



American Youth Soccer Organization

**NATIONAL  
ANNUAL  
GENERAL  
MEETING**

May 24th -27th, 2024  
Denver, CO



# INFORMATION BOOKLET

NAGM Proxy & Voting Information | 2024 NAGM Protocols  
Candidates for National Board of Directors | Candidates for National President  
Spirit Award Winners | Hall of Fame Inductees

AMERICAN YOUTH SOCCER ORGANIZATION  
NATIONAL ANNUAL GENERAL MEETING

## Dear AYSO Family and Friends,

Thank you for making the time to attend our National Annual General Meeting in Denver this year. This year marks our 60th anniversary. Our volunteer leadership and office staff have been hard at work to create an event that truly celebrates our many accomplishments and the valuable role we play in the communities we serve. I am confident you will find it time well spent.

This year also marks an important inflection point for AYSO. During the past 5 years, we have experienced a period of almost constant change as we navigated COVID, altered the way we do business, improved our financial strength and ability to support you and raised our visibility as a valuable part of the youth soccer ecosystem. Most importantly, the number of families who participate in our programs is growing again. As my term as your National President comes to an end, I am confident that AYSO is well positioned to play an important role in introducing the beautiful game to the millions of families who don't have access to the type of quality programming we provide. But there is still much work to do.

At this year's Business meeting you will vote to elect 5 new Board members and the next AYSO President. By participating in this election, you have the ability to directly influence where our organization goes from here. Please make sure your voice is heard.

Of course, none of our successes would be possible without the dedication of our volunteer program leaders, who are the true heroes of AYSO. It is incredibly challenging to run a volunteer driven program in a world where volunteers are harder to recruit, families demand more, and we must constantly remind the communities we serve about the value we provide. And yet, we still get it done. I am humbled and honored to be part of an organization that is so focused on making communities better.

I look forward to seeing you in Denver!



A handwritten signature in black ink, appearing to read "Michael Karon".

Michael Karon  
AYSO National President

## Dear Executive Members and NAGM Guests,

Welcome to the Mile High City! On behalf of the AYSO Office Team, we are excited to celebrate the 60th anniversary of AYSO with you at the beautiful Gaylord Rockies Resort & Convention Center. The NAGM Committee along with the National Board of Directors, have planned a fun and enlightening weekend, so please join in the celebration.

We will also be hosting an AYSO PLAYSOCCER event again this year, and welcome volunteer participation. Several leaders from the US Soccer Federation will be joining us to share the vision for soccer in the United States, and the increasing role that AYSO can play in the youth soccer landscape.

Please review the NAGM agenda and information in this packet, and plan on attending important sessions that will help provide information as you consider candidates to be voted on in the Business Session on Sunday morning. Additional information is available at the AYSO NAGM website and the event app.

I want to recognize the efforts of the AYSO Office Team who are on-site in Denver to assist you in having the best NAGM experience, as well as the staff remaining in the AYSO Office in Torrance, California, who are ensuring that our volunteers are continuing to get seamless support for their efforts in our communities. And a thank you for all your efforts and those of your Section, Area, and Region volunteers who work so hard to provide a world-class AYSO soccer experience for our players.

Please enjoy your weekend in Denver and plan on joining us in Kansas City in 2025!



A handwritten signature in black ink, appearing to read 'Matt Winegar', written over a horizontal line.

**Matt Winegar**  
National Executive Director

Join us on Saturday, May 25, 9 AM to 1 PM for  
**PLAYSOCCER® Denver – Community Clinic at Soccer City, Aurora Co**



Join us for a day of soccer and community! This year, we partner with the **Iron Sharp Community Foundation** to deliver the **Aurora Summer Kickoff!**



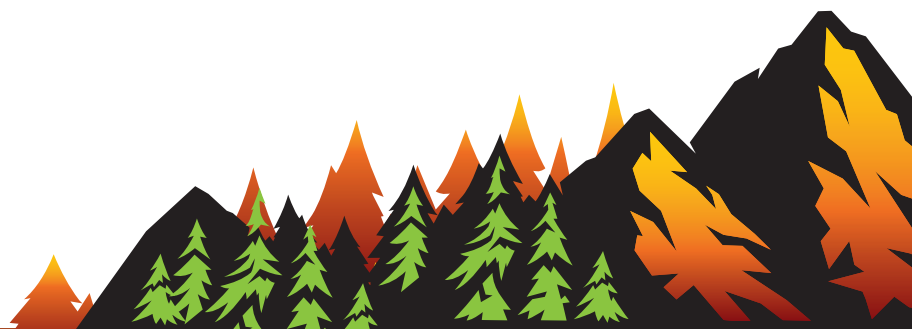
**AYSO** will run the soccer activities inside the complex, while **Iron Sharp** will produce a series of community activations outside the facility.





# TABLE OF CONTENTS

<b>Welcome Letters</b> .....	2-3
<b>Agenda</b> .....	6-7
<b>NAGM Proxy / Voting Information / Registration Deadlines / Absentee Ballot</b> .....	8-14
<b>Questions for National Board of Directors Candidates</b> .....	16
<b>Candidates for National Board of Directors</b>	
Christina Bentley .....	18-19
Ruben Gonzalez .....	20-21
Daniel Haak .....	22-23
Denis McCarthy .....	24-25
Rich Pagliari .....	26-27
Doug Ryan .....	28-29
Penney Wakefield .....	30-31
<b>Questions for National President Candidates</b> .....	32
<b>Candidates for National President</b>	
Doug Ryan .....	34-35
Gary Van Otten .....	36-37
<b>Council Reports</b>	
National Coach Council .....	40-41
National Referee Council .....	42-44
National Safety Council .....	45
National Management & Systems Council .....	46-47
<b>Welcome AYSO PLAY!</b> .....	48-49
<b>Spirit Award Winners</b>	
Coach Spirit Award - Marla Humphries-Dolnick .....	48
Management Spirit Award - Jeff Bailey .....	49
Referee Spirit Award - Annette Tanaka .....	50
EPIC Enrichment Award - Penney Wakefield .....	51
<b>Hall of Fame Inductees</b>	
Roberta Malcolm .....	52
Frances Stronks .....	53
Eileen Tabert .....	54
Holly Veach .....	55



# DRAFT AGENDA - SUBJECT TO CHANGE

---

## **Friday, May 24**

**9:00am - 6:30pm**

NAGM Registration & Voter Check In  
*presented by AYSO UNITED*

**1:00pm - 8:00pm**

Sponsor/Exhibitor Show

**2:00pm - 3:00pm**

Business Meeting  
National Budget Review

**3:30pm - 6:00pm**

Business Meeting  
National Board of Directors Nominations from the Floor  
Candidate Speeches  
Candidate Question & Answer Forum

**6:00pm - 8:00pm**

Meet the Candidates/Welcome Reception - Wear Your Favorite Soccer Jersey

## **Saturday May 25**

**6:00am - 3:00pm**

NAGM Registration & Voter Check In  
*presented by AYSO UNITED*

**7:00am - 8:00am**

Breakfast

**Saturday - 9:00am - 1:00pm**  
**PLAYSOCCER Denver Soccer Fest at:**  
**Soccer City Aurora**  
**15960 E. Colfax Ave**



## **Saturday May 25 Continued**

Registration Powered By

**1:00pm - 2:00pm**

Lunch

**1:00pm - 4:00pm**

Sponsors/Exhibitor Show

**2:00pm - 4:00pm**

Business Meeting

Future of AYSO

US Soccer Panel

**4:00pm - 5:30pm**

Section Caucuses

**6:00pm - 7:00pm**

60th Anniversary Cocktail Reception

**7:00pm - 9:00pm**

60th Anniversary Celebration Dinner: Black and/or White Cocktail or Evening Casual Attire

**9:00pm - midnight**

After Party Hosted by Section 9

## **Sunday, May 26**

**8:00am - 9:00am**

Breakfast

**9:00am - 12:00pm**

Business Meeting

National Board of Directors Election

National President Election (Nominations from the Floor, Speeches, Q&A)

Closing Remarks

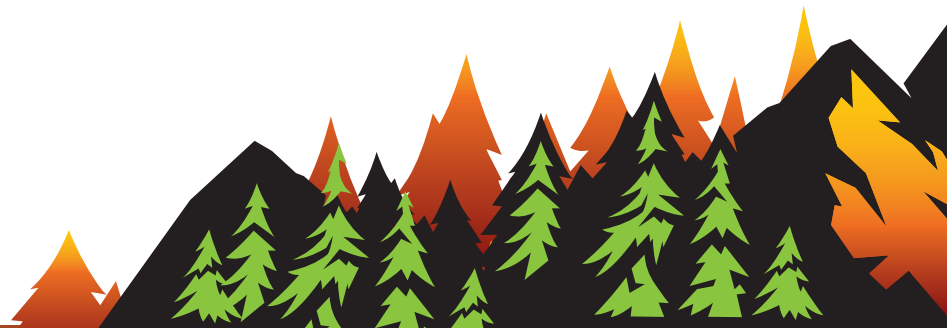
**12:00pm - 2:00pm**

Honoree & Awards Luncheon

## **Monday, May 27**

**8:00am - 9:30am**

Breakfast/T-shirt & Pin Exchange



## 2024 NAGM VOTING & PROXY INFORMATION

The American Youth Soccer Organization (“AYSO”) will hold its National Annual General Meeting this year from May 24-26, 2024 (the “NAGM,”) with the annual business meeting session beginning at 9:00am (MT) on Sunday, May 26, 2024 (the “Business Meeting”). Each currently registered, in term executive member (“EM”) of AYSO (i.e., each Regional Commissioner of a chartered Region, Area Director, Section Director and member of the National Board of Directors) is entitled to vote at the Business Meeting in person, by absentee ballot or by proxy.

A proxy (the “Proxy”) is available for use by EMs who cannot attend the NAGM but who would like to exercise their voting rights at the NAGM. An EM may use a Proxy to appoint another person as the EM’s designated proxy holder (“DPH”) to vote and act for them at the NAGM. The Proxy will then be assigned a weighted vote at NAGM (for example if the Proxy holder is already an Executive Member, their vote will count twice, their vote including the proxy they hold). ***The Proxy appointment must be signed by the EM and submitted by one of the delivery methods set forth below.***

1. An EM may send their completed Proxy Appointment Form in advance of the NAGM by email to [proxy@ayso.org](mailto:proxy@ayso.org), however, the Proxy Form must be received by 5pm (PT) Friday, May 17, 2024.
2. The AYSO Office will accept Proxy Appointment Forms on site at the NAGM Voter Check-in Desk. If an EM needs to appoint a DPH after May 17, the DPH must bring the signed Proxy Appointment Form with them to the NAGM to submit for processing at the Voter Check-in Desk. Proxy Appointment Forms will be accepted at the Voter Check-in desk up until Saturday, May 25 at 3pm (MT).

### **Mandatory Voter Check-in at NAGM (for ALL EMs and DPHs)**

Every Executive Member and Designated Proxy Holders who attend the NAGM in person must check in at the “Voter Check in Desk” to receive their voter credentials no later than 3pm on Saturday, May 25 at 3pm (MT). To be admitted to the Business Meeting and be eligible to participate, you must receive your credentials at the Voter Check-in Desk, otherwise you will not be admitted to the floor of the Business Meeting, nor will you be allowed to vote.

### **Mandatory Voter Check in Dates and Times**

- **Friday, May 24**                      **9:00am – 6:30pm (MT)**
- **Saturday, May 25**                **6:00am – 3:00pm (MT)**

### **Absentee Ballot**

If you would like to vote in a specific way and cannot attend the NAGM in-person, please submit an absentee ballot to [nagmballot@ayso.org](mailto:nagmballot@ayso.org) **no later than to by May 25 at 3pm (MT).**





# AYSO OFFICE

19700 S. Vermont Ave., Suite 103. Torrance, CA 90502

## ABSENTEE BALLOT

ONLY SUBMIT IF YOU ARE NOT ATTENDING OR  
ASSIGNING A PROXY TO THE NAGM 2024 ON SUNDAY, MAY 26

Please refer to the information and instructions on the AYSO NAGM website (aysonagm.org) and the Information Booklet regarding the business to be conducted at the meeting and voting. **Please email vote to [nagmballot@ayso.org](mailto:nagmballot@ayso.org) no later than 3pm (MT), May 25, 2024.**

The vote represented by this ballot will be cast in accordance with the specifications listed below. **If no instructions are given as to how to vote with respect to a specific item, no vote will be cast for that item.** Receiving or obtaining this Ballot does not presume your right to vote, and the vote will only be counted if you are an Executive Member in good standing.

I would like my votes cast **ONLY AS INDICATED** below (which may include “friendly amendments” from the floor that do not materially change the original proposed amendment, and which may indicate “withhold” from voting on any matter). *This absentee ballot will be voted as marked.*

**Executive Member:** Please **SIGN & DATE** and return by email if you are **not** attending either in person or submitting a proxy.

Signature:

Date:

Print Name:

S/A/R:

### ELECTION OF DIRECTORS – Vote for up to FOUR – THREE YEAR TERM

Christina Bentley	
Ruben Gonzalez	
Daniel Haak	
Denis McCarthy	
Rich Pagliarli	
Doug Ryan	
Penney Wakefield	

### ELECTION OF DIRECTORS – Vote for ONE – ONE YEAR TERM (only candidates that did not get elected to a three-year term will be running for this election)

Christina Bentley	
Ruben Gonzalez	
Denis McCarthy	
Rich Pagliarli	
Doug Ryan	
Penney Wakefield	

### ELECTION OF NATIONAL PRESIDENT – Vote for ONE

Doug Ryan	
Gary Van Otten	

## **2024 National Annual General Meeting PROTOCOLS**

These Protocols govern the conduct of the proceedings related to the 2024 National Annual General Meeting (“NAGM”) of the American Youth Soccer Organization (“AYSO”) or the (“Organization,”) including the annual business meeting session scheduled to begin at 9:00am (MT) on Sunday, May 26 (the “Business Meeting.”) These protocols have been prepared to ensure that the Business Meeting and all other sessions of the NAGM are conducted in a professional manner that enables the Executive Members and other registered delegates to accurately, efficiently, and effectively perform the important business that the Organization must conduct during its annual business meeting.

In accordance with National Bylaw 3.17, the NAGM, including the Business Meeting, will be chaired by the National President, Michael Karon, or by any person who the National President designates as the meeting chair for all or any part of the meeting. The person acting as the chair of the meeting is referred to in these Protocols as the “Meeting Chair.”

### **1. Access to the Business Meeting Floor**

The following individuals will be permitted on the floor of the Business Meeting:

- Executive Members (i.e., Regional Commissioners of chartered Regions, Area Directors, Section Directors, and members of the National Board of Directors)
- Designated proxy holders of Executive Members who have timely registered at the NAGM Voter Registration Desk (“Registered Delegates”)
- AYSO Office Staff
- Any other individuals as the President or Meeting Chair may authorize (“Authorized Individuals”).

Individuals who are not Registered Delegates, AYSO Office Staff or Authorized Individuals, shall not be admitted to the Business Meeting Floor.

### **2. Decorum**

Each Registered Delegate shall respect each Registered Delegate and Authorized Individual and exhibit behavior that is appropriate for a business meeting. Pursuant to National Policy Statement 2.12, derogatory comments (written or verbal) directed at another person are prohibited. Please, no booing or cheering while speakers are addressing the Business Meeting. Violations of this policy will be strictly enforced.

### **3. Scope of Friendly Amendments and Treatment of Material Amendments**

A “**Friendly Amendment**” is a suggested change to a proposed amendment to the AYSO Bylaws (“Bylaws”) or AYSO National Rules and Regulations (“R&Rs”) provided that such suggested change is accepted by the submitter(s) of the proposed Bylaws or R&Rs and does not materially alter the scope of impact of the amendment as initially proposed to the membership for consideration (“**Initially proposed amendment**”) as determined by the Meeting Chair.

- a) For voting purposes, an initially proposed amendment may be modified by a Friendly Amendment and considered for approval at the Business Meeting as so modified. If an initially proposed amendment is modified by a Friendly Amendment at the Business Meeting, votes for or against the initially proposed amendment in Absentee Ballots shall be counted and treated as votes for or against the initially proposed amendment, as modified by the Friendly Amendment.
- b) A suggested change to an initially proposed amendment that materially alters the scope or impact of the initially proposed amendment (a “Material Amendment”) will not be considered a Friendly Amendment because it effectively becomes a new proposed amendment at the Business Meeting and: (1) its introduction contravenes Bylaw Sections 10.01(a) and 8.02(a), which require that an amendment be submitted to the AYSO Office at least 75 days in advance of the Business Meeting; and (2) votes cast for or against the initially proposed amendment in a Absentee Ballot cannot be considered votes for or against the initially proposed amendment if its scope has been materially altered. Therefore, any Material Amendment may only be considered as a separate new proposed amendment at the Business Meeting, which will be handled in accordance with the Bylaws as described in paragraph 4 below.

#### **4. New Proposed Amendment to Bylaws or R&Rs Made at the Business Meeting**

The requirement that a new proposed amendment to the Bylaws be submitted at least 75 days prior to the Business Meeting may be waived by a vote of three-fourths of the Registered Delegates (not including abstentions.) Any Registered Delegate who submitted an Absentee Ballot is not authorized to vote on any such waiver or on any new proposed amendment.

#### **5. Limited Voice Vote: Favor Written Ballots**

No voice vote concerning any proposed amendment to the Bylaws or R&Rs shall be determinative unless it is ***unanimous or unquestionably overwhelming***, as determined by the Meeting Chair. A voice vote that is not unanimous or unquestionably overwhelming may not accurately reflect the actual votes, which include Absentee Ballots from persons not physically present at the Business Meeting (in effect, silent votes.) For example, three Registered Delegates who do not hold Proxies and have a collective total of three votes easily could “out shout” a Registered Delegate who holds 15 Proxies. **Accordingly, a ballot shall be used in all cases in which the voice vote does not meet the criteria stated above.** When considering if a voice vote is unquestionably overwhelming, the Meeting Chair shall consider that an amendment of the Bylaws requires a “super majority” vote of two-thirds of the votes of the Registered Delegates and absentee ballots (not including abstentions) and that an amendment of the R&Rs requires a “simple majority” vote of more than 50% of the votes of the Registered Delegates and Absentee Ballots (not including abstentions.)

#### **6. Nominations During the NAGM**

The Meeting Chair will ensure that Registered Delegates are provided the opportunity to nominate one or more additional candidates for one of the open Director positions on the National Board of Directors (also referred to herein as the “NBOD,”) and for the National

President, as provided for in Bylaw Section 4.04(c). The opportunity to nominate additional candidates for open Director positions on the NBOD shall be provided **at the beginning of the NBOD Candidate Panel at the NAGM on Friday, May 24, 2024**. The opportunity to nominate additional candidates for the National President shall be provided **at the Business Meeting** after the results of the election of Directors to the NBOD are known to determine who is eligible for nomination since only members of the NBOD are eligible for election as the National President.

#### **7. Vote for NBOD Candidates Will Precede the Vote for National President**

As mandated by Bylaw Section 4.05(b), the election of Directors for the National Board of Directors shall precede the election of the National President at the Business Meeting.

#### **8. Possible Voice Vote for Directors**

In the event that the number of candidates nominated as Directors to the NBOD following closure of nominations during the NAGM is equal to the number of open NBOD positions, the Meeting Chair may choose, but is not required, to conduct a voice vote among the Registered Delegates at the Business Meeting for an election by acclamation.

#### **9. Possible Voice Vote for National President**

In the event that there is only one candidate who has been nominated for National President following closure of the nominating process for National President, the Meeting Chair may choose, but is not required, to conduct a voice vote among the Registered Delegates for an election by acclamation.

#### **10. Time for Amendments**

At the Business Meeting, Registered Delegates shall be provided with a reasonable time for each motion to approve amendments to the Bylaws and/or R&Rs as they are considered at the Business Meeting. The Meeting Chair is responsible, however, for limiting repetition of amendments or amendments not related to the motion being considered. Such limitation by the Meeting Chair is not intended to preclude meaningful consideration of amendments, but rather to further the following objectives:

- a. facilitate the efficient and effective administration of the business of the Organization;
- b. avoid distracting the Registered Delegates from considering the initially proposed motion seeking approval of an amendment that was timely submitted for consideration by the membership in advance of the Business Meeting;
- c. avoid the introduction of information that is not relevant to the initially proposed amendment;
- d. avoid the inadvertent introduction of a new proposed amendment or motion without the required supermajority that was not timely submitted for consideration in advance of the Business meeting; and
- e. permit submitters to withdraw their proposed amendments to the Bylaws or the R&Rs.



**NOTE:** Delegates are strongly encouraged to take advantage of the opportunities to ask questions, make comments that seek clarification and/or a better understanding of the proposed amendment(s), at the following time:

#### **11. Opportunity to Question Candidates**

Delegates shall be provided an opportunity to submit questions to the Parliamentarian for the candidates for the National Board of Directors during the **Candidate Q&A panel on Friday, May 24 at 3:30pm (MT)**.

- a. Executive Members may submit written questions during the Candidate Q&A Panel via notecards (will be provided) which will be given to the Parliamentarian. When submitting questions, please provide your name, AYSO position and Section, Area or Region you represent. In addition, please indicate whether your question is directed to a single candidate or for more than one candidate for the NBOD. Questions that are submitted anonymously will not be considered.
- b. Each candidate will be given the opportunity to answer each question asked of that candidate during the Q&A panel session.

#### **12. Ending Time for Amendments: “Call the Question.”**

In accordance with these 2024 NAGM Protocols, the Meeting Chair shall not allow, and will not recognize, a request to “call the question” and end the time for amendments to a motion.

#### **13. Meeting Chair and Parliamentarian**

The Meeting Chair shall be responsible for conducting the Business Meeting and other sessions at the NAGM and determining the proper application of these procedural rules. When conducting the meeting, the Meeting Chair, in his or her sole discretion, may consult with a Parliamentarian (if one has been appointed) or any other person(s) with respect to the application of these procedural rules, the Bylaws and the R&Rs and such other matters as the Meeting Chair deems advisable.

#### **14. Collection and Counting of Ballots**

When there is a vote by written ballot, the ballots shall be electronically collected in a manner designed to safeguard the privacy of each Registered Delegate’s vote. All ballots shall be counted by impartial persons whose identity is not published in order to protect the integrity of the count. An individual appointed by the NBOD will serve as the Inspector of Election and will supervise the ballot counting process. The Inspector of Election shall provide the Meeting Chair or his/her designee with the final tabulation of votes, including votes by Absentee Ballots, with respect to each matter submitted to a vote to enable the Meeting Chair or such designee to announce the results.

#### **15. Friday Review and Q&A Relating to Proposed Amendments**

A review session will be held at the NAGM if needed. The review is in conjunction with other topics and is subject to change at this time. The scope of the review session will permit brief comments about any proposed amendment to be

directed to the submitter. The purpose of the review session is to provide both the submitter and others attending the review session with an opportunity to ask questions, and to make comments seeking clarification and/or a better understanding of the proposed amendments. The purpose is not to debate the merits of any particular amendment or to formally entertain and adopt Friendly Amendments or Material Amendments. A potential Friendly Amendment may be identified to the submitter of a proposed amendment, provided it is consistent with paragraph 3 above. Detailed discussions, if any, relating to requests for Friendly Amendments are expected to occur with the submitter of a proposed amendment. As noted in paragraph 16 below, to the extent possible, proposed Friendly Amendments should be submitted to the Parliamentarian in order to allow time to review the Friendly Amendment for compliance with paragraph 3 above and prepare any needed information for use during the Business Meeting. Any Friendly Amendment agreed to by the submitter of a proposed amendment prior to the Business Meeting must be presented at the Business Meeting.

#### **16. Assisting with Friendly Amendments**

The Parliamentarian, Darryl Ross, was requested by the AYSO National President to update the protocols for the NAGM and Business Meeting and assist in preparing comprehensive documentation by which the proposed amendments, supplemented by information concerning the economic, practical and legal “impacts” of each proposed amendment, have been presented to the Delegates for their consideration during the Business Meeting. During the NAGM, the Parliamentarian will assist submitters of proposed amendments, Registered Delegates and others, in preparing proposed Friendly Amendments to the proposed amendments. Submitters of proposed amendments and others should provide Mr. Ross with proposed Friendly Amendments as soon as possible so that all matters can be reviewed, and materials can be prepared prior to the Sunday Business Meeting at which Friendly Amendments must be presented and proposed. Proposed Friendly Amendments, ***together with contact information for the submitter(s) of the proposed amendments and individuals proposing the Friendly Amendments, must be provided before 3:00pm (MT) on Saturday, May 25 to the Parliamentarian.*** Please notify Parliamentarian, Darryl Ross at [darrylaross@outlook.com](mailto:darrylaross@outlook.com) if you are interested in submitting a Friendly Amendment or have any questions relating to the amendment process.

#### **17. Meeting with Submitters**

To facilitate the process involving proposed amendments and Friendly Amendments, individuals appointed by the National President will review the processes and procedures relating to proposed amendments and Friendly Amendments with the submitters of the proposed amendments to the Bylaws and/or Rules and Regulations.

#### **18. Quorum and Vote Approval Requirements**

At the beginning of the Business Meeting, the Meeting Chair or his/her designee will present the number of Registered Delegates and the various vote approval thresholds required by the Bylaws in connection with the various items of business being conducted during the Business Meeting.

WELCOME TO  
**AYSO NAGM**  
**2024**

# THANK YOU VOLUNTEERS



**CELEBRATING 60 YEARS**

# 2024 QUESTIONS FOR NBOD CANDIDATES

The National Board Of Directors candidates were asked to respond to a set of six questions. They were notified that their responses would be distributed to all Executive Members who are eligible to vote at the 2024 AYSO National Annual General Meeting (NAGM.) The candidates' biographies, statements, and responses to these questions are listed on the following pages. Please review them carefully in preparation for your vote in the upcoming election at the 2024 AYSO NAGM in Denver, CO.

The questions posed to National Board of Director candidates for the candidate statement were as follows:

## **AYSO EXPERIENCE**

**List all AYSO volunteer positions held and include number of years:**

Section Staff:

Area Staff:

Regional Staff:

National Programs Staff:

Instructor:

Tournament Staff:

Other:

**List accomplishments or achievements resulting from your participation with AYSO:**

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

**List any certifications, coach license level, referee grade level, etc.**

**List any other non-profit experience and accomplishments (e.g., board and committee positions.)**

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

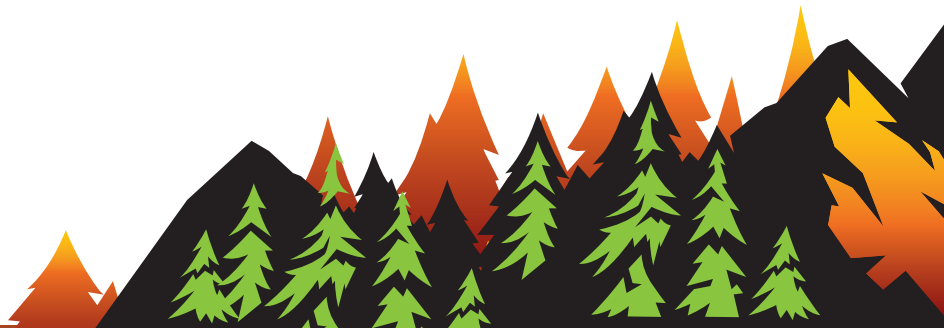
**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions.**

## **STATEMENT OF CANDIDACY:**

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision.)**



***Please Note:** The following responses from the candidates have been inserted as submitted by the candidate. The text has been formatted to fit this document. No other alterations or edits were made.*





# CHRISTINA BENTLEY

## NOMINATION POSITION

National Board of Directors

## CONTACT

Phone: (760) 995-7244

Email: commissioner@hesperiaayso.org

## SECTION/AREA/REGION

10/D/878

## AYSO EXPERIENCE

---

### List all AYSO volunteer positions held and include number of years:

**Section:** N/A

**Area:** Assistant Area Director (.5 years)

**Regional:** Regional Commissioner 6 years, Assistant Regional Commissioner 1 year, Website Admin 7 years, Uniform Coordinator 4 years, Coach/Assistant Coach: 6 years, Team Parent: 16 years, Referee: 4 years

**National Programs:** N/A

**Instructor:** Management Instructor 1 year

**Tournament:** N/A

**Other:** Performing duties of various positions within the regional management (i.e. CVPA, Registrar)

### List accomplishments or achievements resulting from your participation with AYSO:

Created Course: Creating a Culture of Volunteer Willingness and Appreciation  
Participation in the Volunteer Engagement Group  
Participation in the Participant Safety Council  
Growth of player and volunteer base within the region

## OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:

---

### List any certifications, coach license level, referee grade level, etc.:

6U Coach, Playground Activity Leader

### List any other non-profit experience and accomplishments (e.g., board and committee positions):

Girl Scouts of America (2005-2018) Troop Leader  
Boy Scouts of America (2001-2010) Den Leader  
Committee Chair

AYSONAGM24

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

Education:

Bachelor of Arts - Business Administration (Human Resources focus)

Master of Arts - Organizational Psychology, Human Behavior

Master of Science coursework in Instructional Design and Training

Doctorate of Psychology - Organizational Leadership Psychology (focus on Neuroleadership, Adult Development, and

Volunteerism - in-progress

Certifications:

Certified Project Management Professional (PMP)

Professional Roles & Skill Sets

Business Owner

Consultant

Project Management

Change Management Practitioner

Human Resources

Employee Lifecycle & Performance Management

Instructional Design & Training

Human-Centered Design & Facilitation

Communication Strategy

Knowledge Management and Collaboration

Diversity, Equity, and Inclusiveness Initiatives

## **STATEMENT OF CANDIDACY:**

---

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

The current stability and future growth of AYSO programs depend on the ability to provide quality programming within our communities. We must recognize the fact that we are a volunteer-powered organization and begin to behave in a way that supports this fact. Through an understanding of our volunteer lifecycle and our target markets, we can leverage the values and strengths of the organization to identify opportunities to improve recruitment and retention of volunteers.

The topic of volunteerism is robust and dynamic. A sample of a few key areas that warrant further exploration include:

- Create a robust volunteer development program that seeks to improve the organizational structure and culture necessary to ensure an environment that is conducive to volunteer recruitment, retention, and engagement.
- Developing a strategic plan to explore opportunities with the organizational and community partnerships.
- Understanding the effects of fostering community among the volunteers at all levels of the organization to improve the volunteer experience and benefit the organization to create a positive organizational reputation and greater satisfaction of the members.

I have educational and professional experiences that provide unique knowledge to begin exploring ways that support the organization in stabilizing and growing our volunteer base.



# RUBEN GONZALEZ

**NOMINATION POSITION**  
National Board of Directors

**CONTACT**  
Phone: (805) 390-1937  
Email: rubengonzalez93010@gmail.com

**SECTION/AREA/REGION**  
10/W/39

## **AYSO EXPERIENCE**

---

**List all AYSO volunteer positions held and include number of years:**

**Section:** N/A

**Area:** Area W Director 8 years

**Regional:** RC 68 3 years

**National Programs:** NBOD 3 Years

**Instructor:** Advanced Management, Safety Director,

**Tournament:** Section 10 Tournament Director 3 years

**Other:** Equipment and Awards Director with Region 68 in Camarillo for 6 years.

**List accomplishments or achievements resulting from your participation with AYSO:**

While on the NBOD, I am member of the DEI Group where we developed a DEI Statement for AYSO. Currently chair of the Volunteer Engagement Group where with the team we developed and created a workshop presentation for the EXPO Circuit. Member of the Participant Safety Council, actively working on a safety plan that will be used by AYSO.

AS the Regional Commissioner of Camarillo I developed a working relationship between the soccer groups to work out field usage.

As the Area Director of 10W, I continued my work with the Recreation and Park District to minimize field conflicts with the other Soccer Clubs in the city.

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

**List any certifications, coach license level, referee grade level, etc.:**

BSA Scout Master for 4 years in Camarillo.

Certified Religious Instructor for teenagers from the Archdiocese of Los Angeles CA.

AYSONAGM24



**List any other non-profit experience and accomplishments (e.g., board and committee positions):**

Recipient of Volunteer Champion from the Camarillo parks and Recreation department for my work with AYSO in Camarillo and my continued effort to grow the program within Camarillo. also working with the other Soccer Clubs within the city to develop a working partnership between the two groups.

**PROFESSIONAL EXPERIENCE AND TRAINING:**

---

**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

Currently I hold the position as the Senior Manufacturing Engineer for MPG Dow-Key Ventura. Have been at this facility for 26 years. My role is to oversee the Clean Room Space Department where all products are for Space Flight. I am a NASA Certified Instructor and an IPC J-STD-001 instructor for Space Electronic Assembly processes. My attention to precise detail and documentation has been useful as an NBOD member. I generate and present presentations to our prime customers in the Aerospace Industry world wide. My role as a mentor and trainer at my company lends to my ability to communicate at all levels.

**STATEMENT OF CANDIDACY:**

---

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

Having served one term as and NBOD member is simply not long enough to dig in. I want to continue to contribute at the NBOD level.

There is a lot to be learned serving on the NBOD, and although it was for three years, it passed by very quickly.

I wish to continue and further develop the Volunteer Engagement Group, as this is what makes AYSO run. To improve our materials, education and resources for the Volunteers of AYSO.

Working with the Participant Safety Council my thoughts are that we need to continue and refine the material and release it for use by AYSO. My experience that I have as a member of the Safety Committee at my company has and will contribute to this council in many ways.

Working with the DEI Group in my opinion will continue with each passing year. AYSO will need to develop and maintain the highest level of attention in this area.

My goals are to continue to serve the children, volunteers and families of AYSO.

To develop solid direction for our team members.

I will maintain the highest level of accuracy and attention to detail as an NBOD Member.



# DANIEL HAAK

## **NOMINATION POSITION**

National Board of Directors

## **CONTACT**

Phone: (971) 777-2790

Email: dscotthaak@gmail.com

## **SECTION/AREA/REGION**

2/S/149

## **AYSO EXPERIENCE**

### **List all AYSO volunteer positions held and include number of years:**

**Section:** Section 2 Referee Administrator 2021-present; Director of Referee Instruction 2019-2021

**Area:** Area 2S Referee Administrator 2012-2021; Area 2/S Director of Referee Instruction 2010-2012

**Regional:** Regional Referee Administrator (R149) 2012; Asst. RRA 149 2010-2012

**National Programs:** N/A

**Instructor:** National Referee Instructor

**Tournament:** N/A

**Other:** N/A

### **List accomplishments or achievements resulting from your participation with AYSO:**

As Asst. RRA & RRA R149:

Created Successful Youth Referee Program in Region 149 in 2012

Facilitated advancement of referee certification and training

As ARA 2/S:

Expanded Referee Program and training in Area 2S

Expanded referee instructor pool in the Area

As SDRI 2:

Facilitated the advancement and development of referee instructors across the Section Coordinated Expo Instruction for multi-section events

Coordinated AYSO S2 Golden Gate Camp

Facilitated the advancement of several Advanced Referee Instructors to the National Instructor level

Achieved the National Referee Instructor level

As SRA 2:

Expanded volunteer roles at the Section level

- Created Director of Youth Referee Development

- Created Director of Female Referee Development

- Expanded Asst. SRA positions to have Asst. SRA's who work directly with Area Staff (split into blocks of 4 Area's, "Bay Area 4 (B, C, J, N)" "Remote 4 (D, E, F, S)"

Expanded Youth Referee Program in Section 2

- Created Director of Youth Referee Development role (staffed by an experienced & accomplished youth)

- Annual Youth Referee of the Year Award (Presented by Dir. of Youth Referee Development)

- Youth invited to Referee at Section Tournament

- Youth invited to Referee at Western States Championships Tournament

- Youth Referee Instructors

- Youth Referee Assessors

**Continued:**

Focus on expanding Women and Females in Refereeing

- Created Director of Female Referee Development role
- Increased involvement of women and female instructors at Section level events
- All-female referee crew(s) at Section Tournament and Western States Championships
- Increased women on Section Referee Staff (Director of Referee Instruction & Dir. of Female Referee Development)

Participated on the National Referee Council and championed several projects aimed at expanding participation of youth and women in AYSO refereeing.

Coaching:

I have been a head coach and assistant coach at the Regional level from the 10-14U age divisions in Region 149.

While this was many years ago, I have a passion for the game of soccer and enjoyed coaching teams while that was a possibility in my life. I have a good knowledge of coaching, and work well with coach administrators to ensure we are working together as a unified front (coaching and refereeing).

---

**OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

**List any certifications, coach license level, referee grade level, etc.:**

USSF - Referee (Former grade 7 referee)

**List any other non-profit experience and accomplishments (e.g., board and committee positions):**

N/A

---

**PROFESSIONAL EXPERIENCE AND TRAINING:**

**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

I have a background in education and instruction, I studied Education at Oregon State University and have applied much of that education to my roles in AYSO (though I have never been a schoolteacher, I regularly utilize these skills).

I am currently a flight attendant with a major US airline, I have become very adept at conflict resolution and working with people with different views or goals. Through training and work-related experiences, I have become very good at working with people of different backgrounds and cultures. I am also very highly trained to operate under significant stress and pressure while maintaining composure and professionalism.

Prioritizing events and tasks are major strengths of mine; ensuring that tasks are completed on time and competently. I believe that peer review from people with similar and opposing views is critical to completing a well-rounded proposal that has a high likelihood of being effective.

---

**STATEMENT OF CANDIDACY:**

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

I am running for the National Board of Directors (NBOD) because I believe I will bring a unique and effective skill set to the organization, specifically surrounding volunteerism. I have successfully expanded volunteerism in my Section's Referee program in a sustainable way. Proper volunteer training is crucial in the recruitment and retention of volunteers, as well as making sure the volunteer role is effective and properly fits the volunteer.

We have been struggling to recruit new volunteers to this organization and suffered from others burning out; finding a balance to increase recruitment and retention is critical and that is a skill that I intend to bring to the NBOD. I have been very successful in building functional, successful, and sustainable teams in my previous and current roles in AYSO and I look forward to continuing that work on NBOD.



# DENIS McCARTHY

## NOMINATION POSITION

National Board of Directors

## CONTACT

Phone: (925) 787-6518

Email: DENIS.MCCARTHY14@GMAIL.COM

## SECTION/AREA/REGION

2/C/281

## AYSO EXPERIENCE

---

### List all AYSO volunteer positions held and include number of years:

**Section:** N/A

**Area:** Alliance Director - Coach Admin (2 years)

**Regional:** Referee (15 years), Coach (12 years). Coach Admin (10 years)

**National Programs:** Club Administrator AYSO United 7015 (6 years)

**Instructor:** N/A

**Tournament:** N/A

**Other:** N/A

### List accomplishments or achievements resulting from your participation with AYSO:

As Asst. RRA & RRA R149:

On field accomplishments include over 40 tournament victories in both AYSO and US Club run tournaments including a first place in NorCal Premier Soccer's State Cup. Competed in the prestigious USYS Cal Regional League in 2017 which was pre-cursor to Elite National 64. I have coached AYSO United teams that competed in State Premier and now those same players in the AYSO Club Diablo Valley Futbol Club part of Section 80 both in US Club's National Premier League and the Developmental Player League. More than all of these I believe my best accomplishment is the impact I have had on players lives which comes from living by the AYSO 6 philosophies and the mission in vision statements particularly "...providing world class soccer programs that enrich children's lives.

AYSONAGM24



## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

**List any certifications, coach license level, referee grade level, etc.:**

Advanced Coach

**List any other non-profit experience and accomplishments (e.g., board and committee positions):**

Treasurer Connecticut Ultimate Disc Club, Volunteer Aids Action Committee, Volunteer Special Olympics, Board Advisor National Radio Relay League

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

I am a CPA (licensed from 2003 - 2009) with 28 years of professional experience including 9 in public accounting and received a Master in Science in Accounting from Bryan . For the past 18 years I have held various senior operations and finance positions and currently serve as CFO for Wonderfeel, Inc. a Health and Wellness Company. I have various post graduate certificates in Management including the Management Action Plan.

From a Soccer perspective I have a USSF C Coaching License and I am currently a candidate for a UEFA B Coaching license and I am a certified USSF Referee. In addition to the USSF coaching education I have completed the NSSF coaching education for Coaching Highschool Athletics.

## **STATEMENT OF CANDIDACY:**

---

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

I am running for the National Board of Directors because I strongly believe that AYSO has built the best youth sports program in the country in terms of organization, training and delivery of curriculum which creates strong communities and lasting meaning for its participants and volunteers. AYSO has been a large part of my life and lives of my wife and our three children. My children will be completing high school and moving on to college in the next 24 months, my oldest is already there and I want to continue on improving the organization that has helped them so much in their development as people and athletes. I am a firm believer that athletics is a major part of the physical and mental health of our children. It improves their ability to focus and learn as well as developing social skills and problem solving. From a soccer standpoint I have committed myself to a life of continuous learning and embrace a growth mindset for myself and look to foster that in my players and coaches that I oversee. I believe that bringing a deep soccer background to the board with experiences with the USSF, USYS as well as AYSO organizations and how they behave and their relative strengths and weaknesses. From an organizational perspective my deep background in finance (including nonprofit finance) and operations can help guide the organization in both short term and long term decision making.



# RICHARD PAGLIARLI

**NOMINATION POSITION**  
National Board of Directors

**CONTACT**  
Phone: (805) 490-4735  
Email: rpagliari@sbcglobal.net

**SECTION/AREA/REGION**  
10/E/121

## **AYSO EXPERIENCE**

---

**List all AYSO volunteer positions held and include number of years:**

**Section:** Section 10 10 year

**Area:** Area E 24 YEARS

**Regional:** RC for Region 42 8 years

**National Programs:** I have always worked to follow all National programs and also have my Region, Areas and Section do the same

**Instructor:** I am an Advanced Management Instructor

**Tournament:** I have started new Tournaments and help run tournaments

**Other:** N/A

**List accomplishments or achievements resulting from your participation with AYSO:**

As the RC for Region 42 our player count grew to over 2200 players  
As AD for Area E I have 6 Regions and worked to have all my Regions be in compliance and to work on player growth We grew our Area League and All Star teams from 6 teams per division to 16 teams to give more players the opportunity to play more games and ran the tournament over a three weekend  
As SD I have worked very hard to get all my Area in compliance and to use all the programs that National put out We were not 100% but we were very close

AYSONAGM24

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

### **List any certifications, coach license level, referee grade level, etc.:**

I am certified in all ages up to National Coach for coach. I am a Region Referee and a Advanced management Instructor

### **List any other non-profit experience and accomplishments (e.g., board and committee positions):**

N/A

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

### **Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

My professional experience is I was a Service Manger for a Ford /Lincoln dealership and over see 25 technicians work with the customers to make sure they're 100% satisfied I believed that is why I was able to deal with parent so well and handle any issues or problem efficiently

## **STATEMENT OF CANDIDACY:**

---

### **Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

I am running for the National Board because I think I have years of experience that I can contribute to the board. My main philosophies are anything we do should make it better for the players and to keep our program the best it can be. I also think we need to keep working to make it easier for our Region to run the Region and have programs that are easy to work with My vision is to grow our program to the numbers they were and to keep making this program the best



# DOUG RYAN

## NOMINATION POSITION

National Board of Directors / National President

## CONTACT

Phone: (602) 421-2435

Email: refryan@cox.net

## SECTION/AREA/REGION

12/D/1046

## AYSO EXPERIENCE

---

### List all AYSO volunteer positions held and include number of years:

**Section:** Section Director 3 years, Section Referee Administrator for 2 years

**Area:** Did not hold any Area positions but, regularly assisted my Area.

**Regional:** RC 3 years, RRA 3 years

**National Programs:** NBOD 7 years, National Referee Commission Chair 3 years (before commissions were disbanded), Liaison to the Referee Council for 7 years

**Instructor:** National Referee Instructor 8 years, Advanced Management 12 years

**Tournament:** Tournament Referee Admin 3 years

**Other:** National Referee for 12 years

### List accomplishments or achievements resulting from your participation with AYSO:

As an NBOD member and the National Treasurer, I helped promote and guide the digital transformation of our financial tools. This allowed AYSO to become more agile in how we manage finances at the S/A/R level, allowed for electronic banking, and established the use of a corporate credit card to make the program operation easier while providing more timely oversight. This also allows AYSO to more easily compile the information needed to comply with our legal obligations at the State and National levels. These tools also helped us to reduce the resources and expenses incurred in preparation of these reports. As a Section Referee Administrator, we facilitated bringing the Ken Aston Cup Referee Tournament to our Section. As Section Director, we maintained our player count numbers, implemented 2 super camps in AZ and NM to better serve the volunteers and made the AYSO approved Challenge Program a Section program instead of just New Mexico. This eventually became part of the United program under my successor.

AYSONAGM24

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

### **List any certifications, coach license level, referee grade level, etc.:**

USSF Grassroots Referee (was a Grade 7 prior to the USSF changes), NJCAA Referee for Community Colleges

### **List any other non-profit experience and accomplishments (e.g., board and committee positions):**

AYSO Finance Committee, USSF Youth Council, HOA Architectural Committee,

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

### **Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

In my professional life, I am the Western Regional Sales Manager for an equipment manufacturer serving the municipal water and wastewater industry. I cover 12 western states managing a network of distributors and representative. I regularly call on engineering firms as well as utility operators speaking to a variety of people at all levels of experience. I believe that this experience has helped me at AYSO to help ensure that my communications are clear and understandable and that business plans are executed and monitored. I have attended value selling trainings as well as indirect leadership training that helps to empower people to achieve results while maintaining accountability for results. I will add that my AYSO instructor training also helps me to be more successful in my professional life as well.

## **STATEMENT OF CANDIDACY:**

---

### **Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

AYSO has embarked on a growth plan to ensure that we continue for the next 50 years. Being a part of the NBOD and helping to put us in a stronger financial position, we have the ability to expend some resources to focus on this task. Having been involved at all levels of AYSO from Regional to National Board as an executive member for 13 of my 25 years, I have witnessed the efforts to grow our numbers only to see them decline at average rates from 3% to 6% annually. The burden of growth has been placed on the Sections that do not always have the resources and time to facilitate starting up new programs.

In addition, the desires and volunteer engagement of today's parents has changed. As an organization, we must evaluate this area and find better ways to engage parents to volunteer. We have reduced the number of volunteer positions required to start a program and may have to look to alternative methods of operation during the start up phases. We are not alone in this challenge and there is more opportunity to work collaboratively with USSF and other National Affiliates to help develop plans on how to address increasing participation in soccer at all levels.

One of my goals on the NBOD and as President would be geared to embracing the potential for collaboration and maintaining each entity's identity while recognizing each other's strengths to align on a common mission of getting more involvement in youth soccer. Having been involved during my tenure, I believe that I can continue to help AYSO achieve a prominent place in the youth soccer landscape.



# PENNEY WAKEFIELD

**NOMINATION POSITION**  
National Board of Directors

**CONTACT**  
Phone: (810) 533-4201  
Email: penneyayso@gmail.com

**SECTION/AREA/REGION**  
8

## AYSO EXPERIENCE

---

**List all AYSO volunteer positions held and include number of years:**

**Section:** Section 8 Volunteer Coordinator 9 yrs, Section 8 Auditor 2 yrs

**Area:** 8D Area Director 4 yrs, Area Treasurer 1 yr, Area Auditor 2 yrs

**Regional:** Regional Treasurer 15 yrs, Assistant Regional Commissioner 5 yrs, Regional Coach 12 yrs, Regional Referee 12 yrs

**National Programs:** NBOD 3 yrs, National Nomination Committee 2 yrs, National Management and Systems Council: Board Liaison 3 yrs, Chair 1 yr and Co-Vice Chair 2 yrs, Audit Committee Board Liaison 3 yrs, NAGM Committee 1 yr, Finance Committee 1 yr

**Instructor:** Advanced Management Instructor

**Tournament:** N/A

**Other:** N/A

**List accomplishments or achievements resulting from your participation with AYSO:**

- Implemented the AYSO Wiki in order to help volunteers have access to information to help make their jobs easier.
- Recruited volunteers to be a part of the Systems Support Council and be trained in the new systems platforms. Also facilitated the creation of courses and videos for Sports Connect, Association Platform, AYSOU, and Divvy/QuickBooks to help volunteers understand how to use the systems.
- As the facilitator of the VIP workgroup, worked with volunteers to rebrand the program and change the name to EPIC, update the language on the website to be person first, and get EPIC training courses online.
- Worked with other volunteers to create an updated Audit Checklist to include the new financial systems platforms.
- Worked with AYSO Office staff to create a new Introduction to Instruction course as well as update the Management Instructor and Advanced Management Instructor course.
- Received the Section Director award for Section 8 in 2019 and 2023.
- As a member of the original committee to organize and run the Section 6/8 Expo with a positive bottom line.

AYSONAGM24



## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

### **List any certifications, coach license level, referee grade level, etc.:**

Certified 6U-12U Coach, Regional Referee, Treasurer, Auditor, Due Process, Dispute Resolution

### **List any other non-profit experience and accomplishments (e.g., board and committee positions):**

Flint Community Players Board Member/Treasurer 9 yrs Easter Seals of Michigan, Buick Open Coordinator 8 yrs

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

### **Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

I am currently a Special Education Teacher at Owosso High School, where I teach grades 9-12 in the areas of Civics, Economics, World History, and English. I have been teaching a total of 21 years. I have written curriculum in Social Studies, Career Education, English, and Personal Finance. Before teaching, I worked for a large bank where I was a Branch Manager as well as an Investment Specialist. I have operated my own consulting business where I completed various things for clients such as legal research and documentation. I hold a Bachelor's Degree from the University of Michigan in Public Administration. I also have a Master's Degree in Emotional Impairments from Eastern Michigan University and another Master's Degree in Learning Disabilities from Walden University. My experience as a treasurer for a non profit theatre company has given me experience in the finances of a non profit organization. My experience with Easter Seals where I organized all the volunteers for the Buick Open, a large PGA event gave me the experience of coordinating and scheduling large groups of volunteers doing various jobs.

## **STATEMENT OF CANDIDACY:**

---

### **Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

I have been a volunteer for AYSO since 2000. The majority of that time was spent at the regional level in a rural region. I have held positions at all levels of the organization (Section/Area/Region) and have an understanding of how the different levels work in order to keep AYSO a successful organization that uses the six core philosophies to provide world class youth soccer programs that enrich children's lives. I feel that my life experiences and ability to see things from multiple perspectives along with my problem solving skills will continue to make me a valuable member of the National Board Of Directors.

I am seeking reelection to the National Board Of Directors in order to continue the work I have started on the AYSO Wiki to help make it easier for volunteers to do their jobs and have more time to get out on the field with kids playing soccer. I also want to continue working with the National Board Of Directors and AYSO Staff to foster growth, financial security, and safety for our players and volunteers. AYSO has been around for 60 years and I want to see AYSO continue for another 60 years. The direction that the National Board Of Directors has been moving in to help foster the growth needed to help sustain AYSO is encouraging and I want to serve another term in order to help make sure we maintain the path we are currently on.

# 2024 QUESTIONS TO CANDIDATES FOR NATIONAL PRESIDENT

The National President candidates were asked to respond to a set of three questions. They were notified that their responses would be distributed to all Executive Members who are eligible to vote at the 2024 AYSO National Annual General Meeting (NAGM). The candidates' biographies, statements and responses to these questions are listed on the following pages. Please review them carefully in preparation for your vote in the upcoming election at the 2024 AYSO NAGM in Denver, CO.

**The questions posed to National President candidates for the candidate statement were as follows:**

## **AYSO EXPERIENCE**

---

**List all AYSO volunteer positions held and include number of years:**

Section Staff:

Area Staff:

Regional Staff:

National Programs Staff:

Instructor:

Tournament Staff:

Other:

**List accomplishments or achievements resulting from your participation with AYSO:**

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

**List any certifications, coach license level, referee grade level, etc.**

**List any other non-profit experience and accomplishments (e.g., board and committee positions.)**

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

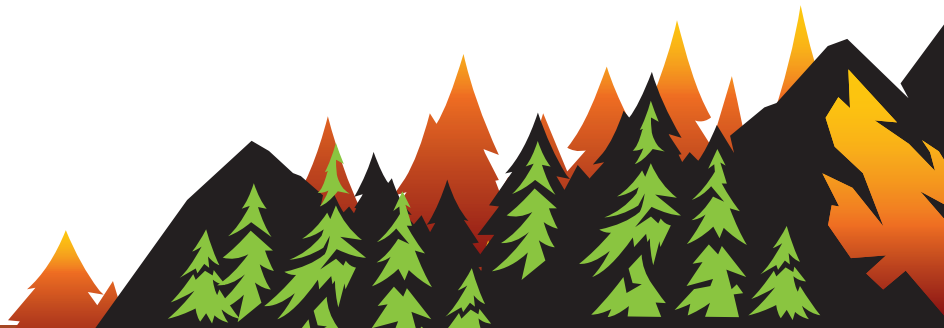
**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions.**

## **STATEMENT OF CANDIDACY:**

---

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision.)**

***Please Note:** The following responses from the candidates have been inserted as submitted by the candidate. The text has been formatted to fit this document. No other alterations or edits were made.*





# DOUG RYAN

## NOMINATION POSITION

National Board of Directors / National President

## CONTACT

Phone: (602) 421-2435

Email: refryan@cox.net

## SECTION/AREA/REGION

12/D/1046

## AYSO EXPERIENCE

---

### List all AYSO volunteer positions held and include number of years:

**Section:** Section Director 3 years, Section Referee Administrator for 2 years

**Area:** Did not hold any Area positions but, regularly assisted my Area.

**Regional:** RC 3 years, RRA 3 years

**National Programs:** NBOD 7 years, National Referee Commission Chair 3 years (before commissions were disbanded), Liaison to the Referee Council for 7 years

**Instructor:** National Referee Instructor 8 years, Advanced Management 12 years

**Tournament:** Tournament Referee Admin 3 years

**Other:** National Referee for 12 years

### List accomplishments or achievements resulting from your participation with AYSO:

As an NBOD member and the National Treasurer, I helped promote and guide the digital transformation of our financial tools. This allowed AYSO to become more agile in how we manage finances at the S/A/R level, allowed for electronic banking, and established the use of a corporate credit card to make the program operation easier while providing more timely oversight. This also allows AYSO to more easily compile the information needed to comply with our legal obligations at the State and National levels. These tools also helped us to reduce the resources and expenses incurred in preparation of these reports. As a Section Referee Administrator, we facilitated bringing the Ken Aston Cup Referee Tournament to our Section. As Section Director, we maintained our player count numbers, implemented 2 super camps in AZ and NM to better serve the volunteers and made the AYSO approved Challenge Program a Section program instead of just New Mexico. This eventually became part of the United program under my successor.

AYSONAGM24

## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

### **List any certifications, coach license level, referee grade level, etc.:**

USSF Grassroots Referee (was a Grade 7 prior to the USSF changes), NJCAA Referee for Community Colleges

### **List any other non-profit experience and accomplishments (e.g., board and committee positions):**

AYSO Finance Committee, USSF Youth Council, HOA Architectural Committee,

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

### **Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

In my professional life, I am the Western Regional Sales Manager for an equipment manufacturer serving the municipal water and wastewater industry. I cover 12 western states managing a network of distributors and representative. I regularly call on engineering firms as well as utility operators speaking to a variety of people at all levels of experience. I believe that this experience has helped me at AYSO to help ensure that my communications are clear and understandable and that business plans are executed and monitored. I have attended value selling trainings as well as indirect leadership training that helps to empower people to achieve results while maintaining accountability for results. I will add that my AYSO instructor training also helps me to be more successful in my professional life as well.

## **STATEMENT OF CANDIDACY:**

---

### **Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

AYSO has embarked on a growth plan to ensure that we continue for the next 50 years. Being a part of the NBOD and helping to put us in a stronger financial position, we have the ability to expend some resources to focus on this task. Having been involved at all levels of AYSO from Regional to National Board as an executive member for 13 of my 25 years, I have witnessed the efforts to grow our numbers only to see them decline at average rates from 3% to 6% annually. The burden of growth has been placed on the Sections that do not always have the resources and time to facilitate starting up new programs.

In addition, the desires and volunteer engagement of today's parents has changed. As an organization, we must evaluate this area and find better ways to engage parents to volunteer. We have reduced the number of volunteer positions required to start a program and may have to look to alternative methods of operation during the start up phases. We are not alone in this challenge and there is more opportunity to work collaboratively with USSF and other National Affiliates to help develop plans on how to address increasing participation in soccer at all levels.

One of my goals on the NBOD and as President would be geared to embracing the potential for collaboration and maintaining each entity's identity while recognizing each other's strengths to align on a common mission of getting more involvement in youth soccer. Having been involved during my tenure, I believe that I can continue to help AYSO achieve a prominent place in the youth soccer landscape.



# GARY VAN OTTEN

## NOMINATION POSITION

National President

## CONTACT

Phone: (310) 779-3507

Email: gwvanotten@gmail.com

## SECTION/AREA/REGION

11/Q/57

## AYSO EXPERIENCE

---

### List all AYSO volunteer positions held and include number of years:

**Section:** Section Coach Administrator - 5 years

**Area:** Area Referee Administrator - 3 years

**Regional:** RCA - 4 years; Division Coordinator - 4 years; VIP Coordinator - 3 years; Team Balancing Coordinator - 6 years; Coach 17 years; Referee - 19 years

**National Programs:** National Board Member - 1 year; Chairman, National Coach Council - 4 years

**Instructor:** Coach Instructor

**Tournament:** N/A

**Other:** National Expo Task Force, 2016

### List accomplishments or achievements resulting from your participation with AYSO:

National Coach; National Referee; 400+ games coached; 500+ games refereed; 2022 Coach Spirit Award

Co-authored "The Pitch Plan" (National Coaching Program initiative); co-writer of 5 Expo workshops (referee and coach track); directed development of AYSO Wiki coach page; developed "AYSO Coaching, The Basics" and "The Coach Toolbox" documents; initiated the coaching continuing education unit (CEU) program; developed Area Q Referee Mentoring Program; developed Region 57 Coach Mentoring Program

Initiated the Kerlan-Jobe/AYSO relationship; established initial AYSO/United Soccer Coaches Women Coach Advocacy group relationship; with Section Directors (Audrey and Jane) initiated partnerships between S11 and USL Orange County Soccer Club, and between S1/S11 and MLS LA Galaxy.

AYSONAGM24



## **OTHER SPORTS RELATED OR NON-PROFIT EXPERIENCE:**

---

**List any certifications, coach license level, referee grade level, etc.:**

N/A

**List any other non-profit experience and accomplishments (e.g., board and committee positions):**

Chairman, Board of Trustees, Community Church Corona Del Mar - 5 years

## **PROFESSIONAL EXPERIENCE AND TRAINING:**

---

**Describe your personal or professional experience and training. Include any skill sets (e.g., educator, manager, financial, business, etc.) that you believe will be useful to the NBOD and/or National President positions:**

BS Chemical Engineering, Oregon State University; DuPont/Business Manager, Sales Manager, Plant Manager - 16 years; business owner - Lipscomb Chemical Company (distribution company) - 20 years.

My professional experience, along with my AYSO experience, give me a background working within, and managing, for-profit and non-profit/volunteer organizations, including those such as AYSO with wide geographic, economic, and demographic diversity.

## **STATEMENT OF CANDIDACY:**

---

**Provide a statement on why you are running for a NBOD and / or National President position. Why do you think you can make a significant contribution to the organization in this role? Be specific, but brief (e.g., strengths, goals, objectives, vision):**

The reason I am running for the office of National President is the same reason I ran for the NBOD. I strongly believe in the worth of the AYSO Vision Statement, "To provide world class soccer programs that enrich children's lives". And, while I believe that AYSO continues to lead the way in the youth soccer landscape, I believe our organization can and must do more to honor that vision by:

- 1) focusing more of our efforts and resources on what is happening on the pitch.
- 2) providing proactive support to our Regions.
- 3) fostering collaboration between all parts of the AYSO organization.
- 4) improving our internal communications, both up and down the organization, and back and forth to and from those on the pitch (our volunteers, the kids, and the parents).
- 5) strengthening the quality, quantity, and delivery of the "AYSO story" into the current and potential youth soccer landscape.
- 6) continually emphasizing improvement in the quality of AYSO coaching.

I believe that if we do these things well we ensure the health and growth of this organization that we love. More than that, we will continue to advance the AYSO Vision, and that means enriching more and more children's lives through their AYSO soccer experience.

I have the soccer, volunteer organization, nationwide, and business management background to understand the nature of, and needs of, this diverse organization called AYSO. Along my AYSO volunteer path I have a history of collaboration, innovation, and results that have made a difference, in my Region, Area, Section, the National Coach Council, the NBOD, and in both the refereeing and coaching disciplines. I will bring that knowledge, effort, ability, and willingness to both serve and lead, to the office of National President.

60 YEARS AGO,  
SOME AMERICAN KIDS  
STARTED PLAYING A  
STRANGE, FOREIGN SPORT.  
A SPORT WHERE YOU  
DIDN'T USE YOUR HANDS,  
BUT YOUR FEET.  
AND SO, WITH THE HELP  
OF DEDICATED, ALMOST  
EVANGELICAL  
VOLUNTEERS,  
THE AMERICAN YOUTH  
SOCCER ORGANIZATION  
WAS BORN.  
OVER TEN MILLION  
PLAYERS LATER,  
AYSO HAS CREATED  
A LOVE FOR THE GAME  
THAT PASSES FROM  
PLAYER TO PLAYER,  
GENERATION TO  
GENERATION.

60 YEARS OF



SOCCER INNOVATION



# 2024 COUNCIL REPORTS

*Built on the power of volunteer support, AYSO brings together community members to coach, referee, and support their local Regions with the ultimate goal of creating a fun, family-friendly environment where your child can grow and develop their soccer skills, social skills, and leadership abilities for life.*

# AYSO



# RUNS ON VOLUNTEERS!





# 2024 COUNCIL REPORTS

## NATIONAL COACH COUNCIL

### 2023 National Coach Council Year-in-review

The NCC identified key areas critical to developing a stronger coaching program, recognizing the critical role our coaches play in the everyday success of AYSO. In 2023 the Council identified focus areas as part of “The Pitch Plan” with a goal of “improving the AYSO National Coaching Program on field delivery and local play environments”. The components of “The Pitch Plan” are defined below:

- “A Kick in the Grass” – Develop a program for, and train, a new cohort of AYSO Coach Educators and Coach Educator Developers (CEDs). CEDs will offer both courses and continuing education to AYSO Coach Educators and coaches. Local in-market Coach Educator training courses and a residential CED Course in CA will be offered.

Program to launch in 2024 (pending funding approval)

Progress:

Pre-course modules, completed

In-person classroom draft, completed

Field content pre-course, in-person class, and field draft, completed

CED Application process under review

- “If You Brand It” – Develop an “AYSO Coaching” brand. Make every AYSO coach recognizable on the pitch and at training sessions. Launch an internal marketing and recognition program, “Proud AYSO Coach”. Utilize partners to help attract, recognize, retain and develop our AYSO coaching cohort.

Logo developed to build AYSO Coaching brand

National coach shirt to be provided as coaches complete coach training

Working with partner Augusta Sportswear to distribute samples at NAGM

Creating an AYSO coach storefront to offer more branded kit choices to coaches



- “Lend a Hand” – Refine the amount of quality content available, received, and used at the player/coach/parent interface (the pitch). Easily available and practical assets to improve their experience and ultimately the environments. Includes structured follow-up and touchpoints and communications for ongoing support. (Cliff notes, non-negotiables.) Includes data tracking on agreed metrics to gauge impact.

Reviewed status of player/coach/volunteer data access; distributed draft of initial “bite-sized” and “directed” coach ed document; establishing MOJO/Region pilot cooperative effort



# 2024 COUNCIL REPORTS

## NATIONAL COACH COUNCIL cont.

- “Tell the Story” – Improve AYSO internal and external marketing to current and prospective families, players and coaches. Aggressive and innovative social media campaign.

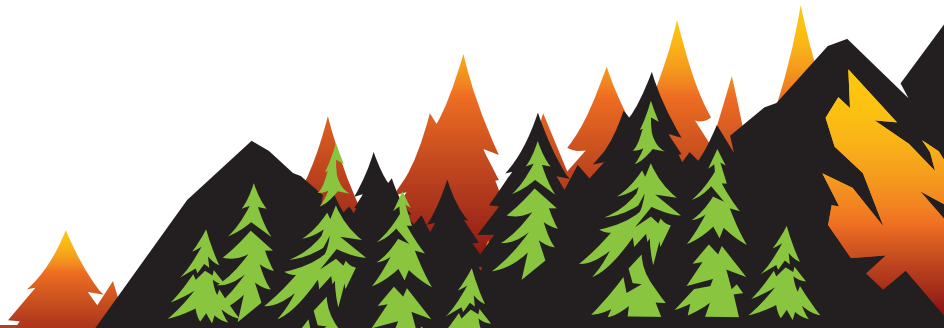
Group will take the output of the other work groups and communicate the messages to the broader AYSO community through newsletters, such as The Insider and Hey Coach, as well as promotional materials that can be shared at the AYSO EXPOs, Section and Area level super-camps and coach training events. Internal and external social media promotion will be designed and driven by existing staff and new Social Media Specialist.

### 2024 NCC Projects:

- Touchline behavior Expo/CEU Course - (collaborate with NRC in this important area)
- Update SCA/SRA job descriptions
- U14 free substitution coach training
- Establish Co-ed Play Guidelines
- Evaluate and implement program(s) to drive Expo coach attendance

### National Coach Council Members:

- 1 Mike Riley, Chair
  - 2 Brandan Ricks
  - 3 Scott Gorgas
  - 5 Curtis Walker
  - 6 Marla Humphries-Dolnick
  - 7 Wendy Kinimaka
  - 8 Mike Gesler
  - 9 Jessica Chadwick
  - 10 Mark Savel
  - 11 Vince Rodriguez
  - 12 Ed Smith
  - 13 John Dutton
  - 14 TBD
- AYSO Office Scott Snyder  
NBOD Gary Van Otten





# 2024 COUNCIL REPORTS

## NATIONAL REFEREE COUNCIL

### 2023 National Referee Council Year-in-review

1. Conducted Quarterly Zoom Sessions of the National Referee Council (Feb, Apr, Aug, Dec)
  - a. In-Person meeting held at AYSO Office in February
    - i. Identified strategic actions to support growth
  - b. Included SDRIs and SDRAs as much of this year was focused on training and assessments
2. Charter and Mission statement updated for 2024 and ready for release
3. Updated and released Referee EXPO materials
  - a. Referee EXPOs conducted
  - b. Two new Referee EXPO Workshops released
    - i. Electronic Communication Guideline
    - ii. Why can't we be friends?
4. Released a new certification course – Referee Mentor
5. Whistle Stop regularly published
6. Created an annual calendar of activities
7. Updated and released:
  - a. 8U Official Course and Exams
  - b. Regional Referee Course and Exams
  - c. Online Regional Referee In-Person Companion Course
  - d. Intermediate Referee Course and Exams
  - e. Advanced Referee Course and Exams
  - f. National Referee Course and Exams
  - g. Referee Instructor Course and exams
  - h. Referee Instructor Evaluator Course
  - i. Advanced Referee Instructor Course and exams
  - j. Referee Assessor Course and exams
  - k. National Referee Assessor Course and exams
  - l. Referee Mentor Course and exam
  - m. Regional Referee Administrator and Area Referee Administrator Courses
  - n. Referee Upgrade Forms
8. Referee Manuals updated and released
  - a. National Referee Program
  - b. AYSO Referee Guideline
  - c. Referee Instructor Resource Book
  - d. Recruiting and Retaining Referees
  - e. Referee Mentor Handbook
  - f. Regional Referee Administrator
  - g. Area Referee Administrator
  - h. Youth Referee Manual





# 2024 COUNCIL REPORTS

## NATIONAL REFEREE COUNCIL cont.

- 9. Referee Online Course updates
  - a. Summary of AYSO LOTG
  - b. 8U Official On-line Course
  - c. Online Regional Referee Course
- 10. Things that are in work or to be worked in 2024:
  - a. In-Person NRC Meeting in March to address AYSO Goals
  - b. Continue updates of the Spanish version of the courses/exams
  - c. Course/exam/manual updates after updated Law release

### National Referee Council Members:

Section	SRA
1	Rick Roberts
2	Daniel Haak
3	Peter Goldberger
5	Scott Klocko
6	Alan Tribble
7	Ronald Sakamoto
8	Larry Barnes
9	Darrell Wamhoff
10	Linda Kovar, Chair
11	Ben Murray
12	Thomas Perez
13	Harry Champion
14	Paul Picard
NBOD	Doug Ryan
AYSO Office	Karen Mihara





# 2024 COUNCIL REPORTS

## NATIONAL REFEREE COUNCIL cont.

Annual Calendar of Activities (Included as Appendix B of Mission Statement)

### February

- EXPOs begin
- Identify leads for training material updates

### March

- Quarterly Council Meeting
- IFAB LOTG update
- Start changes to Referee Training Materials
- EXPOs

### May

- Update supporting Referee Manuals/Documents

### June/July

- Quarterly Council Meeting
- Release updated training materials/manuals/documents
- Review EXPO Workshop descriptions

### September/October

- Quarterly Council Meeting
- Review/update/release EXPO workshops (10/31)
- Council Chair nominations

### December

- Quarterly Council Meeting
- Elect Council Chair
- Year-in-review document
- Review/update Charter
- Review/update Calendar



# 2024 COUNCIL REPORTS

## NATIONAL SAFETY COUNCIL

The Safety Council is completing the second year as a formed AYSO council addressing safety topics, providing safety education, and providing safety guidance to the organization. The Safety Council is made up of AYSO National Board of Directors members, National Staff and AYSO Volunteers from across the country. The Safety Council regularly meets bi-monthly by Zoom. The Safety Council met in-person on December 8<sup>th</sup> & 9<sup>th</sup> and accomplished several tasks from our goals and backlog.

**Council Members:** Christina Bentley, Nicole Cunnea, Marla Humphries-Dolnick, Steve Ferry, Teresa Gunn, Harvey Henderstein, Megan Gonzalez, Brian Mohling, Dana Miller, Peter McKinney, Justin Smith, Jeff Wolfe

**Co-Chairpersons:** Erick Bennett, Jill McKinney

**Board Liaisons,** Rick Buiteweg, Margie Close, Ruben Gonzalez

**Staff:** Karen Mihara, Morgan Tookey

### Completed Goals from MY2023/2024:

- Recruited additional council members.
- Created four work groups to address new topics and backlog items.
- Created and held the Expo's Safety First - Playing It Safe course that addressed safety planning for what to do when incident occurs.

### Goals for MY2024/2025:

- Continue to work on a safety manual and submitted several policies to the AYSO NBOD for consideration.
- Continue to create AED policy and roll out information for New York, California and across the country.
- Collaborate with the Management Systems Council to add safety information onto the Wiki.
- Collaborate with the Referee and Coach Councils to create a single Code of Conduct.
- Create guidance for information on Emergency Response to incidents.
- Create guidance for field safety concerns with players, spectators, volunteers and parents.
- Create updated Kids Zone information.
- Create guidance for mental health issues on the fields and with participants.
- Create guidance for service animals at the fields.
- Create safety guideline updates for EPIC.
- Continue to recruit council members for representation from all AYSO Sections.



# 2024 COUNCIL REPORTS NATIONAL MANAGEMENT & SYSTEMS COUNCIL

## National Management & Systems Council Annual Report MY23

This year, the National Management Council and the National Systems & Implementation Council were merged into the National Management & Systems Council and has worked on the following areas over the past year:

- **Wiki work:** A lot of work has been done updating the wiki.
  - Seven board positions (called volunteer roles on the wiki) received large updates. Our main goal was to create a “manual” for those positions on their respective wiki pages.
  - The positions that were worked on were: **\*\*Regional Commissioner\*\*Treasurer\*\*Registrar\*\*CVP A\*\*Safety Director\*\*Area/Section Auditor\*\*Division Coordinator**
  - A step by step- how to guide was created for the updated “Audit Checklist” to help Auditors navigate the financial systems when completing Regional/Area audits.
  - Adding and/or updating pages as a result of calls to the Zendesk were completed by members of the council as well as staff members
  - ❖ **450+ new pages have been added/updated since May 2023**
  - ❖ **From 4-15-23 to 4-16-24 there were 115,460 visitors to the wiki, up 193% since last year and 274,585 page views, up 213% since last year!**
- **Expo Survey:** In order to help gather information regarding courses offered at Expos, the council created a survey that could be used universally for all expo courses at all expos. A unique QR code was created for each course and added to the last slide of the respective course to allow participants to complete the survey for that specific course. The results are separated out after each expo and shared with that Section’s SD so they can share it with their instructors and use it to help plan what courses to offer at next year’s Expo.. We will also share with the other councils so they can use the information to determine any changes/updates that may be needed for their discipline’s courses. We hope that this information will help each discipline plan for any changes that need to be made to current courses. As of April 1st, five expos have been held and these are the number of surveys that have been completed:
  - ❖ Section 6: 156 responses
  - ❖ Section 5/14: 191 responses
  - ❖ Section 3: 55 responses
  - ❖ Section 8: 285 responses
  - ❖ Section 13: 140 responses
  - ❖ Section 1/10/11: 319 responses
  - ❖ Section 2/9/12: 200 responses

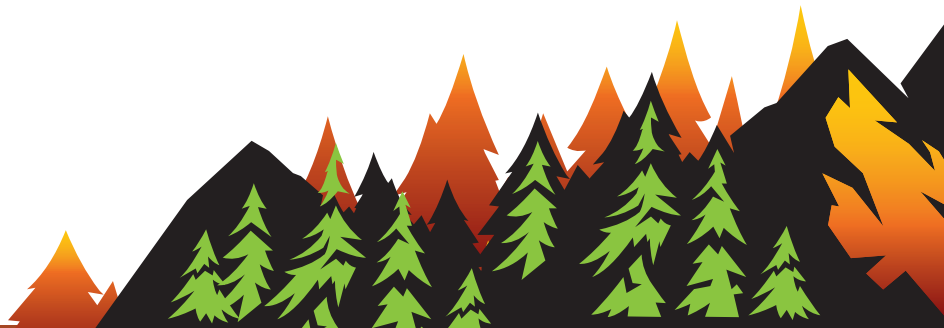


# 2024 COUNCIL REPORTS NATIONAL MANAGEMENT & SYSTEMS COUNCIL cont.

- **New Courses:** A few new Management courses were created and offered for expos this year.
  - ❖ **Auditor Q & A:** for auditors to understand how to audit S/A/R using the new financial systems
  - ❖ **Systems for an RC or CVPA:** how to pull important reports from the systems in order to help determine volunteer compliance in training (this was a pilot offered only at Section 8. Based on feedback, we will look to make it an expo course available for all Sections)
  - ❖ **Divvy/QuickBooks Directed Q&A**
  - ❖ **Sports Connect Directed Q&A**
  - ❖ **Association Platform Directed Q&A**
  - ❖ **AYSOU/eTrainu Directed Q&A**
  
- **Plans for the future**
  - Looking whether it will be beneficial to offer systems courses specific to a board position
  - Working to merge pages on AYSOvolunteers.org to the wiki
  - Continued work on checklists to help set up new regions/programs
  - Continuing to update/add to the wiki based on feedback from Zendesk tickets

**Members:** Jason Holzhausen, Chair, Joey Catuara, Matthew Skoll, Annette Sweetman, Ginnie Pittman, Jennifer Hoffman-Little, Jason Lanier, Mark, Will, Richard Goldberg, Dekker Pfab, Barbara Sano, Traci Alavarez, Peter McKinney, Ryan Clark, Frank Gallucci, David Kuiper, Tim VanWorkem, Dan Klein, Lisa Blakenship, Wendy Smith, Samantha Counselman, Jill McKinney, Eileen Tabert, Aaron Walksler, Steve Robinson, Jeff Bailey, Nick Pisca. **NBOD Liaisons:** Penney Wakefield, Michael Cassidy, Kris Graff

**Staff Liaisons:** Paula Muesse, Cecilio Rodarte







# Welcome AYSO PLAY! to the AYSO Family!

*AYSO has flourished for 60 years because we have been steadfast in our mission, vision, and values, while consistently leading and innovating in youth soccer. The launch of AYSO PLAY! in January 2024 marks another bold step forward. This initiative elevates the concept of “Everyone Plays” to a whole new level, by expanding access to the game and fostering soccer development in new communities through new ways of starting programs up.*

## PROGRAM OVERVIEW

AYSO PLAY! is tailored to simplify the introduction of soccer to new communities. Our approach deviates from traditional team-league structures by offering clinic and camp-style sessions that do not require formal teams, scheduled matches, nor even specific seasons. This program is built on three foundational pillars:

### ACCESSIBILITY

By bringing the game directly to the players, we leverage a variety of non-traditional venues to connect with communities right where they are, literally and figuratively.

### AFFORDABILITY

AYSO PLAY! addresses the pay-to-play barrier by offering low-cost and sometimes no-cost entry points, ensuring that any child who wants to play, can. Our flexible, community-focused model allows rapid deployment of soccer activities, providing exceptional value.

### AYSO QUALITY

With a legacy of innovation, leadership in safety, training, and education, along with top-tier curriculum resources, AYSO PLAY! embodies the highest standards of soccer training and child development outcomes that have always been at the heart of everything AYSO does.





# EXPANDING REACH & BUILDING PARTNERSHIPS

*In less than six months, AYSO PLAY! has achieved some remarkable milestones:*

## GROWTH

So far, we've established 8 AYSO PLAY! Hubs nationwide, at over 125 session locations. By the end of this membership year, we anticipate registering over 9,000 new players. Plans for next year include doubling the number of Hubs and tripling new player volume.

## EDUCATION

Perfectly aligned with after-school programming needs, AYSO PLAY! has been implemented in at least 15 middle and elementary schools within our hubs. Additionally, we have been awarded approved vendor status by 3 school districts, winning bids solicited for district-wide services via RFP (Request for Proposal).

## PROFESSIONAL SOCCER LEAGUES

We've partnered with San Diego Wave FC (NWSL) for community outreach and are in discussions with other professional teams across various leagues to expand our impact as a co-branded programming arm.

## U.S. SOCCER / COMMUNITY IMPACT

Our community-forward focus and proven ability to execute new programs that have staying power, has made a believer out of the U.S. Soccer Federation. Recently, AYSO was selected to organize a series of events in Atlanta, consisting of five clinics over four days, reaching diverse community groups and first-time soccer players. The result is we are now seeding community-based programs that will reach over 300+ new players starting this summer and into the fall. Notably, the "U.S. Soccer + AYSO PLAY! Community Clinic Series" concept borne out of the Atlanta event will continue as an ongoing activity: Series #2 will happen right here in Denver, May 28-30.

## A LEGACY OF TRUST AND INNOVATION

It's become clear that AYSO PLAY! is succeeding because of all the incredible work our volunteers have done in making AYSO a brand of uncommon stature. Community leaders, educators, and other youth serving organizations know that AYSO is a true community-forward partner.

*It's been 60 years of building this sterling reputation that we are leveraging now to propel us forward, enabling us to introduce the joy of soccer to more kids in more communities.*



# 2024 AYSO SPIRIT AWARDS

*We are proud to present this year's AYSO Spirit Award winners. The AYSO Spirit Awards were established to annually recognize one volunteer in each of the disciplines, Coaching, Refereeing, and Management, from National Councils or members of a Section's Coach, Referee, or Management Staff.*



## COACH SPIRIT AWARD WINNER **MARLA HUMPHRIES-DOLNICK**

Marla Humphries-Dolnick is the Section Coach Administrator for Section 6. Through her annual attendance at the United Soccer Coaches Convention, she has imagined and then developed new courses for the coaching track at Section 6 EXPO.

Marla sets the coaching sessions, recruits the instructors and annually manages the courses for the coach track. Marla is also the primary coach instructor-trainer for Section 6

She continues to mentor instructors and coaches for both her own Region and neighboring Regions. Marla has been an integral member of the AYSO National Coach Council (NCC) since its inception in 2019. Her willingness to take on tasks in support of the AYSO National Coaching Program, including helping advance the "Coaching Female Players" and "Recruiting and Retaining Women Coaches" EXPO sessions, has been a big reason for the success of the NCC in adding to the resources available to our AYSO coaches.

*Marla is a great example of commitment to AYSO and to providing the best experience possible for the kids and the volunteers who coach them - providing a quality youth soccer program that enriches everyone's lives.*





*The AYSO Spirit Award is recognized in perpetuity in part by former National Board of Directors Member and Section 5 Director, LTC Thomas A. Simcox, U.S. Army Retired, and his family.*



## MANAGEMENT SPIRIT AWARD WINNER **JEFF BAILEY**

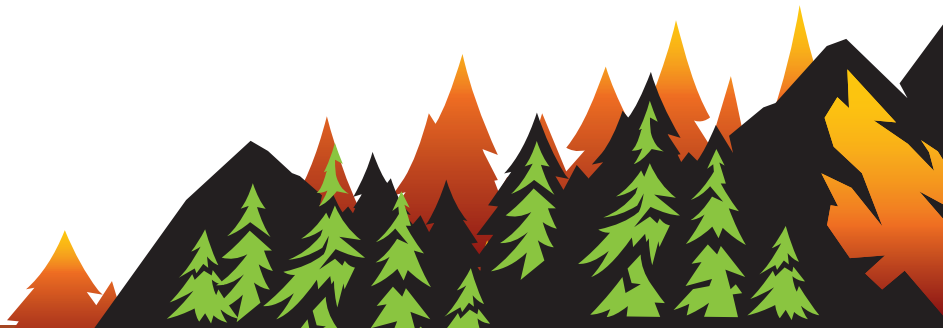
Jeff Bailey has been a volunteer for seven years in Region 45 in Mountain View, CA, serving as CVPA, coach and referee. He started the Region EPIC program in the Fall of 2023.

Jeff has a 14U daughter and a son who plays EPIC. Jeff's passion for EPIC started with wanting a program for his son to be able to play. Described as one of the most enthusiastic and passionate volunteers by his fellow Regional board members, Jeff has been the registrar for the El Palo Alto Tournament for two years.

Jeff is a member of the EPIC workgroup and one of the four charter members of the National Systems and Implementation Council (which merged with the National Management Council in 2023). Jeff has been an invaluable member of both groups. He serves as the "Wiki Consultant" on the Council.

He has worked behind the scenes on the wiki and has saved AYSO resources by being able to do tasks which would normally be paid for: finding the vendor, setting up the hosting, redesigning the site, hosting trainings, setting up analytics, laying out pages - all invaluable.

*Jeff is a helpful and humble volunteer extraordinaire.*





# 2024 AYSO SPIRIT AWARDS cont.



## REFEREE SPIRIT AWARD WINNER **ANNETTE TANAKA**

Annette Tanaka started in 2000 as a volunteer in AYSO as the Region 381 CVPA. She became certified to instruct referee, coach and management courses while beginning to coach and referee.

Over the years, she discovered that her main love was refereeing. To promote the AYSO Referee Program, she developed a youth volunteer program, recruiting and mentoring older players to referee, who she mentored each weekend. Annette brought her cadre of youth to referee the 10U games at Section 7's annual tournaments. They had fun and did an excellent job.

Annette developed herself as a Referee, Coach, and Management Instructor. In 2015, she took on Assistant RRA, facilitating and implementing the Region's referee program, becoming the RRA in 2019. Annette supported the information technology portion of Regional administration and was appointed to the position of Region 381 Commissioner in 2023. Annette has supported her Area and Section, teaching courses, Area 7E Road Shows and Section 7 EXPOs. She became the Section 7 Director of Female and Youth Referee Development in 2023.

*Annette is the epitome of volunteerism in AYSO.*





*The AYSO Spirit Award is recognized in perpetuity in part by former National Board of Directors Member and Section 5 Director, LTC Thomas A. Simcox, U.S. Army Retired, and his family.*



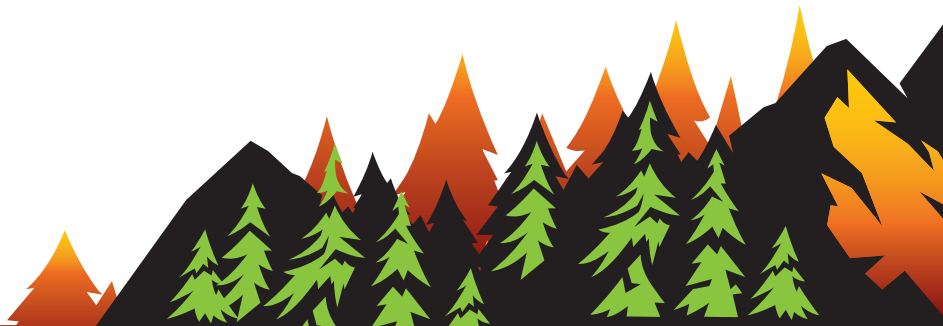
## EPIC ENRICHMENT AWARD WINNER **PENNEY WAKEFIELD**

Penney Wakefield is a 24-year AYSO volunteer -- 16 years in Region 821. During this time, she ensured the VIP program was implemented, working with players and their parents to place them on core teams where they could be successful.

After becoming the Area 8/D Director, Penney encouraged local Regions to promote the EPIC program so every person that wanted to play could. In 2021, when elected to the NBOD, she was tasked with revitalizing the "VIP workgroup" and has led a group of volunteers -- all parents of EPIC players. By working with AYSO staff and sponsor Augusta to rebrand VIP -- EPIC was born.

Penney visited EXPOs to promote the brand change and the EPIC grant program helping Regions start or renew programs. Penney has spoken for AYSO at the US Soccer Disability Month Event and promotes EPIC instructing courses, updating and dispersing information through AYSO's Wiki.

*Penney is a Special Education teacher and volunteer for Easter Seals. Her passion for ensuring people with disabilities have equal access to all things, including playing soccer, is unparalleled.*



# 2024 AYSO HALL OF FAME



## ROBERTA MALCOLM

Roberta Malcolm was instrumental in AYSO getting a strong foothold in the Alabama area. Her pioneering work resulted in AYSO being recognized as THE soccer program to provide recreational soccer in the city.

In 1989 she was the Region 498 Commissioner and served two years, then became the Area 5/C Director until 1993. She served on the National Board of Directors from 1993 - 2002 and was a Vice President and Treasurer - showing that AYSO was open to the contributions of female leadership, unlike many sports organizations at the time. She taught many about how AYSO was managed at the National level. She embraced the emphasis AYSO has on developing players and providing a fair, fun, and safe soccer experience.

Roberta left the NBOD and returned to her home Area, assuming the role of AD once again until 2006. She also returned to coaching and Area Treasurer from 2006-2010. Her hard work helped Region 498 become the largest in the Area 5/C -- over 1000 players -- and one of the largest in Section 5, and grew Area and State tournaments which gave hundreds of kids the opportunity to participate.

Bert, as she is known, has a sense of humor, a willingness to help whoever, wherever, whenever, whatever. Her amazing talent was keeping the mood in the room light and getting a point across.

*Her priorities were always the players and volunteers and she used her skills as a management instructor to enlighten and enrich many volunteers. It is people like Roberta who show us what true servant leadership and caring is.*







*The AYSO Hall of Fame was established in 1996 to identify and acknowledge those extraordinary individuals who have made a historic contribution to the foundation, growth, enrichment, and positive reputation of AYSO and the sport of soccer for children.*

## FRANCES STRONKS



Frances Stronks' profound impact on the organization began 50 years ago when she began her volunteer journey. Building up Region 7 in Westchester, CA, including securing fields that are still used today, she moved through the ranks to serve in almost every leadership position.

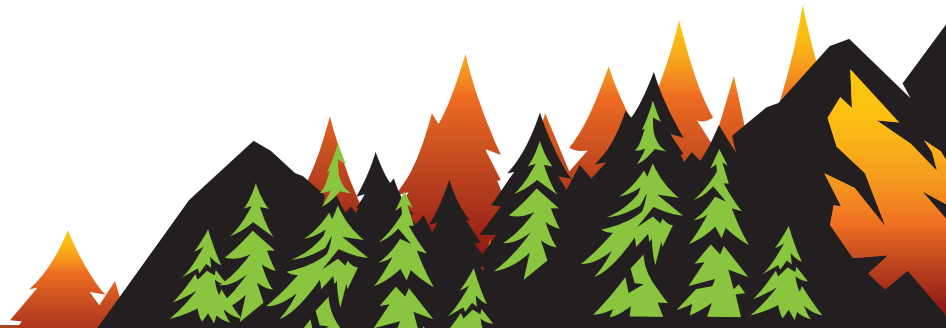
Frances championed the Very Important Player (VIP) -- now EPIC - when it was first introduced in 1991. The National Games thrived from her input and direct involvement.

She served as the Section One Director for two separate stints, leaving to serve on the National Board of Directors from 2004 until 2007, and returning with the passing of her Section successor in 2008. Her time spent on the NBOD gave great depth to the leadership team.

She was a leader in every sense of the word...soliciting new ideas, working compromises among diverse Areas, encouraging diversity, recognizing and acknowledging the volunteer spirit that makes AYSO special. Her priority has always been the children of AYSO. Her concern for all kids was evident in every decision she was presented with to make. The first thought to enter her mind was "How will this benefit the kids?"

Frances inspired many to solicit more volunteers to join - enabling AYSO to be better and do even more for those kids. Frances is considered by many as one of the strong mentors in AYSO, being an open, honest and to-the-point person that says what she thinks -- a straight shooter.

*"I am convinced that if it were possible to look up AYSO in the dictionary, you would find the name Frances Stronks."*



# 2024 AYSO HALL OF FAME cont.



## EILEEN TABERT

Eileen Tabert's work in AYSO has been extremely impactful, particularly in the Management area and during her tenure as an NBOD member. Eileen moved throughout the leadership ranks of AYSO as a Regional Commissioner, Area Director, Section Director, and ultimately a National Board of Director where she served as a Vice President.

At each step, Eileen shared her successes and experiences with others to help AYSO leadership be more confident in their positions. Numerous EMs were embraced by this positive, educational and, more than anything, people person -- a true example of the AYSO volunteer many strive to be.

Eileen's contributions as a builder on the national level are embodied in the re-conception of Regional Commissioner training - in person at the AYSO Office.

That concept, and that curriculum, transformed the way volunteers prepare for the responsibility of managing their Regions and Areas. It provided new RCs a window into the full scope of the organization, its resources, its vision, and the responsibilities to protect it. Eileen continues to build, develop and deliver AYSO curriculum to volunteers at EXPOs across the country, influencing many of the courses as a writer and an editor. Her ability to teach, connect with and inspire volunteers is remarkable; countless have been inspired by Eileen throughout the years.

*Eileen's induction into the AYSO Hall of Fame is a fitting tribute to her remarkable contributions and unwavering commitment to the ideals and mission of AYSO.*





*The AYSO Hall of Fame was established in 1996 to identify and acknowledge those extraordinary individuals who have made a historic contribution to the foundation, growth, enrichment, and positive reputation of AYSO and the sport of soccer for children.*



## HOLLY VEACH

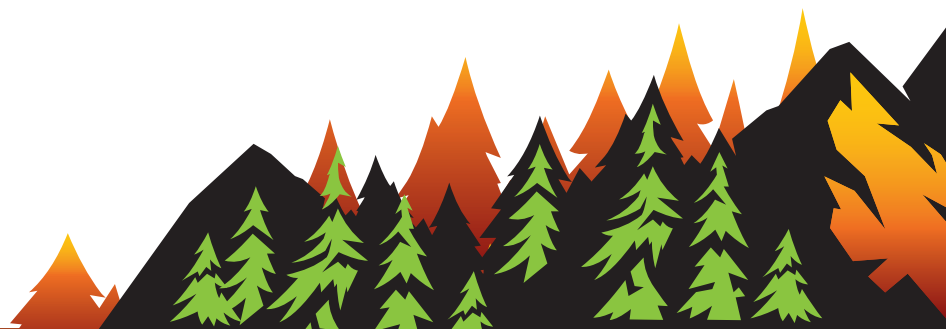
Holly Veach was hired at the AYSO National Support & Training Center in January 1997 while she was the Region 21 Commissioner in Hawthorne, CA. She started in the Volunteer Services Department, taking on responsibilities as AYSO grew and spread around the country.

Holly proved invaluable in guiding new Regions to get organized and function -- finding volunteers, fields, obtaining permits, setting up training were all accomplished as Holly held new leaders' hands. She took over maintenance of all Regional, Area and Section files, photos, videos -- items important to the history of a growing organization -- eventually becoming the key source person about AYSO's past.

Holly also tirelessly handled Risk Management/Safe Haven issues and insurance management, becoming an invaluable asset to the Legal Commission. Her integrity, attention to detail, frankness, and trust with confidential information was vital to the protection of the organization.

Determining eligibility of voters and confirming Executive Member votes at numerous NAGM's was put in her hands. "I don't believe I ever heard her say anything negative about anyone. That old Jump/How High metaphor fits her to a tee." To Holly, there were no dumb questions; all were treated with respect and the conversation never ended until the individual seeking an answer was completely satisfied.

*Cher, Usher, Madonna, Drake, Beyonce, Prince all have one thing in common - they are well known by just using one name. The same can be said for 'Holly'." Her name in the AYSO community means the expert on everything AYSO. While working at the office, she continued to volunteer. She is genuine and vintage AYSO - 40 years!*





*Thank you to all our NAGM event sponsors for helping to make this year a success!*



***SOCCER.COM***

AMERICAN YOUTH SOCCER ORGANIZATION  
AYSO Office • 19700 S. Vermont Ave., Suite 103 • Torrance, CA 90502  
800-USA-AYSO • www.AYSO.org