



NORTH CAROLINA ADULT SOCCER ASSOCIATION

BOARD MEETING MINUTES

December 16, 2024

Call to Order: 7:10 pm

Roll Call – Darius Ejlali took the roll call.

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

Not Present: Alex Vidaurri, Fil Wilkinson

Quorum determined.

Officer & Staff Reports

- President – Welcome to the final NCASA meeting of the calendar year. We meet next January 6th to mainly focus on the voting of our Award Recipients.

Carolinas Cup was an exceptional event. 82 teams overall utilizing every field and time slot available on Saturday. Carolinas Cup is a well-managed event, there are a lot of Thank Yous to go around.

Thank you to Darius and Cindy for their hard work and commitment, to Donna Langdon for all the behind the scenes assistance with registration, player verification and rostering, Alex Vidaurri for her contribution to the operation and helping with the Women's program, to our South Carolina partners Sofia and Devis Hernandez for all of their continued support and to the entire Eisenbraun family that pitched in with much appreciated help before, during and after the tournament.

There are several proposals on tonight's agenda, and I want to give enough time for proper discussions.

- Executive Director – November is a busy month as preparation for the Carolinas Cup is the dominant focus. Covering all details from referees, their lodging and meals, trophies, trainers, schedules, Championship shirts and sellable apparel, ordering captain's gifts and interfacing with Truist to see to it we are all on the same page. We held zoom calls for each division, giving teams two opportunities to join the call and learn more about the expectations the tournament has of its captains and players.

In addition to the Cup, there was still the managing of D&A hearings, submitting all finances in a timely manner so our CPA has enough time to prepare our financial statement, following up on insurance claims and taking steps towards NCASA's 2025 AGM.

- Executive Vice President – Assisting with the Carolinas Cup registration was very involved. Also, working on registrations number with TeamPass as we get closer to the end of the year. Working with TeamPass to create a player registration report that can be automatically downloaded is proving harder than it seems on the surface, given the uniqueness of each league. Then there is chairing the election committee.
- Treasurer – Treasurer's report has been circulated. Trying to expand the report to cover more aspects of our finances other than NCASA is in a strong financial position. Our CPA, Debbie Maffeo continues to provide high quality service to NCASA.

Approval of Minutes

- Motion to approve the November 18, 2024, minutes.
Minutes were approved unanimously

Growth Initiative

- Registration Report – NCASA has registered 13,000 plus annual players. There is over 1000 players growth in the annual player pass category, but we lost 1500 in tournament only registrations when Beer City affiliated directly.
- First Year Leagues Update –No update
- New League Update – No update

Competitions

- Carolinas Cup – A very successful event with 82 teams in 14 divisions. NCASA brought in a video streamer to stream matches on Saturday and Sunday. Say Word FC and Capital Pride won their division and the right to represent NCASA in the USASA Amateur Cup.
- Celebrate the Tatas – Darius and Cindy will be meeting with Talia Goldman and Cheri Smith to present the 2024 Celebrate the Tatas donation to the Levine Cancer Institute and the Novant Health Foundation, Wednesday December 18th.

Organizing Committees

- D&A Committee – No Report
- Budget & Finance Committees – will be reviewed during the 2025 Budget proposal.
- AGM Committee – NCASA will be sending out Save the Date to league leaders with as much early information about the 2025 NCASA Annual General Meeting.

No other details surrounding the location, costs and hotels from NCYSA yet. Outreach to the youth for details has happened.

- Election/Nominations Committee – Nomination letter has gone out to the membership.
- NCASA Awards Committee – Award Nominations Letter has gone out and nominations are being received. Another NCASA Awards Nomination blast will be going out soon.

Board Member Reports

New Business (motions)

- 2025 Budget - (see below)
Friendly amendment accepted to increase NC Soccer Hall of Fame appropriation to reflect updated information. Budget recommendation (as amended) passed unanimously and will be presented for Council approval at the AGM.
- Permitting Players Under Age 18 - (see below)
Motion amended to specify that all players on team of player under age 18 must submit certificate of completion of SafeSport training to NCASA, NCASA must have amended its SafeSport policies, and Member League must have adopted appropriate SafeSport policies (including Board member completion of SafeSport training) before player under 18 may participate in matches. Motion (as amended) passed unanimously, and proposed by-law change will be presented to Council for approval at the AGM.
- Definition of Registered Player for AGM Voting Strength – (see below)
Passed unanimously
- Approval of New Annual NCASA Award – (see below)
Passed unanimously

Adjourn

Motion to adjourn approved– 8:28 pm

Approved Motions:

- 2025 Budget
- Permitting Players Under Age 18
- Definition of Registered Player for AGM Voting Strength
- Approval of New Annual NCASA Award

2025 NCASA Budget

Whereas, the NCASA Constitution & Bylaws require the NCASA Board of Directors to develop an annual budget and provide it to Council members in writing at least 14 days prior to the Annual General Meeting (AGM) so that it can be approved at the AGM, and

Whereas, reimbursement for any expense that is not in the budget must be voted upon by the Board of Directors,

Be it resolved that the NCASA Board of Directors recommend the following budget for approval by the Council at the AGM:

2025 Budget Worksheet

	2025 PROPOSED BUDGET	
OPERATIONAL BUDGET		
INCOME		
Interest	17,000.00	Federal Reserve has been lowering rates, may continue into 2025
Credit Cash Rewards	800.00	
Player Registration (@ \$30) - 11,000 players	330,000.00	Conservative registration numbers due to WNC may not return to full membership in 2025
Player Registration (@ \$20) - 150 players	3,000.00	1 new potential league at 150 players; assumes using Incentive Fund to reduce annual player pass to \$20
Transfer to Operational Budget from Incentive Fund	1,500.00	\$10 per player from new league
Single Event (@ \$15) - 700 players	10,500.00	
League Affiliations - 14 leagues	700.00	Current leagues (13) plus 1 new league
Permission to Host Fees	75.00	Hummer in the Summer, Queen City, & Beer City Asheville
International Game Fee		International Game Fee is not budgeted
USASA Reimbursement for D&O	465.00	
TOTAL PROGRAM INCOME	364,040.00	
Direct Public Support - Individ, Business Contributions	-	Donation made to cover ongoing costs for annual plaque for new NCASA Award approved by Board at Nov. meeting
TOTAL DIRECT SUPPORT		
Other Types Of Income - Miscellaneous Revenue	12,000.00	AED Reimbursement; assumes 31 AEDs; reimbursement from USASA and leagues/teams purchasing AEDs
TOTAL MISCELLANEOUS INCOME	12,000.00	
TOTAL INCOME	376,040.00	

EXPENSES**Payments to USASA**

USASA Affiliation Fee	100.00	Annual Affiliation
Player Registration Fee (@ \$12)	129,960.00	10,830 players; 10,680 players from existing leagues plus 150 players from new league
PREMIER Registration Fee (@ \$14)	4,480.00	320 players
Single Event Registration Fee (@ \$8)	5,600.00	700 players
SUBTOTAL	134,540.00	

Contract Services

Accounting Fees	7,500.00	
Outside Contract Services		
Website hosting Svcs/Social Media		See Technology Category
SUBTOTAL	7,500.00	

Facilities and Equipment

Depr and Amort – Allowable	400.00	
Equip Rental and Maintenance	800.00	Canopy & tent repairs (previously shown in marketing line-item)
Rent (appeared in 2023 Operations)	2,400.00	
SUBTOTAL	3,000.00	

Operations

Bank Charges	675.00	Arbitor, Quickbook, Payroll, Medical, Finance Charges, Morgan Stanley
Merchant Discount Online Fees	1,200.00	Stripe Fees, PayPal Fees, Square Fees
Registration TeamPass Fees	23,700.00	\$2.00 per player TeamPass Fee (existing league; new league; single event)
Postage, Mailing Service	250.00	
Supplies & Copies	750.00	
Telephone, Telecommunications	1,600.00	
Technology	7,000.00	Online services- Computer services, website domains and services; Constant Contact; new computer for staff
SUBTOTAL	35,175.00	

Other Types of Expenses

Marketing/Advertising/Outreach	6,000.00	Professional Assistance
Insurance - Liability, D & O	465.00	
Grants		Goals - 6 sets - PGASA and SASL
AED Prgram	20,460.00	AED Program 2025; assumes 31 AEDs - NCASA Net Cost - \$8,460.00 (See AED Reimbursement in Income section)
Miscellaneous	3,000.00	Unexpected expenses not significant enough to require Finance Committee and/or Board approval
NC Soccer Hall of Fame	1,680.00	Purchased Table of 8 - Donation *includes a \$15 per ticket increase
Other Costs (Donations, Regionals support)	3,000.00	Potential Hosting Support
SUBTOTAL	28,100.00	

Payroll Expenses

Salary & Wages	94,650.00	EE salaries (plus extra for potential adjustments)
Payroll Tax Expense	7,098.75	7.50%
6% Benefit	4,261.00	6%
Medical Insurance	7,354.00	10.35%
SUBTOTAL	113,363.75	

Travel and Meetings

NCASA AGM (in-person)	9,000.00	Hotel, Membership Book, Awards, Meals, etc. - Increase for considering joining NCYSA & NCSRA
Executive Comm/Conf Calls /Zoom	160.00	Annual Fee
Regional/National Meetings	18,000.00	US Soccer AGM (5 attendees); USASA AGM (5 attendees), Region III (3 attendees)
NC Soccer HOF Dinner	1,500.00	Additional NCSHOF Tickets (\$65-\$80 per ticket)
Travel (BOD Non-Meeting)	200.00	
SUBTOTAL	28,860.00	

Support of Competitions

Carolinas Cup-Charleston Tournament Support	1,700.00	Staff & Volunteers
Beer City Cup Support	1,600.00	Staff & Volunteers
Queen City Cup Support	850.00	Staff & Volunteers
Other Tournaments	1,000.00	Staff & Volunteers (Potential New Tournament if needed)
SUBTOTAL	5,150.00	

National Cup (Reg III) Support

Team Entry Fees	3,250.00	\$150 Amateur Champion men (1 team) & women (2 teams); \$350 RIII USASA regional entry fee (8 teams - 1 Men Amateur, 2 Women Amateur, 2 Men Over 30, 2 Men Over 40, 1 Men Over 50)
Team Travel Support	8,500.00	\$1000 per Champion / \$500.00 per Finalist to Regionals / Travel Subsidy for potential National Final Four (\$2K)
Referee Travel	1,200.00	Top Referee from Carolinas Cup to Regionals
Officer Travel	6,000.00	2 officers to regionals, 1 officer to Final Four, 1 officer to Champions of Regions
Tournament Equipment	1,000.00	
SUBTOTAL	19,950.00	
TOTAL EXPENSE	375,638.75	
NET INCOME	401.25	

COMPETITIONS BUDGET

Carolinas Cup

INCOME

Tournaments 59,500.00 70 teams x \$850 per team

EXPENSES

Tournaments 59,500.00

NET INCOME 0.00

Celebrate the Tatas

INCOME

Tournaments 8,800.00 16 teams x \$550 per team

EXPENSES

Tournaments 8,800.00

NET INCOME 0.00

NC State League (State-Wide League)

INCOME

Leagues 12,000.00 6 teams x 2 season x \$1,000 per team

EXPENSES

Leagues 12,000.00

NET INCOME 0.00

Permitting Players Under Age 18 to Participate in NCASA-Sanctioned Activities

Whereas, the NCASA by-laws require a player to be a minimum of eighteen (18) years of age to apply for membership with NCASA, and

Whereas, this requirement was imposed in response to concerns over the impact of SafeSport requirements on NCASA and/or Affiliates permitting players younger than 18 years of age to participate, and

Whereas, prior to SafeSport, some NCASA Member Leagues chose to permit a small number of players under age 18 to participate, and

Whereas, other USASA state associations and other USASA member organizations continue to allow players younger than 18 years of age to participate while maintaining compliance with SafeSport requirements, and

Whereas, NCASA and some NCASA Member Leagues may wish to permit players younger than 18 years of age to participate in appropriate circumstances, and

Whereas, changes to the NCASA By-laws require a two-thirds vote of Council members present and voting at an officially called meeting,

Be it resolved that the NCASA Board of Directors recommend the following actions be approved by the Council at the Annual General Meeting to be held in January 2025:

1. Strike the text of NCASA By-Laws, Article II – Membership, Section 3, and replace it as follows:

~~Application of membership by individuals to Affiliates or to NCASA must be submitted through NCASA's approved electronic registration process under signature of the applicant. Players must be a minimum of eighteen (18) years of age to apply for membership with NCASA.~~

Application of membership by individuals to Affiliates or to NCASA must be submitted through NCASA's approved electronic registration process under signature of the applicant. Players must be a minimum of eighteen (18) years of age to apply for membership with NCASA, unless the Affiliate through which they are registering has informed NCASA that it has chosen to permit players younger than eighteen (18) years of age to participate and the player has completed all waivers required by the Affiliate and/or NCASA. No players younger than sixteen (16) years of age may apply for membership with NCASA.

2. Strike the text of the NCASA Player Registration Policy, Section 3 Player Registration, and replace it as follows:

~~Players must be a minimum of eighteen (18) years of age to register.~~

Players must be a minimum of eighteen (18) years of age to register, unless the Affiliate through which they are registering has informed NCASA that it has chosen to permit players younger than eighteen (18) years of age to participate and the player has completed all waivers required by the Affiliate and/or NCASA. No players younger than sixteen (16) years of age may register.

3. Instruct NCASA to amend its SafeSport Policy no later than its April 2025 Board meeting to ensure that NCASA and its Member Leagues remain in compliance with SafeSport if players younger than eighteen (18) years of age are allowed to participate. At a minimum, NCASA will amend its SafeSport Policy, Section 4 Minor Athlete Abuse Prevention Policy, to include appropriate provisions for interacting with minor athletes.

NCASA also will revise its policies to (i) require that Affiliates wishing to permit players under the age of eighteen (18) have in place appropriate SafeSport policies and (ii) describe how compliance with these requirements will be monitored & enforced. As part of these policies, NCASA will require that prior to a player under the age of 18 being able to participate in an Affiliate's matches, each Board Member of the Affiliate and each player on the same team as the player under the age of 18 must complete the required SafeSport training and submit their certificate of completion to NCASA.

4. No Affiliate may permit a player younger than eighteen (18) years of age to participate before NCASA has amended its SafeSport policies (as required above) and the Affiliate has adopted appropriate SafeSport policies in compliance with NCASA's requirements.

Definition of Registered Player for AGM Voting Strength

Whereas, the number of voting representatives for each Affiliate at the NCASA Annual General Meeting (AGM) is determined by the Affiliate's player registrations, and

Whereas, the NCASA By-laws specify that player registrations for determining Affiliate voting power are based on actual payments received by NCASA, and

Whereas, NCASA's practice has been to interpret this provision by assigning a player registration to the Affiliate through which the player first registers in a registration year, even if the player subsequently registers with another Affiliate during the same registration year, and

Whereas, another method for counting player registrations would be to give credit for a player registration to each league to which a player registers during a registration year, even though the NCASA player registration fee is paid only once,

Be it resolved that the NCASA Board of Directors makes the following recommendations to the Council for approval at the Annual General Meeting to be held in January 2025:

1. For purposes of Council voting strength, a player shall be counted as a registered player of each NCASA Affiliate league to which that player registered, as described and implemented more fully below:
2. Strike the text of NCASA By-laws Article III, Section 2, and replace it with the following:

~~Each Affiliate's player registration number at the end of the previous calendar year based on actual payments received by NCASA shall be used to determine that Affiliate's voting power.~~

The voting power of each Affiliate shall be based on the Affiliate's total number of registered players during the previous calendar year. The term "registered players" shall refer to those persons who (i) registered to an Affiliate league and paid the league fee; and (ii) also registered and paid for an annual NCASA Player Pass. The term "registered players" does not include persons for whom the annual NCASA Player Pass fee is refunded.

3. For purposes of clarity:

NCASA will consider a player to still be a "registered player" if a NCASA Affiliate issues a refund of its league fee to a player, but the annual NCASA Player Pass fee is not refunded.

A "guest player" shall be counted as a "registered player" of each NCASA Affiliate to which that player registered.

Approval of New Annual NCASA Award

Whereas, the NCASA Board has indicated its desire to create a new NCASA Award to be presented to a deserving winner annually, and

Whereas, the award is designed to recognize individuals who contribute to the success of their local league

Be it resolved that NCASA present a new award annually “In Recognition of the Unsung Contributors Who Make North Carolina Soccer Leagues Thrive”; and

Be it further resolved that nominations for this award will be made only by current league leaders.

2024 INDIVIDUAL NCASA PLAYER REGISTRATIONS BY FIRST LEAGUE													TOTAL # PLAYERS			
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	TOTAL	2023	2022	2021
ABASA	632	657	91	42	146	156	35	116	200	0	0	0	2075	2007	1671	1433
Catawba	105	0	2	47	4	1	3	34	8	0	0	0	204	219	193	146
Charlotte Independence	0	0	0	0	0	0	0	0	0	0	0	0	0		692	485
North Meck	0	0	0	0	0	0	0	0	0	0	0	0	0	174		
Rock Hill	0	0	0	0	0	0	0	0	0	0	0	0	0	176		
CPSL	564	15	6	5	1	1	2	18	46	14	0	0	672	707	690	661
First Flight League	0	0	0	0	0	0	0	0	0	0	0	0	0	261	279	484
Metrolina	332	515	38	26	0	0	20	261	57	25	1	0	1275	1016	889	727
Mooresville	166	150	11	1	30	79	1	111	11	2	0	0	562	491		
NCASA Annual Pass	205	71	10	15	44	53	42	16	7	0	0	0	463	497	308	48
North Carolina Soccer League	0	0	76	24	5	0	0	15	6	0	0	0	126			
Pitt Greenville	34	134	99	8	4	34	1	40	34	5	0	0	393	402	210	182
Premier Adult	4	82	16	1	0	0	1	10	15	0	0	0	129	144	195	130
Seashore Soccer League	0	0	0	0	0	0	0	0	0	0	0	0	0	9	39	73
Swansboro	1	66	185	18	14	0	0	0	20	58	3	0	365	390	391	312
Transylvania Adult Soccer	0	0	0	0	63	20	3	1	21	4	3	0	115			
TASL	2120	470	94	175	531	171	281	199	80	43	6	0	4170	3763	3327	2926
OCASL @TASL	76	374	62	36	138	66	28	92	54	38	48	14	1026	777	628	0
Wake Women's League	79	53	14	2	6	1	12	17	8	5	0	0	197	94		
Wilmington	684	48	42	126	88	22	73	51	17	7	0	0	1158	869	775	712
Winston Salem	66	121	14	1	0	0	11	57	3	0	1	0	274	251	184	201
TOTAL LEAGUE PLAYERS	5068	2756	760	527	1074	604	513	1038	587	201	62	14	13204	12247	10471	8520
TOURNAMENT ONLY PASSES:	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec				
Beer City Cup Asheville						5	24	14					43	866	841	879
Beer City Cup Indianapolis					1	1							2			
Beer City Cup Nashville									12	3	2		17			
Beer City Cup Savannah	82	27											109	807		
Carolinas Cup Charleston			8	27	42								77	7	32	24
Carolinas Cup WS									8	46	297	64	415	382	426	401
Celebrate the Tatas								11	77	10			98	81	93	47
Hummer in the Summer							47	1					48			
Queen City Cup							57	7					64	128	118	175
Tourney Pass Other	2												2	0	34	
USASA Adult Soccer Fest														52	10	1
TOTAL TOURNAMENT PASSES	84	27	8	27	43	6	128	33	97	59	299	64	875	2323	1554	1527
Temporary Passes														0	0	27
TOTAL # PLAYERS	5152	2783	768	554	1117	610	641	1071	684	260	361	78	14079	14570	12025	10074

