



**Florida Youth Soccer Association
Board of Directors Meeting – Thursday, December 11, 2025, at 6:30PM
Agenda**

- I. Call to Order
- II. Roll Call
- III. Adopt Agenda
- IV. Recognize Guests
- V. Approve Minutes of Previous Meeting
- VI. Correspondence
- VII. Reports
 - a. Administrative Officers (*No Written Reports*)
 - b. Additional Officers (*No Written Reports*)
 - c. Executive Director's Report
 - i. Program Reports (*See Written Report*)
 - ii. Media Summary (*See Exhibit A*)
 - iii. Financial Reports (*See Exhibit B*)
 - iv. [US Soccer Pathways Strategy](#)
 - v. Club Summit Feedback (*See Exhibit C*)
 - d. Standing Committees
- VIII. Unfinished Business
- IX. New Business
 - a. FYSA Foundation Grant (*See Exhibit D*)
 - b. Hall of Fame Rule Proposal (*See Exhibit E*)
 - c. 2027 AGM Date (*See Exhibit F*)
 - d. Board of Directors Structure
- X. Executive Session
 - a. Partnership #1 Agreement
 - b. Partnership #2 Proposal
- XI. For the Good of the Game
- XII. Adjournment

Meeting of Florida Youth Soccer Association's Board of Directors

October 19, 2025

Hybrid via Zoom

FYSA Office

2828 Lake Myrtle Park Rd

Auburndale, Florida 33823

Roll:

Present	Name	Position	Present	Name	Position
Yes	Daragh Cullen	President	Yes	Justin Lauer	Reg. B VP
Yes	Deborah Ruiz	VP Player/Coach Dev.	No	Hugo Arce	Reg. B Comr. N.
Yes	Eric Heidel	Secretary	Yes	Moncef Hadiji	Reg. B Comr. S.
Yes	Justin Goldman	Treasurer	Yes	David DiTillio	Reg. C VP
Yes	Mike Hyatt	VP Admin. & Comm.	Yes	Mike Callaway	Reg. C Comr. N.
Yes	Olaf Henke	VP Comp.	Yes	Ed Kinsey	Reg. C Comr. S.
Yes	Alice Smith	Registrar	Yes	Louis Richard	Reg. D VP
Yes	Marino Torrens	Reg. A VP	Yes	Melissa Alford	Reg. D Comr. E.
Yes	Russell Walker	Reg. A Comr. N.	No	Sean Acosta	Reg. D Comr. W.
Yes	Tom Tianich	Reg. A Comr. S.			

Minutes Recorded By: Eric Heidel

Action Items are in red; **Motions are in bolded italics and underlined.**

Quorum: Yes

Call to Order: The meeting was called to order at 9:04 a.m. EDT.

Roll Call: Roll was taken by Eric Heidel.

Adopt Agenda:

It was moved to adopt the agenda as presented.

Motion from: Olaf Henke

Second by: Tom Tianich

Voting Method: Voice Vote

Motion Carried

Recognize Guests:

Ryan Foley, Executive Director, FYSA;

Stephen Huff, Chair, Recognition Committee, FYSA;

Mike Sroka, Appointed Commissioner, FYSA;

Tony Williams, Chair, Community & Social Impact Committee, Chair; and

Rebecca Messina, Marketing Content Administrator, FYSA.

Approve Minutes of Previous Meetings:

It was moved to approve the minutes from the September 16, 2025 meeting of the Board of Directors as presented.

Motion from: Tom Tianich

Second by: Mike Callaway

Voting Method: Voice Vote

Motion Carried

Correspondence: To be discussed during Executive Session.

President's Report:

1. Moment of silence to recognize the loss of Barb Newton and Becky McLaren.
2. Meetings held with clubs and will continue in all regions; Seeking feedback as to reasons they choose not to work with FYSA and how FYSA can improve; Feedback thus far includes rules upon rules.

Secretary's Report: None.

Treasurer's Report: None.

Additional Board Reports:

1. Pre-submitted written reports from the Registrar, VP Competition, and Region B VP.
2. VP Admin. & Comm.: Jenn DiTillio stepping down from Rules Committee.
3. Region A Comr. South: Campaign to meet with each club; Working to clean up missing registrations and duplicate players in GotSport; Seven FSPL Pathway leagues meeting weekly to coordinate, specifically synchronizing rules across leagues.
4. Region C: Preparing for Commissioner's Cup; Zoom outreach meetings within region to understand issues; Considering a proposal to address how to cross-register players with FYSA and competitions in a less administratively burdensome fashion.
5. Region D: Girls in Soccer in new Navarre location and return to existing Tallahassee location; Commissioner's Cup at new location in Panama City.

Executive Director's Report: Pre-submitted written report.

Director of Coaching's Report: None.

Standing Committee Reports: None.

Unfinished Business:

It was moved to approve Tony Toledo, Tom Tianich, Stanley Smith, Andrew Kennelly, Chris Sessions, Larry Ferrol, and Alex Thompson as members of the Protest & Appeals committee.

Motion from: Olaf Henke

Second by: Russell Walker

Voting Method: Voice Vote

Motion Carried

It was moved to approve Deborah Ruiz, Jasmine Peralta, Samantha Ishee, and Melissa Alford as members of the Women in Soccer committee.

Motion from: Marino Torrens

Second by: Mike Hyatt

Voting Method: Voice Vote

Motion Carried

New Business:

It was moved to table discussion of the SSEC sponsorship broker proposal and contract to Executive Session.

Motion from: Tom Tianich

Second by: Russell Walker

Voting Method: Voice Vote

Motion Carried

It was moved to reject the United Soccer Association's request to reconsider the playing up restrictions for the U6 and U7 age groups.

Motion from: Eric Heidel

Second by: Marino Torrens

Voting Method: Roll Call; 11 in favor; 5 opposed

The Chair, Daragh Cullen, did not vote given there was no tie.

Motion Carried

It was moved to approve Central Florida United Soccer Academy, LLC's membership application.

Motion from: Justin Lauer

Second by: Marino Torrens

Voting Method: Voice Vote

Motion Carried

It was moved to approve Soccer NextGen Inc.'s membership application.

Motion from: Justin Lauer

Second by: Marino Torrens

Voting Method: Voice Vote

Motion Carried

It was moved to approve Naples Eagles Futsal Inc.'s membership application.

Motion from: David DiTillio

Second by: Mike Callaway

Voting Method: Voice Vote

Motion Carried

It was moved to approve South Tampa Soccer Club, Inc.'s membership application.

Motion from: David DiTillio

Second by: Mike Callaway

Voting Method: Voice Vote

Motion Carried

Executive Session:

It was moved to approve the SSEC sponsorship broker concept and fees and to authorize the Executive Director to negotiate the contract.

Motion from: Eric Heidel

Second by: Justin Goldman

It was moved to amend the immediately preceding motion concerning the SSEC contract to add that the final version of the contract must be brought to the Board for approval.

Motion from: Tom Tianich

Second by: Marino Torrens

Voting Method: Voice Vote

Motion Carried

It was moved to approve the SSEC sponsorship broker concept and fees and to authorize the Executive Director to negotiate the contract, the final version of which must be brought to the Board for approval.

Motion from: Tom Tianich

Second by: Marino Torrens

Voting Method: Voice Vote

Motion Carried

It was moved to adopt the written resolution incorporating the Review & Discipline committee's recommendation concerning a public hearing for Board member David DiTillio.

Motion from: Justin Goldman

Second by: Moncef Hadiji

Voting Method: Secret Ballot; 9 in favor; 6 opposed

The Chair, Daragh Cullen, did not vote given there was no tie.

The accused, David DiTillio, did not vote and was removed prior to the discussion and vote.

Motion Carried

It was moved to set a public hearing date for David DiTillio separate from the November 20, 2025 pre-existing Board meeting, the exact date being subject to further coordination of schedules with the accuser and accused..

Motion from: Mike Hyatt

Second by: Marino Torrens

Voting Method: Voice Vote

Motion Carried

It was moved to conclude Executive Session.

Motion from: Mike Hyatt

Second by: Moncef Hadiji

Voting Method: Voice Vote

Motion Carried

It was moved to ratify the motions from Executive Session which will be posted publicly given the motions, themselves, in this instance, do not contain confidential information.

Motion from: Justin Goldman

Second by: Ed Kinsey

Voting Method: Voice Vote

Motion Carried

For the Good of the Game:

1. Mike Hyatt: Barb Newton and Becky McLaren will be sorely missed. Becky should be nominated for the Hall of Fame.
2. Tom Tianich: Three Region A clubs participated in State Cup finals this weekend.
3. Ed Kinsey: Becky McLaren was instrumental in onboarding new Board members. Her recent passing is a great loss.
4. Olaf Henke: Olaf believes we sidelined dozens of players who will not be able to participate and that we need to focus more on ways to improve the game.

Adjournment:

It was moved to adjourn at 1:18 p.m. EDT.

Motion from: Justin Lauer

Second by: Moncef Hadiji

Voting Method: Voice Vote

Motion Carried



EXECUTIVE DIRECTOR & PROGRAM REPORTS

EXECUTIVE DIRECTOR

- Attended US Soccer Member Meetings in November for discussions about the Pathway Strategy, World Cup programming focus, and Soccer Forward initiatives.
- Meeting with potential partners and vetting proposals, initially valued at \$135k per year of new partnership revenue.
- FYSA welcomes a newly hired Competitions Coordinator. Interviews are ongoing for the Director of Sport Development and Director of Operations.
- Finalizing feedback and actions from the November club meeting.
- Conducting a reforecast of the budget to reflect changes to programming and operational costs that have occurred since the initial budget was proposed and passed.

COACHING EDUCATION

- Submitted approximately ten (10) nominations for new educators to US Soccer.
- Four (4) Grassroots Courses open for January 2026 and two (2) D Courses.
- Registration is complete for one (1) C Course in Spring 2026, with two (2) additional Spring 2026 courses to open by month end.
- Two (2) B Courses approved for Fall 2026.

FINANCE & ADMINISTRATION (SEE EXHIBIT A)

- Continuing to simplify and cleaning up internal workflows (i.e., mileage reimbursements and expense vouchers).
- Transition to Insperity for payroll, HR, and benefits administration is complete. A transition of the 401(k) plan is moving forward and expected to be complete by January 2026.
- Finalizing 2024-2025 expenses and deferred income for a December start to the audit.

FYSA COMPETITIONS - LEAGUES (FSPL, NL TEAM P1, NL CLUB P2)

- Reviewing the play-date calendar for the 2026-2027 season.
- Discussing formats and structures with the Competitions Committee.

FYSA COMPETITIONS – STATE CUPS (NCS, PC, CC)

- Registration is wrapping up for Spring 2026 State Cup, Presidents Cup, and Commissioners Cup, with enrollment anticipated to be flat compared to last year.
- FYSA Cup Competitions were opened to teams from all Florida based US Soccer affiliates, in consultation with the RVPs and Competitions Committee.

GRANTS

- FYSA was awarded \$10,000 for Girls in Soccer in the Tampa Bay Area through the Soccer Forward Play Day Clinic with \$5,000 from New York Life Insurance and \$5,000 from Soccer Forward.
- The FYSA Foundation Grant application will remain open through the end of January 2026. Awards will be announced in March 2026.
- Awaiting the decision of two (2) previously submitted US Soccer Innovate to Grow Grants. A decision is anticipated in December 2025.



MARKETING & PARTNERSHIPS (SEE EXHIBIT B)

- Attended on-site events to increase FYSA presence and brand efforts (e.g., SEC tournament, Soccer Forward Play Day, Girls in Soccer, etc.).
- Established a partnership deliverable tracker to improve fulfillment efficiency and resource planning.
- Completed the first phase of the website reorganization (e.g., menus & redirects), with phase two expected to be complete by February (e.g., page and content consolidation).
- Utilizing USYS design hours to establish a more consistent AGM brand and logo.
- Vetting an expansion of the FYSA Awards Banquet to include additional champion teams of Cups and FSPL.

OLYMPIC DEVELOPMENT PROGRAM

- Approximately 60 players, parents, and coaches attended an international trip to England over the Thanksgiving Holiday.
- Finalizing logistics for upcoming pool training:
 - December 13-14: 2009-2014M (Merritt Island)
 - December 20-21: 2009-2014F (Merritt Island)
 - January 10-11: 2009-2014F (Ft. Myers)
 - January 24-25: 2009-2014M (Ft. Myers)
- FYSA will be represented by 42 players at the USYS ODP Inter-regionals this January.

PLAYER REGISTRATION

- Total of 77,113 player registrations to date, tracking down compared to the same period last year.
- There are 22 clubs that have not submitted players to date this season.
- Transition to Seasonal Year Age Calculation webinar scheduled for January 21st.

RISK MANAGEMENT/SAFEGUARDING/DISCIPLINE

- Held two (2) disciplinary hearings in the month of December and one (1) in November.
- Reviewing the hearing process to identify a more efficient approach.
- Scheduling a webinar in February to outline the legislative transition to the ACHA Clearing House for FDLE Level 2.

EXHIBIT A Profit and Loss

Florida Youth Soccer Association Inc.
September, 2025-August, 2026

Distribution account	Total
Income	
30000 Membership Income	\$2,912,251.00
3001 Affiliation Fees	1,215.00
Total for 30000 Membership Income	\$2,913,466.00
31000 Tournament Income	446,192.60
32000 Interest Income	18.84
33000 Other Income	-2,121.62
36500 Sponsorship Income	11,920.00
3700 AGM	-190.00
Total for Income	\$3,369,285.82
Gross Profit	\$3,369,285.82
Expenses	
41700 Salaries	200,161.17
41800 Taxes	8,708.31
41900 Benefits	19,108.53
42000 Rent	30,613.49
42100 Utilities	7,166.17
42200 Insurance Expense - Players	2,123.68
42300 Insurance Expense	12,774.43
42350 Background checks	345,170.50
42370 Dues and Affiliations	169,501.23
42400 Supplies	57,344.23
42600 Printing	2,413.70
42700 Telephone	3,756.17
42800 Credit Card/Bank Fees	45,364.18
42900 IT Support Costs	22,966.02
43000 Repairs & Maintenance	6,132.37
43100 Professional Fees/Licenses	61,431.48
43200 Postage/Freight	5,566.40

Profit and Loss

Florida Youth Soccer Association Inc.
September, 2025-August, 2026

Distribution account	Total
43300 Travel	72,270.82
43310 Referee Support	1,971.05
43350 Meals	85,605.74
43400 Contractors	140,748.06
43500 Rentals	12,053.91
43600 Awards	2,823.21
43700 Apparel	31,181.90
44100 Gifts/Donations	83.23

Profit and Loss

Florida Youth Soccer Association Inc.
September, 2025-August, 2026

Distribution account	Total
44200 FYSA Sponsored Program	60,883.27
Total for Expenses	\$1,407,923.25
Net Operating Income	\$1,961,362.57
Other Expenses	
50000 Dividend-Interest on Investment	-15,470.41
51000 Change In Market Value-Investme	-325,786.32
52000 Management Fees on Investment	0.00
Total for Other Expenses	-\$341,256.73
Net Other Income	\$341,256.73
Net Income	\$2,302,619.30



EXHIBIT B: MARKETING & MEDIA SUMMARY – OCTOBER & NOVEMBER 2025

Key Media Distributed:

- **Soccer Forward Play Day:** Hosted in partnership by New York Life, Soccer Forward, Florida Youth Soccer Association (FYSA), and local organizations including TOPSoccer and Tampa Area Recreational SA, the event brought families and players together ahead of the U.S. Men's National Team match in Tampa. ([Click here to read](#))
- **FYSA Cups Open to FL Based U.S. Soccer Affiliated Teams:** Florida Youth Soccer Association (FYSA) is proud to announce a major milestone in our statewide Cup competition structure. Florida-based teams from any U.S. Soccer-affiliated organization, regardless of their league or governing body, are welcome to compete at the appropriate level. ([Click here to read](#))
- **State Cup 19U Recap:** The final weekend of the 2025 Florida State Cup delivered intensity, passion, and championship-caliber soccer. Hosted at Lake Myrtle Sports Park, the tournament's 18/19U finals brought together four of the state's strongest programs, each fighting for the chance to be named Florida State Cup Champions. ([Click here to read](#))
- **2025 Global Peace Games:** Hosted at the Peace Village, the week-long event (September 15–21, 2025) brought together children from the United States and Belgium to honor the United Nations International Day of Peace through soccer, education, and cultural exchange. Representing the U.S. was Hobe Sound Soccer Club, who joined international peers in games and workshops designed to promote understanding and community through sport. ([Click here to read](#))

Newsletter Insights:

The Header is FYSA's official monthly newsletter. It is aimed to keep the membership informed of upcoming events, while also highlighting the success of the previous month.

October Header:

- Distributed to: 443,820 Recipients
- Open Rate: 19.8% (86,727) [*Increase of ~3% or ~10,000 from previous month*]
- Click Rate: 0.3% (1,316)

November Header:

- Distributed to: 446,870 Recipients
- Open Rate: 18.9% (83,620) [*Decrease of ~1% or ~3,000 from previous month*]
- Click Rate: 0.3% (1,114)

Social Media Insights:

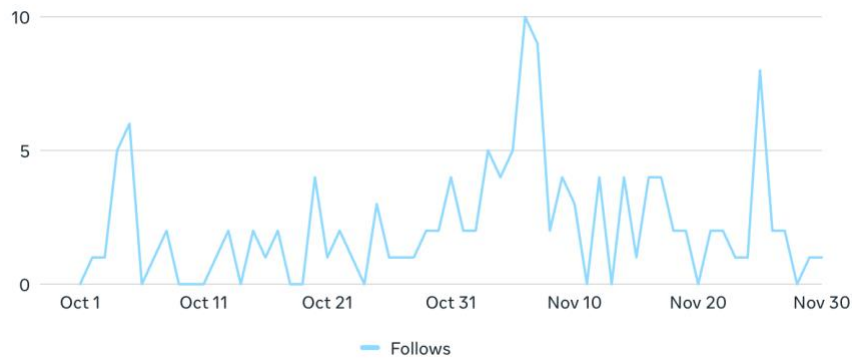
FYSA Facebook (October 1, 2025 - November 30, 2025):

- Page Visits: **3.7K**
- Posts received **92.2K** views



- Posts reached **28.1K** accounts
- Posts were interacted with **956** times
- Followers increased by **132**. Our follower count at the end of November was **8,194**.

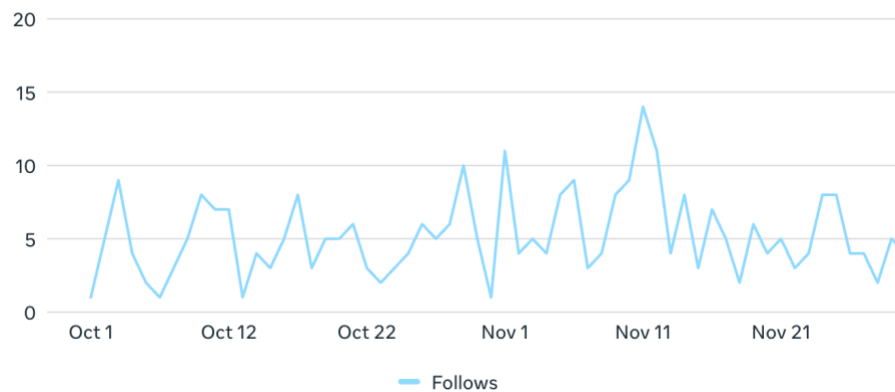
Daily Follower Activity (Facebook)



FYSA Instagram (October 1, 2025 - November 30, 2025):

- Page Visits: **3K**
- Posts received **302.4K** views
- Posts reached **33.1K** accounts
- Posts were interacted with **2.5K** times
- Followers increased by **313**. Our follower count at the end of November was **10,034**

Daily Follower Activity (Instagram)



FYSA Website Insights:

Number of Website Visits

- **October:** 33.8K (59,415)
- **November:** 21K (20,993)



Page Views (Number of Pages Visited)

- **October:** 59.4K (53,399)
- **November:** 36.3K (36,288)

October's Highest Traffic Webpages (Non-Registration)

- 2025 Sanctioned Tournaments (12,164)
- Homepage (6,083)
- ODP Calendar (5,032)
- Club Finder (1,757)
- 2026 Sanctioned Tournaments (1,295)

November's Highest Traffic Webpages (Non-Registration)

- 2025 Sanctioned Tournaments (6,116)
- Homepage (4,386)
- ODP Calendar (3,140)
- 2026 Sanctioned Tournaments (1,821)
- About FYSA (1,754)



EXHIBIT E: CLUB MEETING FEEBDACK (NOVEMBER 2025)

OVERVIEW: FYSA hosted a meeting with approximately 30 club leaders in early November 2025 to discuss the current state of FYSA, a vision for alignment of the state's soccer landscape, and collect feedback on a future state that FYSA can design and implement. The agenda and format were as follows:

- **Pre-Meeting Survey:** Attendees were provided a sentiment and member engagement survey.
- **Survey Discussion:** The meeting began by presenting survey results and prompted discussion on scores and survey elements.
- **Current State Feedback Activity:** Attendees participated in a Strengths and Limitations exercise, to identify areas where FYSA excels and obstacles that are holding FYSA back.
- **Future State Feedback Activity:** Attendees had the afternoon to brainstorm/design actionable items that they believe would transform FYSA.

RESULTS: After receiving the feedback, there were key themes that emerged:

- **Competitions:** A desire for a clear and simple to understand competitive structure.
- **Staffing & Services:** A desire to increase membership support through staffing and service offerings.
- **Marketing:** A sentiment that FYSA's social marketing and brand recognition requires improvement.
- **Board of Directors:** A desire to define the role of the Board of Directors, non-operational responsibilities of positions, and direct representation of clubs.

NEXT STEPS:

1. **Evaluate additional feedback meetings.** Providing this forum to additional FYSA members can help us refine and validate findings.
2. **Identify a timeline to propose project(s), refine focus areas, and ensure execution.** It is vital that FYSA act on club feedback provided and establish timelines to ensure accountability and progress.



EXHIBIT D: FYSA FOUNDATION GRANT

OVERVIEW: The Florida Youth Soccer Association Board of Directors approved up to \$50,000 in funding for the Foundation Grant during the 2025-2026 budget process. The Florida Youth Soccer Foundation gives back to the affiliates and assists them in furthering the game of soccer in Florida.

The Scholarship category allows affiliates to apply for some portion of registration fees on behalf of disadvantaged players. Funds will be sent directly to the affiliate. There are no direct payments to a player or a player's family.

Applications and all supporting documents must be submitted by Saturday, January 31, 2026, at 5:00 PM EST. Anything submitted after this deadline will not be accepted. Awardees will be notified by March 31, 2026. Only one application is accepted per club.

REQUEST: It is requested that the Board of Directors officially open the application window for the Scholarship category via a motion.



EXHIBIT E: HALL OF FAME RULE PROPOSAL

OVERVIEW: A recommendation was made to modify the Hall of Fame Criteria for Selection, to afford greater latitude to the Committee to review and select applicants that have made significant contributions to the game.

- The rule may not accommodate unique scenarios (e.g., the passing of an administrator prior to vacancy requirement).
- The Hall of Fame Committee may, in the future, desire to consider prominent individuals that have made contributions beyond volunteerism to the FYSA (e.g., National Team Players that were products of FYSA programs, Referees, Donors, etc.).

REQUEST: Modify the rule to afford the Hall of Fame Committee more latitude in honoring individuals that have made significant contributions to FYSA.

PROPOSED CHANGES:

5000.1 CRITERIA FOR SELECTION

Except as indicated below, the nominee must have ~~at least 15 years of~~ a demonstrated history of high achievement and excellence in contributing to FYSA, ~~as a volunteer~~, in one or more of the following categories. The contributions must have left a lasting positive effect on the purpose and goals of FYSA.

1. Administrator. Must have been an active member of FYSA BOD/RB. ~~Must have vacated that position at least three (3) years prior to selection.~~ Must have demonstrated outstanding accomplishments and leadership making significant and lasting contributions not only locally but to the entire state. All service must have been voluntary.
2. Coach. Must have ~~completed 15 years~~ a demonstrated history as a FYSA coach serving youth programs throughout the State of Florida, showing outstanding leadership and teaching ability. All service must have been voluntary. ~~This nomination must be endorsed by the FYSA Director of Coaching.~~
3. Meritorious Service. This area is reserved for those non-FYSA members and others who have demonstrated support to FYSA programs for an extended period of time ~~such as journalists who see that FYSA activities are mentioned in the media, individuals who see that FYSA receives financial or other sponsorship for an extended period of time to ensure success in our programs,~~ and other individuals who have contributed to either FYSA, US Youth Soccer or USSF to benefit FYSA and its programs throughout the entire state.



EXHIBIT F: ANNUAL GENERAL MEETING DATE (2027)

OVERVIEW: It has been recommended by member clubs, board members, and staff that the AGM be moved to an earlier date in the year (i.e. winter). The first opportunity to do so would be 2027.

General feedback for the date change request relates to:

- The limited timeline in which clubs/leagues must implement rule changes (e.g., an August AGM leaves less than three weeks to adjust for the upcoming seasonal year)
- A summer date is difficult for club leadership to attend (i.e., school starting, seasons beginning, etc.).

PROPOSAL: The President, with concurrence of the Board of Directors, call for the 2026-2027 AGM to be held in February/March 2027.

CONSIDERATIONS:

- Positions elected in August 2025 will have a “shortened” term (i.e., ending in Feb/Mar 2027 instead of August 2027).
- FYSA shall request an amendment to the JW Marriot contract currently set for August 2027.

RELEVANT BYLAW TEXT:

Article 7 Section 4 Annual General Meetings

“FYSA shall convene an Annual General Meeting (AGM) in Central Florida for an annual report on the status of activities of the association, election of officers, and such other agenda items determined necessary to the conduct of its business in accordance with the following:

- A. The President, with the concurrence of the Board of Directors, shall call for an AGM to be held no later than August 31st each year.*
- B. Notification of the time and place of the meeting shall be provided to all members at least ninety (90) days prior to the scheduled date of the AGM.*
- C. Actions and policies adopted by the Board of Directors and all proposed changes to the Articles of Incorporation, Bylaws, and Rules shall be reported to membership, or their authorized representatives, at least once each year at the AGM, with notice and agenda of the meeting at least thirty (30) days in advance of the AGM. Proposed amendments to the Articles of Incorporation, Bylaws, and Rules shall be provided to the membership for review at least thirty (30) days prior to their consideration at the AGM.”*