Cup:

National Referee Coach Kim Oberle and Referee Coach Shannon Poplestein



WV Referees at the 2023 ECNL Girls National Finals in Richmond, VA, John Allen and Yeukei Ng.





Skylah Haught working the AR2 position on the 16U Boys Final game at Presidents Cup Nationals.



Elliot Chang was selected as Outstanding Assistant Referee for the East Region.



2024 WV State Cup Referee delegation.

John Allen and Elliot Chang were selected to officiate an ECNL National Selection game.





WEST VIRGINIA

SOCCER ASSOCIATION

**Olympic Development
Program Program Director's
Report Respectfully
submitted
Dr. Peter McGahey**

**Annual General Meeting
March 21, 2025**

Vision

To positively transform the lives of aspiring West Virginian soccer players and coaches through their experience in the Olympic Development Program.

Virtues

- Tell the truth even if it's hard
- The struggle is non-negotiable
- Better players and people tomorrow
- Belonging to 'something special'
- Care

Overall Update – 2025/2024 Current Cycle

- Peter McGahey continues to serve as Program Director and Amanda Eller continues to serve as Program Administrator. A positive and collaborative partnership that benefits our players, coaches, and state.
- Program is developing in a positive direction with 252 (98 girls & 154 boys) players registered to date.
- Continue with year 3 of program initiatives including expanding training calendar (beginning late fall for non-high school teams and adding training dates between winter events), combining age groups into two birth years (i.e. – 10/11 and 13/14) to enhance and expand player pools and reducing the new of out of state events for our youngest age group.
- Added a new and diverse group of coaches, representing areas across the state, to both Girls and Boys team through a fall application and interview process.
- Added Goalkeeper Coaching for both girls and boys age groups during each training session. Addressing a real area of need.
- Program initiatives include combining high school age groups into a High Age team for events.
- Continue to hold training sessions at Bridgeport facility. Bridgeport facility location with indoor and outdoor fields is a tremendous benefit to our program.
- Decision was made not to attend the NC friendlies this year due to time and cost for families. Held an additional training weekend.
- Plan was to attend the VA friendlies in February. Event was canceled due to weather. .
- Planning and preparing - upcoming events. May 9th and 10th, 2025 – Mini-Camp/ Shawnee Soccer Complex & June 6th, 7th, and 8th, 2025 – Regional Tournament / NJ & PA.
- 13/14 Boys Age Group Head Coach Ray Kryzak (Grassroots) & 12 Boys Age Group Head Coach Todd McClure (D License) have begun the US Soccer Coach Educator License Pathway.
- Peter McGahey, ODP Director, continues to serve as an Assistant Coach for the U.S. Soccer Power Soccer National Team.

Final Update - 2024/2023 Cycle

- **Regional Camp Selections**
 - 19 players were selected.
 - 7 girls (2007 - 2011)
 - 12 boys (2007 - 2012)
- **East Region call-back camp**
 - 3 players selected.
 - 3 boys
- **East Region Interregional event in Nov (Regional Team)**
 - 3 players were selected.
 - Opportunity for select to ODP National Team in February 2023
 - 3 boys
 - Logan Stonestreet (2008), Pedro Mattasini and Evan Riviera (2010)

Areas of Strength

- Support and trust from Dave Laraba.
- Amanda's leadership and experience with operations and administration. Execution of our administration operations is second to none. A real strength of the program.
- Dedicated, diverse, and committed coaching staff. Coaches' knowledge, commitment, and passion for WV ODP players are real positives. Coaches have been instrumental in continued and ongoing identification of players and enhancing our player pools.
- College Coaches for both the HS Girls and Boys age groups/teams.
- Committed and passionate players. Players play with joy and passion with a real commitment to improvement. Represent WV Soccer Association with pride.
- A work in process. ODP is not a competitor with the clubs. Players are our focus.

Areas of Focus/Growth

- Need to increase the overall number and quality of players within our player pools. Girls' side continues as a concern for the third year in a row. High school age groups are a new concern. Low numbers would have resulted in not taking all age groups to events due to the low numbers of players available. Other states are having a similar experience regardless of their size. Not a unique challenge for WV.

- ODP is not a competitor with the clubs. Players are our focus. Some club leadership is more receptive than others. Relationships and dialogue are building with clubs. This includes both technical and volunteer leadership, where applicable. A slow process. Need to collaborate - examples to avoid scheduling conflicts, aid with player identification, etc.
- Examination of programming and calendars moving forward. What's going to work best for each age group - Example. U12 & U14 (non-high school) & high school age groups may need different programming and calendars. May not to stop programming for older age groups and focus on younger age groups with more resources. Need to expanded collaboration with surrounding states, etc.
- Continuing to grow and expand Coaching Staff. Identification of the right people will be key to our continued growth. Finding the best mechanisms for this process. One mechanism that is needed for staff identification is offering expanding coach education opportunities with the D License and C License courses.
- Continued consistent communication and messaging about ODP's mission and purpose, where and how it fits for our top WV players and their development pathway. Improved organization and messaging help with player retention, player and staff recruitment, and overall execution of programs.

Assistance Needed

- Positive Ambassadors of the Program. Everyone needs to be communicating the benefits of our program.
- Sponsorship. Additional revenues available for program enhancements. Player training costs have remained the same this year. It is unlikely that this will be the case in 2025 due to rising costs. Event fees have been adjusted upwards slightly to reflect increases in costs (fuel, hotels, event fees, etc.). Player training fee costs need to remain 'low' to remove a barrier to entry into our ODP program.
- Lack of communication for the Region is a major problem. Despite being asked repeatedly to include Amanda in communications, she has yet to be added to region wide communications. This creates a perception of disengagement from WV; which couldn't be farther from the truth. We want and need to be involved or at least up to speed with administrative communications from the Region.
- Lack of clear communication and leadership from US Youth Soccer at both the National and Regional Level. Regional Level is of particular concern. To date there has been zero communication from Regional Coaches regarding regional programming and identification processes. What's the summer plan – we don't know. This is broken record with the Region. All administrative focus with tournament being the focus. No technical direction.
- Lack of clarity and leadership around the Regional Summer tournament. Unclear that the best interest of the ODP program, our players and their development are the focus. Appears to be an afterthought with main details being railroaded by a few loud voices. Keep running the tournament. Hit repeat and do it again. Zero conversations around initiatives or growth.



AGM Cups Report for March 2025

State/Presidents Cup:

State/Presidents Cup Registration deadline was March 15th for the 2025 event. We have 51 teams to complete in State/Presidents Cup. The preliminary games are April 12-13. We will have finals weekend on May 3-4 in Beckley.

Eastern Presidents Cup regionals starting on June 13th in Valley Forge, PA.

NCS Regionals starting June 28th in Loudoun County, Va.

Open Cup:

We will be having Open Cup May 18 and 19 at Shawnee Sports Complex.

2024 Open Cup had 109 teams that registered. Unfortunately, this competition ended abruptly due to an incident across the street from Shawnee.

United Cup:

2024 United Cup was held in Clarksburg at the City Park and Hite Field on October 26-27. We had 51 recreational teams that participated and enjoyed the atmosphere of the tournament.

We are looking to hold the 2025 United Cup on October 25-26, 2025.

State League 2025 Preliminary Report

U12 Boys 8 Teams registered from the following clubs:

- BVBIA 2013
- EPIC 2013
- FC ALLIANCE 2013/14
- LEGACY FC 2013
- RVSC 2013
- SOS 2013
- WVFC 2013
- WVFC 2014

At time of report 7 teams are progressing to State/Presidents Cup

U12 Girls 8 Teams registered from the following clubs:

- EPIC 2013
- FC ALLIANCE 2013/14
- LEGACY FC 2013
- PK SOCCER 2013
- PUTNAM UNITED 2013
- SOS 2013
- WVFC 2013
- WVFC 2014

At time of report 6 teams are progressing to State/Cup

U15 Girls had 1 Team registered from the following club:

- WVFC 2010
-

U16 Boys had 1 Team registered from the following club:

- Grazianos FC
-

18 total teams registered.

Referee Administration

Jeff Cox - Assignor

Sonya Hedrick – Mentor

WVSA Staff

Forest "Spike" Laraba

Beth Noss

Dave Laraba

WVSA Board

Jeff Cox

Full financial breakdown will be available for 2026 AGM

Want to thank everyone for a great weekend and for being awesome during the weather delay.



WVSA 2025 Annual General Meeting
Coaching Education Report - Thomas Olivier

I. US Soccer Grassroots Updates

- a. Course Scheduling
- b. Coaching Education Staff
- c. League/Club Needs

II. Grassroots Courses

- a. 4v4, 7v7, 9v9, 11v11 Curriculum Delivery
- b. Coaching Pathway "Big Picture"
- c. Rec Coaching Needs
- d. David Leonard - New Coaching Educator for 2025

III. D Coaching Course

- a. Two Courses in 2024
- b. Summer 2024 Course Scheduled in Charleston
- c. Todd McCure - New Coaching Educator for 2025

IV. C Coaching Course Update

- d. Summer 2025
- e. Charleston/Morgantown Host Sites
- f. Two Coaching Educators in WV

V. Good of the Game



West Virginia Soccer Association

WVSA President's AGM Report
March 22, 2025

We are excited to for the 2025 West Virginia Soccer Association Annual General Meeting. West Virginia Soccer Association has fully moved on from the effects of the pandemic that changed our lives. Membership continues to rebound, and we are excited to share that we have added, or in talks, three new clubs to our membership. If we can secure their membership, it will bring an immediate est. 1,500 members to our organization. Our existing clubs have also seen stability with slight improvements in their membership. Soccer in WV is starting to feel "normal" again!

WVSA Executive Director Dave Laraba continues to lead our exceptional staff. We can never thank our Hall of Famer Executive Director enough for his leadership and contributions to the beautiful game. Dave was appointed to serve on the USYS Hall of Fame Committee. Thank you, Dave, for your leadership and all you do for WVSA.

Our forthcoming staff reports will highlight the progress we have made over the last year in both membership and financially. As mentioned above, we are excited to see the prospects of our membership, and I am proud to say that WVSA is back in the black and finished the year with a small surplus. Returning to play turned out to be much easier than adjusting our fixed costs intensive operating budget. The entire staff, led by Bill, Susan, and Kristi, deserve all the credit. They worked tirelessly to revamp our financial reports, streamline our payment processes, and identify a plan to reduce our debt. This will not only provide stability for the organization but allow us to refocus our resources on membership services and programs.

Kristi is our Risk Management and Safe Sports specialist and does a great job keeping everyone up to date and properly registered and safe. WVSA has consistently made Safe Sport a priority and with Kristi overseeing the program, we can ensure our membership are able to step on the field in the safest way possible.

Peter McGahey and Amanda continue to lead our WVSA ODP Program. We have seen an improvement in participation throughout WV under their leadership and it is exciting to see our progress in ODP when we compete with other states. We look forward to seeing where he and Amanda take this program.

We are all getting ready for the 2025 spring season with cups just around the corner. Beth with Cups is busy planning out all the details for another successful season. Beth highlights the quality of people we have working with WVSA. She was asked to serve as the USYS East Region Presidents Cup Manager. A recognition well deserved and one we should all be proud of at WVSA.



West Virginia Soccer Association

WVSA SRA Doug Sharpe and his staff are continuing to advance our WVSA referees to the next level. The referees in WVSA referee program have shown that we can get the assignments at the Regional and National levels. Doug, along with SYRA Sonja Hendrick and Director of Referee Development, Justin Parnicza continues a long, proud, history of excellence. We certainly look forward to seeing how they lead our referee programs in the coming years.

Thomas Oliver is ready to bring the US Soccer Grassroots coaching courses to all parts of WV. He has just completed a D Class, and we are preparing for our first C Class hosted in WV. He is ready to schedule more classes. Let him know what your club needs.

Adult programs are continuing to battle membership and participation. across the state, and we encourage more youth clubs to develop an adult program. Start with cored 7v7 and see what happens.

We will not host any US Youth East Region tournaments in 2025. These tournaments are the largest in the USYS East Region and we will work hard to bring them back to West Virginia. Changes to the National Championship Series have made that event more difficult to host and Presidents Cup is currently being reviewed for changes as well. We stand ready with our partner to respond with a competitive bid once the changes have been announced.

Randall Coleman
President



West Virginia Soccer Association

WVSA AGM 2025 Report of WVSA Executive Director

This has been a different year!!! Thanks to all the Clubs, Teams, Players, Coaches, Parents, and staff that have worked with us to keep WVSA moving forward!! We have a new President and several new board members to help lead WVSA into the future!!

The state office has continued to offer the services needed for our clubs and players. Thanks to Kristi, Amanda, Beth, Spike, Susan, Megan, Travis, Thomas, Peter, and Bob. I cannot thank the staff enough for all their hard work.

USYS continues to have monthly calls with all Executive Directors and national staff to share ideas and keep everyone updated on programs. USYS East Region still has biweekly calls with the Executive Directors to support each other and share solutions to common problems. US soccer has monthly calls also to keep us updated on the status of programs and future plans.

Our Youth National Association. US Youth Soccer restructuring is continuing to evolve. CEO. Skip Gilbert has left the post of CEO and will continue as a consultant . Many changes in USYS staff and programs have occurred and will continue. Tina Rincon was elected as USYSA Chair and offers dynamic leadership and fresh ideas!!

USASA, our Adult National Association, is also evolving their structure. The adults are struggling with the same governance issues as the youth have dealt with the past few years. Jim Sadowski of Maryland was elected as President at the USASA AGM in September and brings his new ideas and style to USASA.

USSF continues to evolve under new leadership. Chris, and Joe Pepe represented WVSA at the USSF AGM in Atlanta which is the new home of US soccer. WVSA has been very active on Safe Sport and our Risk Manager, Kristi, will be keeping our members informed.

US Soccer has launched a Referee Abuse Policy with expanded scope, definitions and penalties. Please distribute the information to your members.



West Virginia Soccer Association

US Soccer has also changed the youth players registration dates from birth year to school year starting for the 2025-2026 year. The Youth Council of US Soccer is working to develop a unified plan for USYS, SYSO and US Club Soccer. WVSA will keep the membership updated as this develops

The travel league, WVSL, with Spike Laraba having developed this year's program to reflect input from the clubs, was held last weekend.

WVSA will not host USYS Regional events in 2025.

The WVSA Office and Staff are here to support the members with resources to help your programs grow.

I want to add thanks for all the support that the Staff, Randall and the BOD and all the membership has given to me over the several months that I was recovering and on limited duty. I am very appreciative for all the encouragement and hard work everyone put in while I was recovering.

WVSA Policies and Procedures Youth Registration

Policy Change submitted by the Shawnee Soccer Recreational Academy (SSRA) and the Putnam United FC Recreational Academy (PUFCRA)

Present Policy

7.1.1.8.4 Academy Programs

1. Member clubs may offer an academy program train younger players, U8, U10, and U12.
2. Academy teams may play friendly matches against other academy teams and in the WVSA Open Cup Academy Division.
3. Any recreation players that participate in an academy program will be subject to the same rules as All-Star players for Kohls Cup.
4. Academy players must be rostered on an academy roster in the WVSA / YLUSA system.

Proposed Policy

7.1.1.8.4 Academy Programs

1. Member clubs may offer an academy program. These programs are designed to offer players additional training, matches, and tournament opportunities.
2. WVSA membership rules may allow the formation of additional academy programs subject to the rules of procedure for nominating and approving membership.
3. Academy programs are subject to the same WVSA rules as other recreational programs regarding eligibility, registration, coach certifications, and rosters.
4. Academy teams may play friendly matches against recreational, academy, or competitive teams at age level subject to WVSA rules.
5. Academy teams may participate in the recreational division of WVSA-sponsored competitions subject to the same roster restrictions as recreational teams for players designated as competitive.

What effect would change on this policy?:

The purpose of this request is to broaden the field of eligibility for players wanting to participate in Academy programs that provide more training and development for players without changing their status from a recreational division player. Expanding the participant pool to all age levels encourages innovation and promotes more soccer opportunities within the State.

3/22/2025

CHAPTER FOUR

1 APPEALS AND DISCIPLINE PROCEDURE

4.1 RIGHTS OF APPEAL:

All individual and organization members of WVSA have the right to appeal any finding against them, in accordance with USSF bylaws, policies and requirements prior to any suspension-taking place. Excluding, in the case of suspension prior to a hearing, referee assault, USYS rule 4043 and red card match minimum suspensions. All WVSA members have full rights as granted by the USSF at all levels of this process.

4.1.1 Appeal procedures: all appeals must be submitted to the WVSA office with a postmark date of no more than 5 business days from the date of the receipt of the decision against them.

4.1.1.1 Fees shall be set by the Board of Directors

4.1.1.2 all appeals shall be submitted on the form provided.

4.1.1.3 Persons claiming the right of an expedited hearing under USSF rules must contact the WVSA immediately.

4.1.1.4 The chair of the Appeals & Discipline committee shall schedule a hearing at a time and place convenient to the appellant.

4.1.1.5.1 The hearing shall be held no later than 20 business days from the date that the appeal notice was received by WVSA.

4.1.1.6 All procedures and policies for appeals hearings shall be set by the Appeals & Discipline committee and approved by the Board of Directors and shall be compliance with USSF. All parties to an appeal must receive these procedures and policies with the hearing notice.

4.1.1.7 Decisions of the Appeals & Discipline committee may be appealed to USSF. All parties to an appeal must receive their rights to appeal with the decision letter.

4.1.1.8 All decisions at all levels shall stand until overturned or unless a higher authority orders a stay.

4.1.2 Jurisdiction: any decision by any member association may be appealed to the WVSA Appeals & Discipline committee. Decisions by WVSA youth or amateur divisions, cup, ODP and referee committee may be appealed to the WVSA Appeals & Discipline committee.

4.1.2.1 A decision by a WVSA team, club or other organization may be appealed to no more than one level below WVSA.

4.1.2.2 No more than 20 business days may be taken for the lower level appeal.

4.1.2.3 Any appeal not heard or decision not given within 20 business days from the date the appeal was received shall immediately go to the WVSA Appeals & Discipline committee.

4.1.2.4 All WVSA members and committees may set the procedures for appeal hearings but all procedures must comply with USSF and WVSA bylaws, policies and requirements.

4.1.2.5 All those under the jurisdiction of WVSA and its members must exhaust all remedies with WVSA and USSF prior to invoking the aid of the courts.

4.2 DISCIPLINE

All WVSA member associations are charged with the responsibility of seeing that these rules are distributed to every youth and amateur player, coach, team staff member, administrator and referee. Parents of youth players and spectators should be made aware of these rules.

4.2.1 Authority

All members and participants in WVSA programs have requested to participate in WVSA programs. Therefore, these participants have agreed to abide by the constitution, bylaws, policies, procedures, rules and regulations of FIFA, US soccer, USYS and or USASA, WVSA and all member clubs and leagues.

4.2.1.2 all WVSA member associations, clubs and leagues are directed to form their own Appeals & Discipline committee and to hold hearings, per US soccer and WVSA rules, on all persons named in a misconduct report. except for cases of referee assault and abuse which should be forwarded to WVSA. Special care should be given to reports on misconduct by coaches, team staff and spectators. Violent conduct by anyone should be referred to the WVSA office. Cases of multiple red cards or

excessive yellow cards by players, coaches and or team staff should also be reported to the appropriate Appeals & Discipline committee and or div up.

4.2.1.3 The WVSA division Vice President shall have authority over all members in their respective programs and shall investigate all reports of misconduct and refer action to the WVSA Appeals & Discipline committee the local club or league or the WVSA cup programs. (4/94)

4.2.1.4 Any coach or team staff member participating in a match while under suspension or allowing a player to participate while under suspension shall be reported to the division Vice President. (4/94)

4.2.1.4.1 Any coach and or team staff member found guilty of playing an ineligible player or participating while under suspension shall be subject to a minimum suspension of 1 year for each offense. (4/94)

4.2.1.4.1 Any player found guilty of participating in a match while under suspension shall be subject to a minimum suspension of 1 year for each offense. (4/94)

4.2.1.4.2 Local clubs or leagues or WVSA may require that the player or coaches pass of a suspended member be returned. Any person not turning in a pass as requested may be subject to discipline by the club, league or WVSA. In cases of suspensions that do not cover all soccer activities, WVSA office will work with all parties to enable the member to participate at the appropriate level.

4.2.2 Misconduct of Players / Coaches / Assistant Coaches

4.2.2.1 Any player, coach, or other team staff member receiving a red card or ejection shall receive the following minimum sanctions:

1. First offense - one game suspension
2. Second offense - two game suspension
3. Third offense - three game suspension plus mandatory inquiry by division Vice President and state Appeals & Discipline hearing. (6/96)

***** The above are minimums. Nothing herein prevents a member association from enacting more severe sanctions after providing each person a hearing in accordance with WVSA/ US SOCCER RULES.

4.2.2.1.1 Suspensions under the above rule shall be in

Effect for all WVSA sanctioned games and Tournaments and for any out of state event attended with permission. (11/96)

4.2.2.1.2 Match suspensions shall be served at the next

regularly scheduled match of the team whose match the card was received, at the same level of play. (11/96)

- A. League games - next league match
 - B. Tournament game - next tournament game
 - C. Cup game - next cup game
 - D. Snickers cup game - next snickers cup game
 - E. Any other match - next team match
 - F. Any outstanding match suspensions must be served before playing in any WVSA cup game. *
- Exception any snickers cup match suspension may only be served at a snickers cup match.

4.2.2.1.2.1 Regularly scheduled means prior to the match in

which the red card was received. (6/97)

4.2.2.1.2.1.2 Exceptions for a match not scheduled prior to the red card being given

may only be granted by the division VP. (6/97)

4.2.2.2 Any misconduct by a player coach or other team staff member that is reported by the referee or other person appointed per us soccer policy 3041 2.1, a, b, c, shall be directed to the SRA, the division Vice President, and the local club or Vice President of programs as applicable

4.2.2.2.1 All game suspensions must be reported to the WVSA office. When an ejection or game suspension is issued to a player, the responsible authority shall forward a copy of the referee's report or action of the hearing board to the WVSA office.

4.2.2.2.2 The SRA and the division Vice President shall compile all reports and investigate the report and may give the results of their investigation to the Appeals & Discipline committee, the local club or league or the Vice President programs for action.

4.2.2.3 Violent conduct by any player, coach and or other team staff member during a match and violence toward any person or property after a match shall reported to the WVSA office and handled per 4.2.2.2.2

4.2.2.4 Member associations, WVSA programs and divisions are given the authority to enact penalties for yellow and red card accumulation.

4.2.2.5 Any action taken under 4.2.2, other than the minimum penalties in 4.2.2.1 requires a prior hearing per us soccer rules

4.2.3 Misconduct of spectators

4.2.3.1 Each team, club and league (youth or amateur) is responsible for the conduct of its spectators. Therefore, the coach and or team staff is expected to control the team's spectators.

4.2.3.2 The local club or league or WVSA program shall take action against any identifiable spectator that is guilty of misconduct.

4.2.3.3 reports of misconduct by spectators and reports of any action taken by the club or league or WVSA program shall be forwarded to the WVSA office.

4.2.4 Misconduct by teams

4.2.4.1 The WVSA will not hesitate to deny teams within its jurisdiction the privilege of participation in all or selected activates for repeated offenses and for a serious offense considered to bring the game into disrepute.

4.2.4.2 Local leagues or WVSA programs that are concerned about a particular teams conduct should contact the div Vice President.

4.2.4.3 The division of Vice President shall investigate the matter and make a report to the WVSA Appeals & Discipline committee. Who shall then hold a hearing prior to any action being taken?

4.2.5 Games directly sponsored by WVSA

Misconduct by any participant or spectator in a match, tournament or event directly sponsored by WVSA shall be reported to the appropriate WVSA committee. The committee shall take action per WVSA and competition rules. The Vice President programs shall report any action taken to the appropriate div Vice President. The WVSA Appeals & Discipline committee will hear any cases needing further action.

4.2.6 Misconduct toward officials

4.2.6.1 WVSA has exclusive jurisdiction over assault and abuse of soccer officials as defined by USSF policies **531-9**

4.2.6.2 When assault, abuse **or Gross Misconduct toward** officials has been alleged a report will be forwarded by the referee, and the match organizers to the WVSA office, the SRA and the appropriate division Vice President

4.2.6.3 The report shall be investigated by the div Vice President and the SRA and all WVSA members are directed to cooperate in the investigation.

4.2.6.3.1 If it shall be determined, by SRA and division of the Vice President, that referee assault or abuse may have occurred per USSF policies then the matter shall be given to the WVSA Appeals & Discipline committee for action. Such determination shall be delivered in writing to the accused and the WVSA office.

4.2.6.3.1 Once the determination has been made the accused may be suspended pending a hearing, which must occur within 30 days per USSF policies.

4.2.6.3.1.1 The person that has been charged with referee assault shall be suspended pending a hearing per USSF policies.

- 4.2.6.3.1.2 All persons charged under this rule shall be given a copy of the USSF policies and WVSA hearing procedures.
- 4.2.6.3.1.3 Any person found guilty of referee assault may appeal to the USSF appeals committee.
- 4.2.6.3.2 If it shall be determined that referee abuse may have been committed the matter will be referred to the division Vice President **for investigation.**
- 4.2.6.3.2.1 **If a hearing is needed it** shall be carried out following USSF and WVSA rules.
- 4.2.6.3.2.2 Any person found guilty of referee abuse may appeal to the **USSF Appeals Committee.**
- 4.2.6.3.3 If it shall be determined **that Gross Misconduct** may have been committed the matter will be referred to the division Vice President **for investigation..**
- 4.2.6.3.3.1 **If a hearing is needed it** shall be carried out following USSF and WVSA rules.
- 4.2.6.3.3.2 Any person found guilty of this offense may appeal per WVSA rules.

US Soccer Policy 531-9 and penalty Matrix ((INSERT))

4.2.7 Misconduct of referees

- 4.2.7.1 When a referee is alleged to have committed misconduct, per USSF policy 539-10, toward any participant or spectator in a match or in his or her conduct as a member of the WVSA and USSF referee program, a report will be filed with the SRA.
- 4.2.7.2 The report shall be investigated by the SRA.
- 4.2.7.3 The SRA may bring the report and the results of the Investigation to the referee committee for a hearing per USSF 539-10.
- 4.3.12.1 A hearing will be conducted under WVSA and USSF policies.
- 4.3.12.2 Any person found guilty under this rule may be disciplined per USSF 539-10.
- 4.3.12.3 Any person found guilty may appeal to the WVSA Appeals & Discipline committee.
- 4.4 Hearings at club, league or WVSA level
- 4.4.12 A disciplinary hearing is a meeting to determine whether disciplinary action is required for an incident that occurred within the confines of a game, practice or other event. All parties named in the incident are entitled to participate.
- 4.4.13 A protest hearing is a meeting to determine whether there has been a violation of the rules of the club, league or WVSA or if a misapplication of the laws of the game occurred during a game.
- 4.4.14 An ethics hearing is a meeting to determine whether there has been a breach of ethics, a violation of administrative rules or a legitimate grievance filed against a member of WVSA (coach, player, parent, or club official).
- 4.4.14.1 Form a standing committee at the beginning of each seasonal year
- 4.4.14.2 Appoint of a chairperson from the board of directors or a suitable candidate from the membership (your by-laws may specify this appointment.)
- 4.4.14.3 Appoint a minimum of three (3) additional members from within your league.
- 4.4.14.4 All members should be selected based on integrity and ethics, not necessarily knowledge of the game and its laws.
- 4.4.14.5 It is strongly recommended that a licensed referee instructor be available to the committee to answer any questions on the laws of the game, mechanics and current interpretations of the laws of the game.
- 4.4.14.6 All hearing panels or committees shall have at least three members including a chair. They shall be drawn from the membership of the committee or may be appointed on a case by case basis as needed and provided for by the bylaws or rules.

4.3 .5 Due process

In order to satisfy the requirements of due process, all individuals who are reported for violations that may result in sanctions must be offered the opportunity to request an in person hearing and to have an advisor present at that hearing. A copy of USSF bylaw 701 and your hearing procedures must be included in the letter of notification (see appendix 9 for USSF bylaw 701 and appendix 8 for WVSA hearing procedures).

4.3.12 Meeting Methods

4.3.6.1 Meetings should take place at a time, place convenient to the defendant.

4.3.6.2 Meetings are open to participants, witnesses and advisors

4.3.13 Contacting the parties involved.

4.3.7.1 Direct contact may be made by telephone, certified mail, or by personal contact.

4.3.7.2 All parties involved must be directly contacted.

4.3.12.1 Witnesses speaking on behalf of the parties need not be contacted by the league, but by the parties themselves.

4.3.13 Contents of the notice of hearing (see appendix 1)

4.3.8.1 State the **subject** of the disciplinary hearing.

4.3.8.2 State **date, time, and location** of hearing

4.3.8.3 Precisely cite the rules violation and possible sanctions.

4.3.8.4 State the consequences of failure to attend the hearing by citing the exact length of suspension likely to be determined in the individual's absence.

4.3.8.5 Provide a telephone number or email address to contact chairperson if necessary prior to hearing.

4.3.8.6 State and cite the WVSA, USYSA,USASA or USSF rule violated..

4.3.8.7 Parties must be provided with all information available at the time the notice is given and written allegations against them prior to the hearing.

4.3.8.8 USSF bylaw 701

4.3.8.9 Hearing procedures.

4.3.9 Hearing order (all statements must be directed to the committee and not to the other participants)

4.3.9.1 Introduction of chairperson and committee members.

4.3.9.2 Introduction of evidence and allegations by chairperson.

4.3.12.1 Statement by first party.

4.3.12.2 Witness statements.

4.3.12.3 Statements by second party (if there are two parties)

4.3.12.4 Witness statements.

4.3.12.5 Questions by disciplinary committee members.

4.3.12.6 Concluding statements by all parties.

4.3.10 Handling of witness

4.3.10.1 Do not permit parties to speak directly to each other.

4.3.10.2 Have all minors accompanied by an adult.

4.3.11 Concluding the hearing

4.3.11.1 Explain in detail that decisions are made based on a vote of committee members.

4.3.12.1 Explain in detail what suspensions and sanctions may be or are proscribed by WVSA.

4.3.12.2 Give firm dates of notification in writing.

4.3.12.3 Detail whether parties are suspended pending notification. In referee assault only.

4.3.13 Written notification of decision (see appendix 2)

4.3.13.1 Reiterate allegations.

4.3.13.2 State date, location and time that hearing was held.

4.3.13.3 Detail names of parties involved. **It is not necessary to provide addresses and phone numbers of witnesses.**

4.3.13.4 Explain the decision of the committee providing ample detail used in the decision making process.

4.3.13.5 Explain in detail the terms of any sanction decided upon by the committee.

- 4.3.13.6 Explain in detail the methods of carrying out the above sanction.
- 4.3.13.7 Include information on how to appeal this decision. (See appendix 3)
- 4.3.13.8 **Send copy of this notification to WVSA**
- 4.3.13.9 **Send decision by certified mail.**

4.4 Appeals

Any decision from a league discipline and protest committee can be appealed. The first avenue of appeal is to the WVSA Appeals and Disciplinary Committee. A check for appropriate fee must accompany the written appeal and be received into the WVSA office within five (5) business days of the original decision by your league (see appendix 3 for the WVSA appeals form).

All sanctions and suspensions continue during the appeals process.

4.5 League instructions on misconduct toward game officials

All cases of referee abuse or assault should be reported to WVSA within 24 hours. These situations must not be handled as a league issue.

What is assault?

USSF Policy 531-9 reads the following:

Referee assault is an intentional act of physical violence at or upon a referee. Assault includes, but is not limited to the following acts committed upon a referee; hitting, kicking, punching, choking, spitting at, or on, grabbing or bodily running into a referee; head butting; the act of kicking or throwing any object at a referee that could inflict injury; damaging the referee's uniform or personal property, i.e. car, equipment, etc .

What is abuse?

USSF Policy 531-9 reads the following:

Referee abuse is a verbal statement or physical act not resulting in bodily contact, which implies or threatens physical harm to a referee or the referee's property or equipment.

Abuse includes, but is not limited to the following acts committed upon a referee: using foul or abusive language toward a referee; spewing any beverage on a referee's personal property; or verbally threatening a referee.

Verbal threats are remarks that carry the implied or direct threat of physical harm. Such remarks as "I'll get you after the game" or "you wouldn't get out of here in one piece" shall be deemed referee abuse.

What is Gross Misconduct?

These situations are deemed extremely serious. These are not league issues... report them immediately to:

For all youth matches contact:

Jeff Cox state youth vice president: 888-549-9872 (home), and, peps4soccer@aol.com

For all adult matches contact

Aaron Wood, adult vice president: 304-984-0863(home) and vpadeitz@wvsoccer.net.

For **all** matches contact:

Doug Sharpe state referee administrator: 1-800-773-7580 and baldwincl@newwave.net or
WVSA

Dave Laraba, 304-654-1849(work), and dave@wvsoccer.net

4.13 Amendments: these procedures may be amended at any meeting of WVSA by a majority vote of those present and voting, except as required by USSF.



National Association



State Association

West Virginia Soccer Association

2025 AGM Election (revised 1/21/25)

All nominations must have the written approval of the nominee. All nominees must have current All Risk Management and Safe Sport Certifications. Nominations must be submitted to WVSA by 2/22/2025

OFFICE	INCUMBENT	NOMINEE	NOMINATION SUBMITTED BY
Ex Vice President	Joe Pepe	Joe Pepe	Bob Kolanko
VP Adult	Aaron Wood	Aaron Wood	Said Garcia
VP Youth 1 Yr	Jeff Cox	Jeff Cox	Lloyd McIntyre
District 1 Commissioner	Shelly Saunders	Shelly Saunders	Adam Sperry
District 3 Commissioner	Doug Sharpe	Doug Sharpe	Beth Noss
District 5 Commissioner	Tim Eller	Tim Eller	Scott Wilson
District 6 Commissioner	Rick George (1 yr term)	Rick George	Jeff Cox
At Large Youth	Lloyd McIntyre	Lloyd McIntyre	Jeff Cox

Suggested addition to the Open Transfer Rule 3/22/2025

3.10.3.4 There shall be an open transfer period **(s)** for all age groups as determined by the WVSA BOD, during each seasonal year. During this open transfer period, a player, at his or her option, shall be released from their Youth Contract and automatically transfer from one WVSA Club to another WVSA club after obtaining a release. So long as a player requests a release and transfer during the open period, WVSA is permitted to complete that transfer process after the conclusion of the open period.

3.10.3.4.1 The Open Transfer Period is not an Open Tryout Period. Section 3.10.4 shall be in effect.



National Association



State Association

West Virginia Soccer Association

2025 WVSA AGM Attendance Response Form

WVSA Member or WVSA Officer _____ will be represented
at the 2025 WVSA AGM March 22

Additional Attendees: _____

_____ Will Not be attending

Listed names may be changed up until the start of the AGM.

Please List the name and contact information of delegates We must have this
information by 3/1/2025

Club or WVSA Officer:

Number of Votes:

Name:

Cell #:

Email:

_____ Number of persons attending the AGM Lunch at 12PM

_____ Number of persons attending the AGM at 1PM

Please list the names and contact information of any non-voting attendees. We must
have this information by 3/10/2025

WVSA Club or WVSA Staff member:

Guest:

Name:

Cell #:

Email:



National Association



State Association

West Virginia Soccer Association

WVSA Board of Directors Nomination Form 2025

I / We _____ Nominate _____

of _____ for the WVSA Office of _____

for the 2025-2027 Term.

Nominee acceptance of nomination I agree to serve if elected. _____

Background Check Completed _____

Safe Sport Certificate Completed _____

All Required Risk Management Certification Completed _____

Please submit this completed form to kristi@wvsoccer.net by 2/22/2025

Nominee acceptance may be by separate email.

3/19/2025												
	Acct #		Budget 24-25 (Revised)			YTD Actual 24-25			Budget Vs Actual 24-25			
Descritpion	Income	Expense	Income	Expense	Variance	Income	Expense	Variance	Income	Expense	Cash Left	
Administration	420	605	\$ 500	\$ 11,500	\$ (11,000)	\$ -	\$ 3,402	\$ (3,402)	\$ (500)	\$ (8,098)	\$ 7,598	
WVSA AGM		60501	\$ 500	\$ 1,000								
USYS AGM		60503, 65511		\$ 3,500			\$ 1,536					
President		60505		\$ 3,000			\$ 1,866					
EX-VP		60506, 65511		\$ 2,500								
BOD Travel	65511	60509		\$ 1,500								
United Soccer Coaches		60513										
Hall of Fame	42006	60516, 65511										
Adult	460	610	\$ 16,500	\$ 14,150	\$ 2,350	\$ 5,130	\$ 6,624	\$ (1,494)	\$ (11,370)	\$ (7,526)	\$ (3,844)	
USASA Dues		61001		\$ 8,400			\$ 6,624					
USASA Workshop		61003		\$ 1,500								
USASA R1		61004		\$ 250								
VP Amateur		61005		\$ 500								
USSF AGM		61006		\$ 1,500								
Adult Programs		61007		\$ 1,000								
Adult Cups		61008		\$ 500								
Regin 1 Adult Cups		61009	\$ 500	\$ 500								
Adult	46002											
Player Fees	46001		\$ 16,000			\$ 5,130						
Presidents Cup	410	611	\$ 26,100	\$ 26,100	\$ -	\$ -	\$ -	\$ -	\$ (26,100)	\$ (26,100)	\$ -	
Presidents Cup	41009	61101	\$ 4,500	\$ 4,500								
USYS Pres Cup ER Entry Fee		61105	\$ 21,600	\$ 21,600								
Presidents Cup Operations		61104										
Presidents Cup Housing		61106										
Presidents Cup Referees		61103			\							
United Cup	410	612	\$ 13,000	\$ 11,250	\$ 1,750	\$ 12,894	\$ 10,755	\$ 2,139	\$ (106)	\$ (495)	\$ 389	
Awards		61201		\$ 1,500			\$ 1,353					
Travel Reimbursement		65511		\$ 250			\$ 129					
Referees		61202		\$ 5,000			\$ 4,960					
Operations		61203		\$ 4,500			\$ 4,312					
Houseing-Referees		61205										
Housing-Cups		61206										
United Cup	41002		\$ 13,000			\$ 12,894						
USYS NC Cup (State Cup)	410	613	\$ 46,000	\$ 45,500	\$ 500	\$ (4,000)	\$ 16,871	\$ (20,871)	\$ (50,000)	\$ (28,629)	\$ (21,371)	
National Cup Entry Fee		61301	\$ 18,500	\$ 18,500								
USYS NC Awards		61302		\$ 2,500								
USYS NC Referees		61303, 66513, 66514, 68503		\$ 7,000								
USYS NC Expenses		68501, 68502, 68503		\$ 10,000			\$ 1,396					
USYS NC Operations		61304		\$ 6,500			\$ 15,475					
USYS NC Housing-Referees		61305		\$ 1,000								
USYS NC Housing-Cups		61306										
State Championships	41001		\$ 27,500			\$ (4,000)						
East Region Cup Hosting	410/470	614	\$ 110,000	\$ -	\$ 110,000	\$ 121,009	\$ 18,945	\$ 102,064	\$ 11,009	\$ 18,945	\$ (7,936)	
East Region Cup PC		61401					\$ 598					

3/19/2025												
	Acct #		Budget 24-25 (Revised)			YTD Actual 24-25			Budget Vs Actual 24-25			
Descriptiion	Income	Expense	Income	Expense	Variance	Income	Expense	Variance	Income	Expense	Cash Left	
East Region Hosting NCS	47003, 47004,	61402, 61501, 65511, 67504				\$ 6,534	\$ 8,657					
East Region Housing NCS		61403										
Presidents Cup Hosting PC	41008, 47003	61102, 65511	\$ 70,000	\$ -		\$ 73,935	\$ 9,690					
USYS ER NCS	41004		\$ 40,000	\$ -		\$ 40,540						
Grants ERC	44507											
Open Cup	410	616	\$ 45,000	\$ 39,000	\$ 6,000	\$ -	\$ 842	\$ (842)	\$ (45,000)	\$ (38,158)	\$ (6,842)	
Open Operations		61601		\$ 8,000								
Open Awards		61602		\$ 3,000			\$ 842					
Open Referees		61603		\$ 14,000								
Open Hosting		61604		\$ 2,000								
Open Cup Housing-Referees		61605		\$ 10,000								
Open Cup Housing-Cups		61606		\$ 2,000								
Open	41003		\$ 45,000									
Coaching	405	620	\$ 15,000	\$ 22,500	\$ (7,500)	\$ -	\$ 6,875	\$ (6,875)	\$ (15,000)	\$ (15,625)	\$ 625	
Travel DOC		65503		\$ 500			\$ 46					
Courses	40503	62002	\$ 15,000	\$ 10,000			\$ 2,500					
Grass Roots		62003, 65511		\$ 5,000			\$ 1,661					
Materials		62005		\$ 500								
Reimb Expenses		62006		\$ 3,000			\$ 2,668					
Cont Education		62007		\$ 2,500								
Workshop	40507			\$ 1,000								
Donations	40505											
ODP/Men	430	630	\$ 41,590	\$ 32,190	\$ 9,400	\$ 22,208	\$ 7,213	\$ 14,995	\$ (19,382)	\$ (24,977)	\$ 5,595	
Administration		63001										
Coaching		63002										
WV Mini Camp	43008	63003	\$ 10,000	\$ 3,500								
Tryouts/Training	43002	63005	\$ 10,000	\$ 4,500		\$ 10,118	\$ 4,238					
R1 Tournament	43005	63006	\$ 7,000	\$ 3,600								
Events	43004, 43006	63008	\$ 2,500	\$ 3,500			\$ 2,450					
Gear		63011		\$ 500								
Coach-Exp Reim		63013		\$ 4,500			\$ 526					
USYSA East Reg ODP	43011											
VA Friendlies	43012		\$ 12,090	\$ 12,090		\$ 12,090						
ODP/Women	435	635	\$ 33,000	\$ 25,500	\$ 7,500	\$ 14,200	\$ 5,451	\$ 8,749	\$ (18,800)	\$ (20,049)	\$ 1,249	
Administration		63501										
Coaching		63502										
WV Mini Camp	43508	63503	\$ 10,000	\$ 3,500								
Tryouts/Training	43502	63505	\$ 6,000	\$ 3,500		\$ 6,205	\$ 3,238					
R1 Tournament		63506	\$ 7,000	\$ 3,500								
Events	43504, 43506	63508	\$ 2,000	\$ 3,000			\$ 1,800					
Gear		63511		\$ 500								
Coach-Exp Reim		63513		\$ 3,500			\$ 414					
USYSA East Reg ODP	43511											
VA Friendlies	43512		\$ 8,000	\$ 8,000		\$ 7,995						

3/19/2025												
	Acct #		Budget 24-25 (Revised)			YTD Actual 24-25			Budget Vs Actual 24-25			
Descriptipion	Income	Expense	Income	Expense	Variance	Income	Expense	Variance	Income	Expense	Cash Left	
ODP/Program	439	639	\$ 500	\$ 1,500	\$ (1,000)	\$ -	\$ 26	\$ (26)	\$ (500)	\$ (1,474)	\$ 974	
Director Event Fees		63901		\$ 500								
Director Expenses		63902		\$ 500			\$ 26					
Gear		63903		\$ 500								
ODP Fundraising	43901		\$ 500									
Referee	440	665	\$ 16,550	\$ 16,000	\$ 550	\$ 5,765	\$ 500	\$ 5,265	\$ (10,785)	\$ (15,500)	\$ 4,715	
Flipping Coins	42509	66502		\$ 1,250								
SRA		66503		\$ 250								
Regional Delegations		66506		\$ 5,000								
Guest Mentors		66512		\$ 4,000			\$ 500					
US Soccer Ref Workshop		66516		\$ 2,500								
Support for Ref Travel		665829		\$ 2,000								
SRP Support to Overhead		668530		\$ 1,000								
Registration Fees	44001	66515	\$ 16,550			\$ 5,765						
Youth	400/455	670	\$ 247,500	\$ 98,000	\$ 149,500	\$ 149,421	\$ 58,300	\$ 91,120	\$ (98,079)	\$ (39,700)	\$ (58,380)	
VP Youth		67001		\$ 1,000								
USYS Dues		67002, 67008		\$ 34,000			\$ 17,002					
Insurance		67003		\$ 53,250			\$ 36,454					
Transaction Fees	45507											
USYS Workshop		67004, 65511		\$ 3,500			\$ 2,786					
Background Checks		67006		\$ 4,500			\$ 2,058					
TOPSoccer	45508	67012		\$ 1,000								
Youth End of Year Awards		67014		\$ 750								
TOPSoccer Donations	44506		\$ 1,000									
League Fees	45501		\$ 1,500			\$ 1,387						
Misc	45504					\$ 90						
Registration Fees	45505		\$ 240,000			\$ 145,977						
Risk Management	45506		\$ 5,000			\$ 1,967						
WV Travel League	480	680	\$ 9,000	\$ 8,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
WVSL	48002	68002	\$ 9,000	\$ 8,000								
Great Lakes League	48003											
Travel	450		\$ 40,400	\$ -	\$ 40,400	\$ 25,686	\$ -	\$ 25,686	\$ (14,714)	\$ -	\$ (14,714)	
Tournaments	45001		\$ 150									
Travel Guest Players	45002		\$ 250			\$ 146						
Travel Permits	45003		\$ 5,000			\$ 1,568						
Player Fees	45004		\$ 30,000			\$ 22,095						
O/S Permission	45005		\$ 5,000			\$ 1,877						
Misc		675	\$ 9,000	\$ 1,500	\$ 7,500	\$ -	\$ 2,434	\$ (2,434)	\$ (9,000)	\$ 934	\$ (9,934)	
East Region ERC Fee	42503	67504	\$ 6,500	\$ 1,500						\$ -		
Payroll		67505	\$ 2,500				\$ 2,434			\$ -		
Sponsors/Donation	445		\$ 8,500	\$ 500	\$ 8,000	\$ -	\$ -	\$ -	\$ (8,500)	\$ (500)	\$ (8,000)	
Donations	44503		\$ 8,500	\$ 500								
Sponsors USYS	44501											
Sponsors East Region	44502											

3/19/2025											
	Acct #		Budget 24-25 (Revised)			YTD Actual 24-25			Budget Vs Actual 24-25		
Descritpion	Income	Expense	Income	Expense	Variance	Income	Expense	Variance	Income	Expense	Cash Left
Grants ERC	44507										
Office Salary		645	\$ -	\$ 225,000	\$ (225,000)	\$ -	\$ 105,871	\$ (105,871)	\$ -	\$ (119,129)	\$ 119,129
Employees		64501									
Staff		64502		\$ 150,000			\$ 66,543				
Executive Director		64503		\$ 75,000			\$ 39,327				
Office/L&P Fees		648	\$ -	\$ 3,000	\$ (3,000)	\$ -	\$ 956	\$ (956)	\$ -	\$ (2,044)	\$ 2,044
Legal		64801		\$ 1,000							
Accounting		64802		\$ 2,000			\$ 956				
Office/Support		650	\$ -	\$ 43,250	\$ (43,250)	\$ 6	\$ 18,117	\$ (18,111)	\$ 6	\$ (25,133)	\$ 25,139
Credit Card Fees	40404	64001		\$ 3,000			\$ 836				
Interest Income	42002					\$ 6					
Rent		64002		\$ 16,000			\$ 7,800				
Utilities		64003		\$ 10,000			\$ 2,460				
Interest Expense/Penalties		64004		\$ 5,000			\$ 2,770				
General		64005		\$ 500			\$ 576				
Property Tax		64007		\$ 500			\$ 455				
Software		64009		\$ 1,000			\$ 712				
Computer Purchase/Repairs		65002		\$ 1,000			\$ 361				
Equipment Repairs		65003		\$ 250							
Copier		65004		\$ 2,000			\$ 874				
Postage/Shipping		65006		\$ 1,000			\$ 165				
Supplies		65008		\$ 2,500			\$ 634				
Publications		65010									
Office Equip Reimbursement		65011		\$ 500			\$ 473				
Office/External		655	\$ 6,000	\$ 11,500	\$ (5,500)	\$ 6,087	\$ 7,042	\$ (954)	\$ 87	\$ (4,458)	\$ 4,546
Travel		65501									
Travel Exec Director		65502		\$ 500			\$ 62				
Travel Staff		65504		\$ 2,000			\$ 95				
Promotional		65505		\$ 500							
Vehicle LT&I	40404	65506		\$ 500			\$ 54				
WV HS	42504, 44503	65508	\$ 6,000	\$ 7,000		\$ 6,087	\$ 6,818				
Vehicle Maintenance		65510		\$ 1,000			\$ 14				
Office Supplies Reimbursement		65512									
Office/Communications		660	\$ -	\$ 8,500	\$ (8,500)	\$ -	\$ 4,158	\$ (4,158)	\$ -	\$ (4,342)	\$ 4,342
Telephone		66001		\$ 8,000			\$ 4,158				
Web Site	42508	66003		\$ 500							
Program Total			\$ 678,140	\$ 353,190	\$ 323,950	\$ 352,312	\$ 138,240	\$ 214,072	\$ (316,828)	\$ (206,950)	\$ (109,878)
Office/Overhead			\$ 6,000	\$ 291,250	\$ (285,250)	\$ 6,093	\$ 136,144	\$ (130,051)	\$ 93	\$ (155,106)	\$ 155,199
Operating Budget Total			\$ 684,140	\$ 644,440	\$ 38,700	\$ 358,405	\$ 274,384	\$ 84,021	\$ (316,735)	\$ (362,056)	\$ 45,321

[illegible]

3/19/2025											
	Acct #		Budget 24-25 (Revised)			YTD Actual 24-25			Budget Vs Actual 24-25		
Description	Income	Expense	Income	Expense	Variance	Income	Expense	Variance	Income	Expense	Cash Left
Administration	420	605	\$500	\$11,500	(\$11,000)	\$0	\$3,402	(\$3,402)	(\$500)	(\$8,098)	\$7,598
Adult	460	610	\$16,500	\$14,150	\$2,350	\$5,130	\$6,624	(\$1,494)	(\$11,370)	(\$7,526)	(\$3,844)
Presidents Cup	410	611	\$26,100	\$26,100	\$0	\$0	\$0	\$0	(\$26,100)	(\$26,100)	\$0
United Cup	410	612	\$13,000	\$11,250	\$1,750	\$12,894	\$10,755	\$2,139	(\$106)	(\$495)	\$389
USYS NC Cup (State Cup)	410	613	\$46,000	\$45,500	\$500	(\$4,000)	\$16,871	(\$20,871)	(\$50,000)	(\$28,629)	(\$21,371)
East Region Cup Hosting	410/470	614	\$110,000	\$0	\$110,000	\$121,009	\$18,945	\$102,064	\$11,009	\$18,945	(\$7,936)
Open Cup	410	616	\$45,000	\$39,000	\$6,000	\$0	\$842	(\$842)	(\$45,000)	(\$38,158)	(\$6,842)
Coaching	405	620	\$15,000	\$22,500	(\$7,500)	\$0	\$6,875	(\$6,875)	(\$15,000)	(\$15,625)	\$625
ODP/Men	430	630	\$41,590	\$32,190	\$9,400	\$22,208	\$7,213	\$14,995	(\$19,382)	(\$24,977)	\$5,595
ODP/Women	435	635	\$33,000	\$25,500	\$7,500	\$14,200	\$5,451	\$8,749	(\$18,800)	(\$20,049)	\$1,249
ODP/Program	439	639	\$500	\$1,500	(\$1,000)	\$0	\$26	(\$26)	(\$500)	(\$1,474)	\$974
Referee	440	665	\$16,550	\$16,000	\$550	\$5,765	\$500	\$5,265	(\$10,785)	(\$15,500)	\$4,715
Youth	400/455	670	\$247,500	\$98,000	\$149,500	\$149,421	\$58,300	\$91,120	(\$98,079)	(\$39,700)	(\$58,380)
WV Travel League	480	680	\$9,000	\$8,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	450	0	\$40,400	\$0	\$40,400	\$25,686	\$0	\$25,686	(\$14,714)	\$0	(\$14,714)
Misc	0	675	\$9,000	\$1,500	\$7,500	\$0	\$2,434	(\$2,434)	(\$9,000)	\$934	(\$9,934)
Sponsors/Donation	445	0	\$8,500	\$500	\$8,000	\$0	\$0	\$0	(\$8,500)	(\$500)	(\$8,000)
Office Salary	0	645	\$0	\$225,000	(\$225,000)	\$0	\$105,871	(\$105,871)	\$0	(\$119,129)	\$119,129
Office/L&P Fees	0	648	\$0	\$3,000	(\$3,000)	\$0	\$956	(\$956)	\$0	(\$2,044)	\$2,044
Office/Support	0	650	\$0	\$43,250	(\$43,250)	\$6	\$18,117	(\$18,111)	\$6	(\$25,133)	\$25,139
Office/External	0	655	\$6,000	\$11,500	(\$5,500)	\$6,087	\$7,042	(\$954)	\$87	(\$4,458)	\$4,546
Office/Communications	0	660	\$0	\$8,500	(\$8,500)	\$0	\$4,158	(\$4,158)	\$0	(\$4,342)	\$4,342
Program Total			\$678,140	\$353,190	\$323,950	\$352,312	\$138,240	\$214,072	(\$316,828)	(\$206,950)	(\$109,878)
Office/Overhead			\$6,000	\$291,250	(\$285,250)	\$6,093	\$136,144	(\$130,051)	\$93	(\$155,106)	\$155,199
Operating Budget Total			\$684,140	\$644,440	\$38,700	\$358,405	\$274,384	\$84,021	(\$316,735)	(\$362,056)	\$45,321
Dedicated Donations			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grand Total	0	0	\$ 684,140	\$ 644,440	\$ 38,700	\$ 358,405	\$ 274,384	\$ 84,021	\$ (316,735)	\$ (362,056)	\$ 45,321

West Virginia Soccer Association

Profit and Loss by Month

September 1, 2024 - February 21, 2025

	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 1-21, 2025	TOTAL
Income							
41001 State Championships	-4,000.00						\$ -4,000.00
41002 Target United Cup		8,860.27	4,033.30				\$12,893.57
41004 USYS NCS		20,540.00				20,000.00	\$40,540.00
41008 President's Cup Hosting	73,560.00	375.00					\$73,935.00
42002 Interest	3.78	0.57	0.53	0.50	0.46		\$5.84
42503 Field Rent/Paint Sales			6,159.36				\$6,159.36
42504 H/S Tickets			74.00	2,013.29			\$2,087.29
43002 ODP Men-Registration	2,128.00	3,740.00	3,145.00	850.00	170.00	85.00	\$10,118.00
43012 ODP Men-VA Friendlies					9,750.00	2,340.00	\$12,090.00
43502 ODP Womens-Registration	1,105.00	2,380.00	2,295.00	340.00	85.00		\$6,205.00
43512 ODP Womens-VA Friendlies					7,020.00	975.00	\$7,995.00
44001 Referee Registration Fees	155.00	595.00	350.00	822.50	2,427.50	1,415.00	\$5,765.00
44503 Donations			4,000.00				\$4,000.00
45002 Travel Guest Players			41.60	21.60	41.60	41.60	\$146.40
45003 Travel Permits	534.40	330.00	184.00	93.60	250.10	175.60	\$1,567.70
45004 Travel Player Fees	30.00	20.00		21,161.07	249.60	634.00	\$22,094.67
45005 Travel O/S League Perm	374.40	333.60	584.80	105.60	332.80	145.60	\$1,876.80
45501 Youth League Fees	709.22	337.00	15.60	325.00			\$1,386.82
45504 Youth Miscellaneous		90.00					\$90.00
45505 Youth Registration Fees	80,534.00	26,274.14		38,912.00	240.00	17.07	\$145,977.21
45506 Youth Risk Management	1,269.00	400.50		297.00			\$1,966.50
46001 Amateur-Player Fees	5,040.00					90.00	\$5,130.00
47004 Eastern Reg-Hosting		375.00					\$375.00
Total Income	\$161,442.80	\$64,651.08	\$20,883.19	\$64,942.16	\$20,567.06	\$25,918.87	\$358,405.16
GROSS PROFIT	\$161,442.80	\$64,651.08	\$20,883.19	\$64,942.16	\$20,567.06	\$25,918.87	\$358,405.16
Expenses							
61001 Adult-USASA Dues		3,988.00		2,636.00			\$6,624.00
61102 Presidents Cup Hosting		8,162.00					\$8,162.00
61201 Target Awards			1,353.29				\$1,353.29
61202 Target Referees			4,960.00				\$4,960.00
61203 Target Cup Operations		1,359.40	2,953.31				\$4,312.71
61304 USYS NC Cup Operations		1,975.00	13,500.00				\$15,475.00
61401 East Region Cup		598.27					\$598.27
61402 East Reg Hosting		7,307.00					\$7,307.00
61602 Open Awards	484.55	357.84					\$842.39
62002 Coaching-Courses					2,500.00		\$2,500.00
62006 Coaching-Reimb Expenses		2,600.00		68.05			\$2,668.05
63005 ODP Mens - Training			1,000.00	1,625.00	1,612.50		\$4,237.50
63008 ODP Mens - Events						2,450.00	\$2,450.00
63013 ODP Mens Coach-Ref Exp Reimb			263.30	250.97	11.48		\$525.75
63505 ODP Womens - Training			600.00	1,025.00	1,612.50		\$3,237.50
63508 ODP Womens-Event						1,800.00	\$1,800.00
63513 ODP Womens Coach-Ref Exp Reimb			140.53	213.87	59.36		\$413.76
63902 ODP-Director Expenses					26.25		\$26.25
64001 Office-Credit Card Fees	174.48	125.04	283.85	145.88	106.92		\$836.17
64002 Office-Rent	1,300.00	1,300.00	1,300.00	1,300.00	1,300.00	1,300.00	\$7,800.00
64003 Office-Utilities	321.73	437.59	506.34	388.73	805.70		\$2,460.09
64004 Office-Interest/Penalties	899.78	138.48	830.35	135.55	766.01		\$2,770.17
64005 Office - General	239.90		112.31		215.00		\$567.21

West Virginia Soccer Association

Profit and Loss by Month

September 1, 2024 - February 21, 2025

	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 1-21, 2025	TOTAL
64007 Office-Property Tax						455.46	\$455.46
64009 Office-Software	342.39						\$342.39
64502 Office Salary-Staff	10,119.42	9,785.42	16,267.36	9,196.01	10,009.04	11,166.05	\$66,543.30
64503 Office Salary-Executive Director	6,028.40	6,028.40	9,042.60	6,028.40	6,112.40	6,087.22	\$39,327.42
64802 Office-Accounting			104.00		852.44		\$956.44
65002 Office-Computer Repairs	39.99				320.98		\$360.97
65004 Office-Copier	88.68	431.04	88.68	88.68	88.68	88.68	\$874.44
65006 Office-Postage/Shipping	41.09		71.39	30.64	21.39		\$164.51
65008 Office-Supplies		110.79	353.06		169.99		\$633.84
65011 Office-Equipment Reimb Expense			473.05		1,254.41		\$1,727.46
65502 Office-Travel Exec Director		61.64					\$61.64
65503 Office-Travel DOC	46.25						\$46.25
65504 Office-Travel Staff				68.30	26.25		\$94.55
65506 Office-Vehicle LT&I			53.50				\$53.50
65508 Office-WV H/S			5,949.57	868.00			\$6,817.57
65510 Office-Vehicle Maintenance			14.42				\$14.42
65511 Office-Travel Reimbursable Exp.		4,733.27	129.43		1,865.86		\$6,728.56
66001 Office-Telephone	243.90	1,563.03	535.16	817.87	998.01		\$4,157.97
66512 Referee-WVSA Tourn Guest Mentors			500.00				\$500.00
67002 Youth USYS Dues		17,001.50					\$17,001.50
67003 Youth Insurance	16,552.97	6,633.75		6,633.75	6,633.75		\$36,454.22
67004 USYS Workshop		673.20		464.10	394.44		\$1,531.74
67006 Youth Background Checks	1,373.65	444.05		74.70	37.37	128.65	\$2,058.42
67504 Field Maintenance				1,350.00			\$1,350.00
68503 WVSA State Cup		1,396.27					\$1,396.27
Payroll Expenses							\$0.00
Taxes	11.30	18.43	141.01	8.33	11.90	13.09	\$204.06
Wages	123.50	201.50	1,541.00	91.00	130.00	143.00	\$2,230.00
Total Payroll Expenses	134.80	219.93	1,682.01	99.33	141.90	156.09	\$2,434.06
QuickBooks Payments Fees	134.35	39.19		109.08	57.39	30.00	\$370.01
Total Expenses	\$38,566.33	\$77,470.10	\$63,067.51	\$33,617.91	\$38,000.02	\$23,662.15	\$274,384.02
NET OPERATING INCOME	\$122,876.47	\$ -12,819.02	\$ -42,184.32	\$31,324.25	\$ -17,432.96	\$2,256.72	\$84,021.14
NET INCOME	\$122,876.47	\$ -12,819.02	\$ -42,184.32	\$31,324.25	\$ -17,432.96	\$2,256.72	\$84,021.14

West Virginia Soccer Association

Profit and Loss

September 2023 - August 2024

	<u>Total</u>
Income	
40404 General	4,425.13
40503 Coaching Courses	3,870.00
41001 State Championships	26,239.20
41002 Target United Cup	13,731.81
41003 Open Cup	43,258.21
41004 USYS NCS	17,600.00
41008 President's Cup Hosting	35,093.05
41009 President's Cup	17,225.00
42002 Interest	23.18
42006 Hall of Fame	5,540.00
42503 Field Rent/Paint Sales	154.00
42504 H/S Tickets	1,500.00
43002 ODP Men-Registration	11,474.29
43004 ODP Men-Events	2,221.68
43006 ODP Mens-Events	3,688.50
43008 ODP Mens Mini Camp	8,925.00
43011 ODP Men-USYSA East Reg	6,818.28
43012 ODP Men-VA Friendlies	8,385.00
43502 ODP Womens-Registration	7,260.53
43504 ODP Womens-Events	3,634.32
43506 ODP Womens-Sub Reg NC	637.50
43508 ODP Womens Mini Camp	3,250.00
43511 ODP Womens USYS East Reg	5,275.00
43512 ODP Womens-VA Friendlies	4,780.50
44001 Referee Registration Fees	35,568.58
44501 Sponsors-USYS	236.38
44503 Donations	4,959.40
44507 Grants	27,714.66
45003 Travel Permits	4,000.81
45004 Travel Player Fees	29,880.00
45005 Travel O/S League Perm	5,104.60
45501 Youth League Fees	1,335.00
45505 Youth Registration Fees	239,897.14
45506 Youth Risk Management	5,048.00
46001 Amateur-Player Fees	13,312.13
47003 Eastern Reg-Sponsorship	43,027.98
47004 Eastern Reg-Hosting	71,694.05
48002 WVSA Travel League	8,600.00
48003 Great Lakes League	300.00
Total Income	\$ 725,688.91
Gross Profit	\$ 725,688.91
Expenses	
60506 Admin-EX VP	1,577.56

60516 Admin-Hall of Fame	8,022.34
61001 Adult-USASA Dues	6,966.00
61003 Adult-USASA Workshop	1,472.87
61004 Adult-USASA East Reg	200.00
61006 Adult-USASA AGM	396.40
61008 Adult Programs	3,120.00
61101 Presidents Cup	38,045.22
61102 Presidents Cup Hosting	31,227.54
61202 Target Referees	7,035.00
61203 Target Cup Operations	1,574.54
61206 Target Cup Housing-Cups	1,291.59
61301 USYS National Cup	779.18
61302 USYS NC Awards	2,272.64
61303 USYS NC Referees	180.00
61304 USYS NC Cup Operations	6,356.27
61306 USYS NC Cup - Housing Cups	2,000.00
61401 East Region Cup	23,548.53
61402 East Reg Hosting	54,543.81
61403 East Reg Housing	2,135.37
61501 Nat'l Championship	4,315.91
616 Open Cup	1,622.26
61601 Open Operations	6,576.48
61602 Open Awards	3,076.82
61603 Open Referees	12,790.00
62002 Coaching-Courses	2,287.50
62005 Coaching-Materials	325.00
62006 Coaching-Reimb Expenses	2,600.00
63002 ODP Mens - Coach	150.00
63003 ODP Mens - WV Camp	750.00
63005 ODP Mens - Training	5,550.52
63006 ODP Mens - Eastern Reg Tournament	3,600.34
63008 ODP Mens - Events	7,012.86
63011 ODP Mens - Gear	224.95
63013 ODP Mens Coach-Ref Exp Reimb	6,361.77
63503 ODP Womens - WV Camp	600.00
63505 ODP Womens - Training	6,150.53
63506 ODP Womens- East Reg Tournament	1,491.24
63508 ODP Womens-Event	3,887.89
63511 ODP-Womans Gear	224.95
63513 ODP Womens Coach-Ref Exp Reimb	5,318.27
64001 Office-Credit Card Fees	6,697.49
64002 Office-Rent	14,714.48
64003 Office-Utilities	10,668.51
64004 Office-Interest/Penalties	11,228.88
64005 Office - General	1,273.46
64007 Office-Property Tax	910.92
64009 Office-Software	1,902.53
64502 Office Salary-Staff	149,976.52
64503 Office Salary-Executive Director	75,497.82

64802 Office-Accounting	2,287.00
65002 Office-Computer Repairs	6,432.63
65003 Office-Equipment Repairs	500.00
65004 Office-Copier	2,408.32
65006 Office-Postage/Shipping	853.42
65008 Office-Supplies	3,999.82
65011 Office-Equipment Reimb Expense	1,147.02
65502 Office-Travel Exec Director	50.20
65503 Office-Travel DOC	195.25
65504 Office-Travel Staff	1,689.84
65505 Office-Promotional	350.00
65506 Office-Vehicle LT&I	53.50
65508 Office-WV H/S	3,649.69
65511 Office-Travel Reimbursable Exp.	5,305.12
65512 Office-Supplies Reimb Exp.	58.39
66001 Office-Telephone	10,371.74
66003 Office-Web Site	582.96
66502 Referee Flipping Coins	1,265.00
66506 Referee-Regional Delegations	1,308.54
66513 Referee-Assignors	300.00
66514 Referee-Reimb Expenses	284.46
67002 Youth USYS Dues	24,087.50
67003 Youth Insurance	51,682.06
67004 USYS Workshop	1,356.45
67005 USYS Eastern Region	18,500.00
67006 Youth Background Checks	4,751.10
67008 USSF Youth Dues	2,750.00
67504 Field Maintenance	11,779.00
68002 WVSL	7,458.22
68501 Eastern Reg Cup Expenses	250.00
68502 Eastern Reg Cup-WVSA Expenses	60.00
68503 WVSA State Cup	15,936.08
Payroll Expenses	
Taxes	517.04
Wages	1,631.50
Total Payroll Expenses	\$ 2,148.54
QuickBooks Payments Fees	100.48
Total Expenses	\$ 724,485.09
Net Operating Income	\$ 1,203.82
Net Income	\$ 1,203.82

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Code of Conduct Policy

Section 101. Introduction, Purpose, and Applicability

- (a) The Code of Conduct Policy of US Youth Soccer establishes the ethical standards for governance and committee volunteers and staff of US Youth Soccer (collectively referred to as “Representatives”) in addition to all members and participants within any and all sanctioned programs, events, activities and competitions.
- (b) The Code of Conduct Policy applies to all staff, volunteers, members and participants who are involved or engage with any sanctioned US Youth Soccer program, event, activity or competition.
- (c) The purposes of the Code of Conduct Policy is to provide evidence of US Youth Soccer’s commitment to the lawful and ethical conduct of its Representatives, members and participants and to protect those who report violations of the Code of Conduct Policy consistent with US Youth Soccer’s Whistleblower Policy.
- (d) The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.
- (e) Representatives, members and participants must respect and comply with US Youth Soccer rules and regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

Section 102. Zero Tolerance

- (a) US Youth Soccer maintains a zero tolerance regarding abuse.
- (b) The US Youth Soccer Zero Tolerance for abuse extends to all representatives, members and participants in any and all US Youth Soccer sanctioned programs, events, activities and competitions.
- (c) US Youth Soccer requires every representative, coach and volunteer to assist in creating a safe environment for participants at and during any and all sanctioned US Youth Soccer programs, events, activities and competitions.

Section 103. Prohibited Substances

- (a) US Youth Soccer prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for any and all coaches and participants at any and all sanctioned programs, events, activities and competitions.

Section 104. Prohibited Activities and Sexual Misconduct

- (a) US Youth Soccer prohibits nudity and any indecent exposure by any representative, member or participant at any sanctioned programs, events, activities and competitions.
 - 1. An example of prohibited physical contact include a coach asking a minor athlete to sit in their lap or cuddling during training or while on an overnight trip.
- (b) US Youth Soccer prohibits any representative, member or participant from engaging in sexually oriented conversations at any sanctioned programs, events, activities and competitions. This includes sharing information about one’s own personal relationships, dating or sexual activities.
- (c) US Youth Soccer prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.

Section 105. Physical, Verbal and Emotional Misconduct

(a) The following definitions describe the prohibited conduct for this section:

1. **Physical Misconduct** - any interaction with another person that inflicts physical injury upon another person or reasonably threatens to cause physical injury to another person. Physical Misconduct does not include professionally accepted (in youth soccer) coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, inspiring motivation, or improved athlete performance. Appropriate physical contact occurs in public when contact is designed for the benefit of the athlete and does not meet an emotional or other need of an adult, and free of potentially creating a physical or sexual intimacy. US Youth Soccer prohibits representatives, members and participants from engaging in any other form of physical contact with and or between athletes.
2. **Verbal Misconduct** - any objectively inappropriate use of language aimed at another person that a reasonable person would find degrading or threatening.
3. **Emotional Misconduct** - any conduct that is objectively and reasonably deemed to have caused harm to another person's psychological or intellectual functioning, which may be exhibited by emotional damage such as severe anxiety, depression, withdrawal, or aggression. When an act qualifies as Emotional Misconduct is determined objectively, and not whether harm is intended or results from the behaviors. Emotional Misconduct includes, but is not limited to
 - a) **Verbal Acts:** any acts that involve repeated and excessive verbal assaults or attacks against someone personally in a manner that serves no productive training or motivational purpose.
 - b) **Physical Acts:** any acts that involve repeated and/or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
 - c) **Acts that Deny Attention or Support:** any acts that involve ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding an athlete from practice.
 - d) **Criminal Conduct:** Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect) would be considered a type of impermissible Emotional Misconduct under this Policy.
 - e) **Stalking:** Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) experience substantial emotional distress. "Course of conduct" means at least two or more acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property. "Substantial emotional distress" means significant mental suffering or anguish. Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media,

such as the internet, social media networks, blogs, cell phones, texts, or other similar devices or forms of contact.

Section 106. One-on-One Interactions

(a) Observable and interruptible

1. One-on-One interactions between minors and an adult (who is not the minor's legal guardian) are permitted if they occur at an observable and interruptible distance by another adult.
2. Isolated, one-on-one interactions between minors and an adult (who is not the minor's legal guardian) is prohibited, except under emergency circumstances.

(b) Meetings

1. Meetings between adults and minors may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
2. If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

(c) Individual training sessions

1. Individual training sessions between adults and minors are permitted if the training session is observable and interruptible by another adult. The adult must obtain the written permission of the minor's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

Section 107. Massages and rubdowns

(a) Licensed, certified professional

1. Any massage or rubdown performed by an adult on a minor athlete is prohibited unless such adult is a licensed massage therapist.
2. Any massage or rubdown by a licensed professional must be conducted in open and interruptible locations. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.
3. Even if the coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

Section 108. Locker rooms, rest rooms and changing areas

(a) Use of recording devices

1. Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, rest rooms, changing areas, or similar spaces is prohibited. Exceptions may be made for media and championship celebrations, provided that such expectations are approved in advance and two or more adults are present.

(b) Undress

1. Under no circumstances shall an unrelated adult be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.
- (c) Isolated one-on-one interactions
 1. At no time are unrelated adults permitted to be alone with a minor in a locker room, rest room, or changing area except under emergency circumstances.
- (d) Monitoring
 1. US Youth Soccer regularly and randomly monitors the use of locker rooms, rest rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.
- (e) Safe spaces
 1. Every effort should be made to provide private changing spaces for any youth that requests such an accommodation.
- (f) Non-exclusive facility
 1. If US Youth Soccer uses a facility not under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, adults are nonetheless required to adhere to the rules set forth here.

Section 109. Social media and electronic communications

- (a) Content
 1. “Social Media Misconduct” is the use of rumors or false statements about someone to diminish that person’s reputation using electronic communications. It includes, but is not limited to, the use of social media or other technology to harass, frighten, intimidate, humiliate and/or socially exclude someone, and/or asking others to do the same.
 2. All electronic communication originating from participating adults to amateur athletes who are minors must be professional in nature and should generally be group-based and should always be readily available to share with the athlete’s family, the Club, and USYS.
- (b) Open and transparent
 1. If a participating adult needs to communicate directly with an amateur athlete who is a minor via electronic communications, another participating adult or the minor’s legal guardian will be copied.
 2. If a minor athlete communicates to the participating adult privately first, then the participating adult should respond to the minor athlete with a copy to another participating adult or the minor’s legal guardian.
 3. A participating adult communicating electronically to the entire team will copy another participating adult.
 4. Amateur athletes who are minors may “friend” the organization’s official page.
- (c) Prohibited electronic communications
 1. Participating adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
 2. Participating adults are not permitted to “private message,” “instant message,” “direct message,” or send photos via Snapchat or Instagram to a minor athlete privately.

3. Participating adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued.
- (d) Request to discontinue
1. Legal guardians may request in writing that their child not be contacted through any form of electronic communication by the organization or by the organization's participating adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

Section 110. Local travel

- (a) Transportation
1. US Youth Soccer does not arrange for local travel.
 2. Participating adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

Section 111. Team travel

- (a) Team/competition travel
1. When only one participating adult and one minor athlete travel to a competition, the
- (b) minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with the participating adult.
- (c) Hotel rooms
1. Participating adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the participating adult is the legal guardian, sibling, or is otherwise related to the minor athlete).
- (d) Meetings
1. Meetings shall be conducted consistent with US Youth Soccer's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
 2. Meetings shall not be conducted in a hotel room.

Section 112. Bullying

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any unwanted physical, verbal, social, sexual or criminal behaviors that are:
1. aggressive
 2. directed at another person, and
 3. intended to or causing to intimidate, hurt, control, or diminish the other person emotionally, physically or sexually.

Section 113. Harassment

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any repeated and/or severe conduct that:

1. Causes fear, humiliation or annoyance.
 2. Offends or degrades.
 3. Creates a Hostile Environment (as defined herein)
 4. Reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on gender, age, race, ethnicity, sexual orientation, gender identity/expression, religion, national origin, or mental or physical disability; any act or conduct described as harassment under federal or state law.
- (b) Conduct may not rise to the level of Harassment if it is:
1. Inadvertently saying or doing something hurtful.
 2. Purposefully saying or doing something hurtful, but not as part of a pattern of behavior.
 3. Arising from conflict or struggle between persons who perceive they have incompatible views and/or positions.
- (c) A “Hostile Environment” exists when the conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any Covered Program or activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and objective perspective. A Hostile Environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a Hostile Environment, particularly if the conduct is physical. A single incident of sexual contact, for example, may be sufficiently severe to constitute a Hostile Environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a Hostile Environment. Whether a Hostile Environment exists depends on the totality of known circumstances, including, but not limited to:
1. Severity of the conduct.
 2. Whether the conduct was physically threatening.
 3. The effect of the conduct on the victim’s mental or emotional state.
 4. Whether the conduct was directed at more than one person.
 5. Whether the conduct arose in the context of other discriminatory conduct.
 6. Whether the conduct unreasonably interfered with any person’s participation in sports, education or work programs or activities.
 7. Whether the conduct implicates concerns related to protected speech.

Section 114. Hazing

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

Section 115. Mandatory Reporting

- (a) US Youth Soccer requires all representatives, members and participants to immediately report any violations or suspected violations of the US Youth Soccer Code of Conduct Policy during any sanctioned programs, events, activities and competitions to a team

official, sanctioned program, event, activity or competition official or US Youth Soccer representative.

- (b) US Youth Soccer takes any and all reports of inappropriate behavior or suspicions of abuse seriously.
- (c) US Youth Soccer complies with all laws requiring a person to make a report to appropriate law enforcement agencies and requires all representatives, members and participants to either notify an official as indicated in Section 115. a. or report directly to law enforcement authorities.
- (d) Retaliation against individuals making good faith reports of misconduct is expressly prohibited.