



**Colorado Soccer Association
Virtual Annual General Meeting
January 30, 2021**

Contents

- I. Order of Business
- II. Credentials and Minutes
- III. Committee Reports
- IV. Financial Report
- V. Proposed Amendments of Bylaws
- VI. Election of Officers and Directors

**Colorado Soccer Association
Virtual Annual General Meeting
January 30, 2021**

Order of Business

- I. Roll Call
- II. Credentials
- III. Approval of Minutes
- IV. Written Reports from Officers and Standing Committee
- V. Ratification of Board Action
- VI. Unfinished Business
- VII. Consideration of Proposed Amendments of Bylaws
- VIII. Election of Officers and Directors
- IX. New Business
- X. Adjournment



Credentials and Minutes

PLAYER REGISTRATION

2019/2020

1/25/2020

CLUB NAME	ADVANCED	DEVELOPMENTAL	TOTAL PLAYERS	VOTES	WEIGHTED VOTES
ARSENAL	842	1761	2603	7	0.112
ASPEN	0	65	65	1	0.016
B-ELITE - CO SPRINGS	140	19	159	2	0.032
B-ELITE - DENVER	307	78	385	2	0.032
BEAR CREEK	189	70	259	2	0.032
BOULDER COUNTY	384	245	629	3	0.048
BRIGHT STARS	0	17	17	1	0.016
BROOMFIELD	992	1271	2263	6	0.096
CANON CITY	100	0	100	2	0.032
CASA	419	56	475	2	0.032
CHAFFEE	86	89	175	2	0.032
CISA	81	11	92	1	0.016
CITY OF WHEAT RIDGE	0	191	191	2	0.032
CLUB AMERICA	100	52	152	2	0.032
CO HAWKS	292	12	304	2	0.032
CO ICE	221	682	903	3	0.048
CO MTN UNITED	0	204	204	2	0.032
CO RAPIDS	3049	5920	8969	10	0.159
CO RUSH	1719	1442	3161	8	0.128
CO UNITED	929	2326	3255	8	0.128
CRESTMoor - CRANMER	322	307	629	3	0.048
DELTA	0	371	371	2	0.032
DENVER KICKERS	306	214	520	3	0.048
DURANGO	0	262	262	2	0.032
ETHIO WALYA	0	69	69	1	0.016
FC BOULDER	1013	724	1737	5	0.080
FC BRIGHTON (PLATTE VALLEY)	223	83	306	2	0.032
FC COLORADO	42	38	80	1	0.016
GLENWOOD	69	132	201	2	0.032
GRAND JUNCTION	313	1007	1320	4	0.064
HIGH COUNTRY	192	548	740	3	0.048
HIGHLANDS RANCH	0	692	692	3	0.048
INDIOS	148	25	173	2	0.032
INTERMOUNTAIN (GRAND COUNTY)	51	199	250	2	0.032
MONTROSE	0	118	118	2	0.032
NORTHERN CO RUSH	189	47	236	2	0.032
OURAY	0	34	34	1	0.016
PAGOSA	0	51	51	1	0.016
PALMER DIVIDE	27	215	242	2	0.032

PIRATES	71	43	114	2	0.032
PRIDE	884	2418	3302	8	0.128
PUEBLO RANGERS	188	806	994	3	0.048
REAL CO	1346	2134	3480	8	0.128
REAL EDGE	894	1329	2223	6	0.096
RIVERSIDE	30	14	44	1	0.016
ROARING FORK	133	342	475	2	0.032
ROCKY MOUNTAIN	175	138	313	2	0.032
SKYLINE	461	2080	2541	7	0.112
ST VRAIN	459	1358	1817	5	0.080
STEAMBOAT	244	208	452	2	0.032
TELLURIDE	0	166	166	2	0.032
THUNDER MOUNTAIN	0	228	228	2	0.032
TRI-CITY	0	166	166	2	0.032
UNITED SC (THOMPSON)	309	63	372	2	0.032
VAIL	269	40	309	2	0.032
WEST ELK	0	204	204	2	0.032
WESTMINSTER	464	1121	1585	5	0.080
WHEAT RIDGE AVALANCHE	297	45	342	2	0.032
WOW FC	45	10	55	1	0.016
TOTALS	19014	32560	51574	177	2.823

ADULT LEAGUES			PLAYERS	VOTES	WEIGHTED VOTES
DENVER KICKERS ADULTS			621	3	0.025
HIGH COUNTRY ADULTS			345	2	0.017
LONGMONT PREMIER			46	1	0.008
MCALLEN AMATEUR			80	1	0.008
METRO WOMENS			829	3	0.025
NORTHERN COLORADO FUTBOL			520	3	0.025
SOCCER LATINA			795	3	0.025
ADULT TOTALS			3236	16	0.135

TOTAL APPLICABLE VOTES 2.958

TOTAL YOUTH MEMBERS	51574
TOTAL ADULT MEMBERS	3236
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TOTAL MEMBERS	54810
TOTAL YOUTH CLUBS	59
TOTAL ADULT CLUBS	7
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Quorum requirement is 30% of Total Votes 0.887

Page 1

COLORADO SOCCER ASSOCIATION

ANNUAL GENERAL MEETING

Denver Marriott Tech Center
4900 South Syracuse Street
Aspen Amphitheater
Denver, Colorado 80237

January 25, 2020
3:06 p.m. - 4:21 p.m.

Stenographically reported by:
Carmen Murphy, Registered Professional Reporter

www.DausterMurphy.com
303.522.1604

Page 3

PROCEEDINGS

(There may be inaudible, simultaneous conversations, or unidentified speakers noted in the transcript due to my ability to hear and understand.)

PRESIDENT RUEBEL: All right. Now, we'll go into the annual general meeting membership meeting phase of the afternoon, and we'll try to click through this. One of the things I do want to forewarn you is that with the election of board members, we have a contested election, so we will give each of the board members a couple of minutes to tell us about who they are, what they envision for Colorado Soccer as part of the election. So that they are forewarned as well as to two nonmembers who are running, and you all know that is one of the items that will be coming up.

So we'll start first with roll call.

And we'll turn it over to the ever-charming Jimmy Sparkman.

(The following questions represent the roll call being called by Jimmy Sparkman; the answers by the responsive parties.)

Q. Arsenal?

A. Here.

Q. Aspen?

Page 2

A G E N D A

	PAGE	LINE
I. Roll Call	3	18
II. Credentials	10	2
III. Approval of Minutes	10	7
IV. Written Reports from Officers and Standing Committees	10	25
V. Ratification of Board Action	17	22
VI. Unfinished Business	18	25
VII. Consideration of Proposed Amendments of Bylaws	21	15
VIII. Election of Officers and Directors	36	19
IX. New Business	51	21
X. Adjournment	62	24

Page 4

A. (No response.)

Q. B-Elite Colorado Springs?

A. Here.

Q. B-Elite Denver?

A. Here.

Q. Bear Creek?

A. (No response.)

Q. Boulder County?

A. (No response.)

Q. Bright Stars?

A. (No response.)

Q. Broomfield?

A. Here.

Q. Cañon City?

A. (No response.)

Q. CASA?

A. (No response.)

Q. Chaffee County?

A. (No response.)

Q. CISA?

A. (No response.)

Q. City of Wheat Ridge?

A. (No response.)

Q. Club America?

A. (No response.)

		Page 5
1	Q.	Colorado Hawks?
2	A.	(No response.)
3	Q.	Colorado Ice?
4	A.	(No response.)
5	Q.	Colorado Mountain United?
6	A.	Here.
7	Q.	Colorado Rapids?
8	A.	Here.
9	Q.	Colorado Rush?
10	A.	(No response.)
11	Q.	Colorado United?
12	A.	Here.
13	Q.	Crestmoor-Cranmer?
14	A.	Here.
15	Q.	Delta County?
16	A.	(No response.)
17	Q.	Denver Kickers?
18	A.	(No response.)
19	Q.	Durango?
20	A.	(No response.)
21	Q.	Ethio Walya?
22	A.	(No response.)
23	Q.	FC Boulder?
24	A.	Here.
25	Q.	FC Brighton?

		Page 7
1	Q.	Pirate Youth Soccer?
2	A.	(No response.)
3	Q.	Pride?
4	A.	Here.
5	Q.	Pueblo Rangers?
6	A.	Here.
7	Q.	Real Colorado?
8	A.	Here.
9	Q.	Real Colorado Edge?
10	A.	Here.
11	Q.	Riverside?
12	A.	(No response.)
13	Q.	Roaring Fork?
14	A.	Here.
15	Q.	Rocky Mountain?
16	A.	(No response.)
17	Q.	Skyline?
18	A.	Here.
19	Q.	St. Vrain FC?
20	A.	(No response.)
21	Q.	Steamboat?
22	A.	Here.
23	Q.	Telluride?
24	A.	By proxy.
25	Q.	Thunder Mountain?

		Page 6
1	A.	(No response.)
2	Q.	FC Colorado?
3	A.	Here.
4	Q.	Glenwood?
5	A.	(No response.)
6	Q.	Grand Junction?
7	A.	Here.
8	Q.	High Country?
9	A.	(No response.)
10	Q.	Highlands Ranch?
11	A.	(No response.)
12	Q.	Indios Denver?
13	A.	(No response.)
14	Q.	Intermountain?
15	A.	(No response.)
16	Q.	Montrose?
17	A.	Here.
18	Q.	Northern Colorado Rush?
19	A.	Here.
20	Q.	Ouray County?
21	A.	(No response.)
22	Q.	Pagosa?
23	A.	(No response.)
24	Q.	Palmer Divide?
25	A.	(No response.)

		Page 8
1	A.	(No response.)
2	Q.	Tri City Soccer Club?
3	A.	(No response.)
4	Q.	United Soccer Club?
5	A.	Here.
6	Q.	Vail Valley?
7	A.	(No response.)
8	Q.	West Elk?
9	A.	Here.
10	Q.	Westminster?
11	A.	(No response.)
12	Q.	Wheat Ridge Avalanche?
13	A.	Here.
14	Q.	WOW FC?
15	A.	(No response.)
16		MR. SPARKMAN: And then adult leagues.
17	Q.	Denver Kickers Adults?
18	A.	(No response.)
19	Q.	High Country?
20	A.	(No response.)
21	Q.	Longmont Premier?
22	A.	(No response.)
23	Q.	McAllen Amateur?
24	A.	(No response.)
25	Q.	Metro Women's?

Page 9

1 A. (No response.)
2 Q. Northern Colorado Football?
3 A. Here.
4 Q. Soccer Latina?
5 A. Here.
6 MR. RIOS: Jimmy, we were outside.
7 CISA, PYS.
8 THE STENOGRAPHER: I'm sorry, repeat
9 that. What clubs?
10 MR. SPARKMAN: CISA and Pirate Youth
11 Soccer are both in attendance.
12 THE STENOGRAPHER: Thank you.
13 MR. SPARKMAN: All right. So for those
14 of you are unaware, you should have gotten a slip
15 with your voting responder. The book is digital this
16 year to save on time and paper.
17 If you scan the QR code on the slip of
18 paper that we gave you, it will take you straight to
19 our website, and there are instructions on that slip
20 on entering the password and downloading the digital
21 copy of the book, which contains the voting, the
22 minutes from last year, the reports by the
23 committees, and the bylaws that are going to be voted
24 on today.
25 PRESIDENT RUEBEL: You don't have to

Page 10

1 read my report. I just said it's all good.
2 All right. Do we have a quorum?
3 MR. SPARKMAN: Yes, sir.
4 PRESIDENT RUEBEL: All right. We have a
5 quorum. So at this point we will move on to the
6 formal portion of the membership meeting.
7 First item is review of and approval of
8 the minutes of last year's annual general membership
9 meeting.
10 Do I hear a motion to approve those
11 minutes?
12 MR. SPIRES: So moved, Jared, Real.
13 PRESIDENT RUEBEL: It's been moved that
14 we approve the minutes of last year's general
15 membership meeting.
16 Is there a second?
17 MR. SURLIN: I'll second.
18 PRESIDENT RUEBEL: Okay. Greg Surlin
19 from United Soccer.
20 Any discussion about the minutes?
21 Seeing none, all in favor say aye.
22 MULTIPLE SPEAKERS: Aye.
23 PRESIDENT RUEBEL: All opposed, nay.
24 Minutes passed by acclamation.
25 The next item of business is the written

Page 11

1 reports of officers and standing committees.
2 There are reports from Nate Shotts, the
3 CEO, and from myself. Rather than have us
4 regurgitate what's on those reports, I would ask that
5 if you want to review them and ask any questions
6 later, that is fine. I want to move on to some of
7 the more direct reports that we want to have for this
8 meeting.
9 The first one would be the fields and
10 foundation grants from Bruce Dickinson.
11 Bruce, would you please come down.
12 MR. DICKINSON: Hi. I'm Bruce
13 Dickinson. I have chaired the field grant committee
14 for 22 years and the foundation grant committee for
15 the last 12 years.
16 Brad Stinson mentioned the importance of
17 consistency and communication this morning. And I
18 wanted to assure everyone that our priorities are
19 clearly stated on every application form, and we do
20 a -- I think a very good job of communicating why we
21 make decisions as quickly as possible back to the
22 applicants as well as to the board. The board, we
23 recommend grants to the board, and the board has
24 usually approved it without modification; although,
25 they always have the right to do so.

Page 12

1 We're looking for new members of our
2 committee. We're specifically looking for
3 organizations or people that have expertise in field
4 construction or maintenance. We're also looking for
5 people who have expertise in either coach, referee,
6 player, or parent education. So we do need a few new
7 members. We are -- the quality of our
8 decision-making has historically been a result of the
9 quality of committee members that we have had on our
10 committees.
11 We're very unusual. There are only a
12 few states in the country that have a field fund.
13 And, in fact, we taught Utah how to do field grants
14 about five to ten years ago. So very unique.
15 Bob Selsvold started this a long time
16 ago, and again, I think we do an excellent job. I've
17 given everybody six reasons to join the committee,
18 and I want to emphasize that the -- the most
19 important part is the fun. It's fun to play great
20 soccer. It's fun to coach great soccer. It's fun to
21 be a referee, and it's really fun to be on this
22 committee giving money for worthy projects. So
23 please join us.
24 My contact information is at the bottom
25 of the sheet. Love to hear from you if you're

1 interested in joining either one of these committees.
2 I did keep it short.
3 (Applause.)
4 PRESIDENT RUEBEL: We all do owe Bruce a
5 debt of gratitude because he has run this committee
6 for many years. It is a committee that I think is
7 not particularly well understood by a lot of the
8 members. But it is a fund of money that we have we
9 are investing it differently now, which is money
10 which we use the income from to allow members to make
11 improvements, to develop programs, et cetera, in
12 compliance with the grant rules, that that way it
13 doesn't cost you in membership. It's there for you
14 to use and develop.
15 This whole area of field and foundation
16 grants are areas that we are looking at trying to
17 expand extraordinarily, if we can, in the next coming
18 years. We feel that this is an area that would be of
19 great benefit to our members if we are, in fact,
20 selected as a World Cup site, the opportunity to get
21 funds to do that will be there. We feel that we need
22 to increase our grants and our sponsorships and put
23 that money into the infrastructure for soccer that we
24 need. That way it doesn't necessarily have to come
25 out of the club's pockets directly, but that we can

1 really help grow the game in a large number of
2 different ways.
3 We view that in the coming years, it
4 will be private public partnerships or how the new
5 fields are going to be built, and that CSA will have
6 to be an integral part of those efforts, and moneys
7 that we have will help maintain facilities or create,
8 you know, other alternate ways of helping us grow the
9 game, such as mini pitches that the U.S. Soccer
10 foundation approves of, any number of different sort
11 of development activities that we can do to help make
12 it so that people have -- kids have a place to play,
13 and then we can continue to grow the game and develop
14 our players.
15 So if you know of people who would be
16 interested or who would be good members, please get
17 ahold of us. It will be a big focus of the board
18 members in the coming years. And it's a very
19 important part of what we want to accomplish as
20 Colorado Soccer Association.
21 Next report, I'm going to ask Peter
22 Mason to tell us about the financial condition of
23 Colorado Soccer. I'm going to mention one little
24 thing, for those of you who are really wonk and have
25 looked at the audited financial, you'll note that

1 Bruce's committee is done a little bit different
2 because of change in accounting rules. It's not that
3 anything was changed or anything happened. It just
4 has to be accounted for differently. If you really
5 are interested, Monica is a pro at it and can explain
6 it to you. But don't worry, all is good.
7 TREASURER MASON: Good afternoon again,
8 folks. So I'll run through the treasurer's report,
9 which is in your packet briefly, and then if you have
10 any questions, I'll be glad to answer those or refer
11 them to Nate and Monica as well.
12 At the end of the fiscal year June 30th
13 of 2019, the budget reports were submitted to the
14 board. The board saw no significant issues noted
15 within the P&L and -- or by the auditors. The
16 auditors came in the fall. The CSA board and the
17 finance committee both approved the audit as it was
18 submitted. The budget for 2019 and -- or 2019 and
19 2020 was approved by the board after reviews by the
20 board members.
21 The financial statements for the fiscal
22 year-end were compiled and resulted in a positive
23 change in net assets for the year of 44,480. Revenue
24 for the year was 4 million. Expenses were just under
25 4 million.

1 The previous year, there was a gain of
2 155,000 for the year. So the net gain was down.
3 Where we've been in the last several years -- this is
4 your third year of operating in the black, and we are
5 quite proud of the management of the staff in doing
6 that. We had had a number of years we operated just
7 barely in the red, but one of the directives that we
8 have had over the last few years is to ensure that we
9 are operating in the black just to make sure our
10 reserve continues to be strong.
11 The audit, like I said, was submitted
12 and approved by the finance committee and the board,
13 and the net assets at the end of the period were
14 \$3.5 million.
15 And so as an organization that wants to
16 be sustainable and wants to make sure that we can
17 invest in soccer in the state, I think that's really
18 a positive. That's including the funds that, you
19 know, the field committee can access as well. So
20 that's total assets.
21 Our current year, year to date,
22 everything looks aligned to finish to budget. Right
23 now the revenues are tracking at 65 percent of the
24 year-end budget. Our expenses are sitting at
25 55.6 percent. Both of those give us confidence we're

Page 17

1 going to be in good shape for the end of the year.
2 So from a board perspective, we're all
3 feeling good about Nate's manager and where we are
4 going to end up in the year. So that's it. Any
5 questions or thoughts?
6 PRESIDENT RUEBEL: Thanks, Peter.
7 All right. Rolling on to other reports.
8 I don't have anything further to report beyond what I
9 told you before the meeting and with CSA AGM. Any
10 questions about my report, president's report?
11 Any questions about Nate's report, the
12 CEO report that's in there, or other questions posed
13 to Nate, or have we heard enough from him?
14 All right. Esse, did you have anything
15 that you wanted to add about referees?
16 He said nope, it's all good.
17 And has Mike shown up -- Freitag?
18 Okay. We don't have him but his report
19 is also contained in the report.
20 So I think that is the sum and substance
21 of what we have for officers and standing committee
22 reports. The next item of business is ratification
23 of board action. The board meets every two months.
24 There are occasions, and you would see that in the
25 board minutes posted on the website where we have a

Page 18

1 telephonic meeting. Those are primarily for
2 discussion. If, in fact, action is taken, it is
3 taken electronically and preserved that way.
4 Most of the board meeting, live ones,
5 are ones where you could call in, but that's where
6 the action is taken is on the live committee ones.
7 Having those minutes posted, I would ask
8 that whether or not there was a motion to ratify the
9 action of the Board of Directors as set forth in the
10 minutes of the board meetings during the past year.
11 MR. BARRETT: Pete Barrett, Littleton
12 soccer, I so move.
13 PRESIDENT RUEBEL: Moved by Pete
14 Barrett. Do I hear a second?
15 MR. RIOS: Second. Alex Rios, PYS.
16 PRESIDENT RUEBEL: It's been moved and
17 seconded to ratify the actions of the Board of
18 Directors as reflected in the minutes of the Board of
19 Directors over the past year.
20 All in favor, say aye.
21 MULTIPLE SPEAKERS: Aye.
22 PRESIDENT RUEBEL: All opposed, say nay.
23 Okay. The actions of the Board of
24 Directors are approved.
25 Next item is unfinished business. I

Page 19

1 don't show any items of unfinished business from the
2 past year. Anyone have any unfinished business that
3 they can recall or wish to raise with us?
4 Yes, Bruce.
5 MR. DICKINSON: Would you talk a little
6 bit about the investment program that we've embarked
7 on the last couple of years.
8 PRESIDENT RUEBEL: Do you want to do it,
9 Nate?
10 MR. SHOTTS: The background on it, yeah.
11 Yeah. We -- and Monica can jump in any
12 time too, but we've met quite a bit. We meet every
13 six months with Merrill Lynch who takes on our
14 investment programs. We are, right now, in a -- in a
15 moderately conservative funds right now, and they
16 watch all our funds for us. We went from basically a
17 savings account type of deal where you were gaining
18 less than 1 percent on your earnings to now spread
19 out through different types of funds, and I think in
20 some cases, we'll go up and down between -- and one
21 time we reached about 15. Was it 15 percent, Monica,
22 I think on some of those funds?
23 And it just goes up and down, but our
24 reserves and our auditors -- Merrill Lynch watches it
25 for us. They call us if there's any issues or

Page 20

1 anything through the funds. I would just basically
2 say that we've done a tremendous job with it. Our
3 auditors have even said that the interest that we are
4 getting back is enough that we built an eight-month
5 reserve right now in our funds. The other interest
6 that is coming down from that, they said we can start
7 now putting back in our programs.
8 The one, I know we'll get to it with the
9 fee increase, but this last year we were able to pay
10 the first year of increases with U.S. Youth out of
11 the funds back for our members this last year. So it
12 didn't go to you. It went to us. That came to about
13 66, \$67,000 that we covered for this first year of
14 funds for our members.
15 So we're doing well. The interest that
16 we gain out of it is still much better. The only
17 month I remember was a year ago December, and that --
18 I think everybody took a hit on that one, but by
19 three months later, we were back where we needed to
20 be. So it's gained a lot. And if you have any
21 questions -- Monica, do you have anything to add to
22 that?
23 MS. BURGESSON: No. Going from
24 conservative to moderate made a big difference.
25 MR. SHOTTS: I might have said that

Page 21

1 wrong. But if you have questions later, we'll be
2 glad to answer those for you.

3 PRESIDENT RUEBEL: And I would add, you
4 know, a lot of that is a credit to you all because we
5 presented to you that we wished to do that. You all
6 approved it, and it's certainly been proved to be
7 somewhat of a benefit to Colorado Soccer to have
8 earnings to be able to apply for the benefit of the
9 organization, as opposed to trying to protect the
10 assets.

11 Any other unfinished business anyone
12 wants to raise?

13 All right. Let's move on to the next
14 item, which is consideration of the proposed
15 amendments to the bylaws. There's one bylaw
16 amendment that has been proposed. We will be posting
17 it up here. This is one that the board reviewed and
18 approved for membership consideration.

19 And originally it was part of the
20 membership policy, and we looked at and said, you
21 know what, this is really something that the members
22 should weigh in on, whether or not they agree with it
23 and approve it. So it was peeled out of the
24 membership policy and is now part of a pending
25 proposed bylaw change.

Page 22

1 The genesis of this bylaw change is an
2 event a couple of years ago where as I mentioned
3 earlier three board members of the club -- you have
4 to have five -- but three members gathered a couple
5 of other people to approve it and merged their club,
6 unbeknownst to the membership without any
7 announcement or discussion with another club. Caused
8 a great deal of consternation among the club that was
9 merged, and it was just something that struck us at
10 Colorado Soccer as wait a second, there needs to be
11 better transparency, and Colorado Soccer should have
12 better ability to monitor and make sure that any such
13 actions and mergers are in compliance with what
14 Colorado Soccer rules/regulations are.

15 So what we said was that any merger,
16 consolidation, or acquisition of two existing and
17 active voting members shall be subject to the
18 approval of Colorado Soccer. Colorado Soccer
19 approval will consist of verifying compliance with
20 state and federal laws -- and what that is, is
21 because if you're a nonprofit, the reason you're
22 nonprofit is that not that you can't make money, but
23 rather when you dissolve or merge, the assets have to
24 be accounted for going to another nonprofit.

25 You can't just sit there and say, okay,

Page 23

1 I'm merging club A with club B, everyone in club A
2 gets a free, you know, ticket to Applebee's, or
3 something, with the money that's left over. The
4 money has to be tracked and handled appropriately by
5 federal tax law.

6 Secondly, we said compliance of the
7 bylaws of the involved voting members. In other
8 words, we want to make sure that the members are in
9 compliance with their own bylaws before any merger
10 can happen. That was one of the problems we felt
11 might have existed with the other -- other incident.

12 Then we said an affirmative vote of the
13 majority of votes cast by the registered players (or
14 the adult legally responsible for the player) within
15 the involved voting members.

16 This is the transparency that we are
17 talking about. We modified it to say majority of the
18 people voting, because then that way you don't have
19 to worry about getting a majority of people when you
20 don't necessarily get all the votes cast. But what
21 we are really looking at on it is this way, the
22 members can consider whether or not this is something
23 they want and vote for it and approve it, and they
24 are aware of it, which is perhaps the most
25 fundamental thing is they're aware of it and get to

Page 24

1 weigh in on it.

2 And the last thing. Any merger or
3 consolidation shall require that the merged entity
4 have one principal place of business and be governed
5 by one single Board of Directors. And this is
6 because really if it's going to be a merger, that's
7 what it is. You're merging into one entity. We
8 don't want to have it be a, quote, merger where you
9 are a seven-headed monster, because that is not a
10 merger. A merger needs to be one entity with a
11 principal place of business and a Board of Directors.

12 So that's the -- what CSA will be
13 looking at with all of this if there is, in fact, a
14 merger.

15 We also say that, you know, a merged
16 club needs to essentially comply with what Colorado
17 Soccer rules and regulations are. And that we -- you
18 know, we basically make sure that the merged club
19 that's going to be showing up here meets all the
20 rules and regulations that you do.

21 We envisioned a situation where a merged
22 club might not have those pieces and parts in place.
23 They might not be registering all their players with
24 Colorado Soccer. They might not meet the membership
25 criteria that we've established. So we want to make

Page 25

1 sure that you -- that the merged club complies with
2 Colorado Soccer rules and regulations. We built into
3 it that you could petition to the board or the chief
4 executive officer, in this case Nate, to waive some
5 of the requirements, but that basically we want to
6 ensure that what we are saying you need to have to be
7 a member of Colorado Soccer is met.
8 So that is where those requirements are.
9 And then we're basically saying, you know, all
10 reasonable terms and conditions determined by the
11 Board of Directors. What that is, is we look at it
12 and sit there and say, okay, we'll let you be a
13 merged member, but we want to make sure you do X or Y
14 or Z in order to make sure that the -- you know, that
15 there is not a disruption in the business of soccer
16 in these merged communities.
17 So you can't merge and jettison your rec
18 program, for example. We would want a merged entity
19 to maintain programs that both entities had and tell
20 us how they intend to do that, that sort of thing.
21 So it gives the board of Colorado Soccer
22 a little bit bigger voice in any of these mergers.
23 It gives the members of the merged entities
24 transparency and ability to express their position.
25 But it doesn't necessarily preclude any mergers or

Page 26

1 any of those sort of things occurring.
2 So we felt that this was an appropriate
3 way to try and deal with situations where abuse or
4 problems may arise. And so this is where the
5 proposed amended bylaw came from.
6 So let's start following the Roberts
7 Rules of Order. Do I hear a motion to approve the
8 proposed bylaw?
9 MR. RIOS: I move to approve. Alex
10 Rios, PYS.
11 PRESIDENT RUEBEL: Thank you. It's been
12 moved to approve.
13 Is there a second?
14 MR. THOMPSON: Second.
15 PRESIDENT RUEBEL: Okay. Steve Thompson
16 of Pride.
17 All right. It's been moved and seconded
18 that the bylaw be approved. At this point, I'm open
19 for discussion of the bylaw, including any amendments
20 if people deem that an amendment is appropriate.
21 Yes. Be sure to tell her who you are
22 first.
23 MR. SCOTT: Oh, I'm Tony Scott with
24 Broomfield Soccer.
25 There's a line in there that says "an

Page 27

1 organization member may petition the CEO and the
2 board to modify this bylaw provision."
3 PRESIDENT RUEBEL: Right.
4 MR. SCOTT: What was the purpose of that
5 line?
6 PRESIDENT RUEBEL: It's to give
7 flexibility in case you don't fully want -- fully
8 can't comply with all of this. For example, if one
9 of the clubs is financially distressed and not going
10 to be able to survive, and an arrangement is made to
11 merge them so that the both clubs can continue to
12 perform soccer as one entity, that way you don't
13 necessarily have to have voter approval of the club
14 that is failing; we can waive that requirement and,
15 say, yeah, if you club B can save club A and want to
16 merge, we're fine with that.
17 For example. There's a lot of different
18 examples that will happen, but that is what the
19 thinking was when I was working on that.
20 Jerry?
21 MR. SPIRES: Can you re-explain to me
22 point C where an affirmative vote by the majority of
23 voters cast, da, da, da? How would that take place?
24 Like, what is the expectation of affirmative vote
25 from the members?

Page 28

1 PRESIDENT RUEBEL: My expectation would
2 be it would be a special member meeting of both
3 clubs. So club A would have a special member meeting
4 to vote on approval of it. And club B would also
5 have a special member meeting. Then club A would
6 then say, should she merge with club B? And you vote
7 yes or no. And if there's a majority of those who
8 voted, then A would be fine with it. B would do the
9 same, and if both of them vote and approve the
10 merger, the merger would go forward.
11 If one of them does not approve of it,
12 then we'd have to go back to the drawing board about
13 why and what are we going to do about it.
14 Yeah?
15 MR. SCOTT: Tony Scott with Broomfield
16 again.
17 So what's to prevent a rogue board from
18 not publicly announcing this vote and voting
19 internally without notification to the membership?
20 Because then you mean --
21 PRESIDENT RUEBEL: At that point, the
22 Colorado Soccer board would not recognize them, and
23 they would not be registered as a member.
24 MR. SCOTT: Okay. But I mean, it
25 doesn't say that in there though.

Page 29

1 PRESIDENT RUEBEL: No.
2 MR. SCOTT: There is nothing to protect
3 that from happening.
4 PRESIDENT RUEBEL: Yeah. That would be
5 purely we have the right -- as it says here, approval
6 by Colorado Soccer Club. And if you didn't have a
7 vote, you wouldn't get our approval. And if you
8 don't get our approval, you don't get to be
9 registered.
10 Other questions? Other discussion?
11 I recognize this is fairly intrusive for
12 Colorado Soccer to be doing this, but we also felt in
13 some ways it's a good way to help ensure club
14 survival, and yet at the same time keeping our
15 members aware of what's going on and avoiding the
16 rogue club sort of situation from occurring.
17 Any other discussion? Yes, Aaron.
18 MR. NAGEL: Aaron Nagel, with Rapid
19 Youth Soccer.
20 I think my biggest concern is what we
21 see a lot already, is a lot of emotional investment
22 in clubs. And that if you're holding a vote of
23 members who are committed to that, they are going to
24 be voting with emotion versus logic, and they may
25 limit opportunities for a club to strategically grow

Page 30

1 in areas or with other clubs that would reduce
2 financial strain on the organization just long term.
3 PRESIDENT RUEBEL: I think that's a
4 valid point. You know, you -- people have a loyalty
5 from day one. And, you know, it's -- the question
6 becomes, you know, where are we trying to find the
7 balance between doing what -- you know, avoiding what
8 happened two years ago, and at the same time, you
9 know, the loyalty to the club, the idea that a small
10 club is what we want, and we are going to be thrown
11 in with the big guys and everything else.
12 I think -- I'm hopeful that this
13 structure will provide us with the basis of being
14 able to negotiate with the clubs and work something
15 so that it would be effective and approved by both
16 memberships. You know, obviously in some situations
17 where, for example, you have a small club that's just
18 financially struggling, no one wants to see it
19 disappear. But it's not going to make it or if it
20 does make it, it will be just be by a shoestring.
21 We could maybe figure out some way to
22 have the vote or finesse this bylaw so that CSA would
23 approve it under the circumstances that this is a
24 necessity as opposed to purely following the bylaw
25 one.

Page 31

1 So that's why we built in the waiver
2 provisions to say we can -- CSA board can waive this,
3 but, again, we want to make sure that there's more
4 than just a rogue board of club A making this happen.
5 We want to make sure there's a discussion and an
6 evaluation of what is good for Colorado Soccer and
7 what is good for those players, if we, in fact, go
8 with the merger because certainly, you know, bigger
9 clubs is kind of the economic driving force going
10 forward. And small clubs will survive but, you know,
11 getting bigger is just going to be what's going to be
12 necessitated because of insurance and compliance and
13 coaching and all these other sorts of things.
14 So, you know, it's a tricky sort of
15 thing, but what we want to do is we want to manage it
16 is really what it comes down to. We want to have the
17 board manage it with the entity so the right result
18 and best result can happen. But I don't know if this
19 is -- you know, I can't say, oh, yeah, this will work
20 fine, but I also can say that what happened two years
21 ago is not fine.
22 So where is that line? This is where we
23 are drawing this line. And if the next time it
24 happens this isn't perhaps the best way, we can
25 revisit the issue and say, okay, we need to do

Page 32

1 something different.
2 Yeah, Jerry.
3 MR. SPIRES: Jared with Real.
4 I think I guess the only suggestion I
5 might have is that when it comes to the voting for
6 the membership that it has to follow their normal
7 voting procedure. So the way that I would have to do
8 it for AGM, they would have to meet the same
9 requirements. That way they can't just call a
10 meeting and then selectively do it and check back
11 here. I know you are stopping that supposedly, but I
12 would think whatever my association rules are for
13 calling a special meeting, then it should have to
14 follow in the bylaws of my club to have to be
15 considered satisfactory to checking off this box.
16 PRESIDENT RUEBEL: So when it says
17 compliance with the bylaws of the involved voting
18 members, is there a modification to that that you
19 think would make it work better?
20 MR. SPIRES: Consistent with the club's
21 requirements for calling a special meeting.
22 PRESIDENT RUEBEL: Okay. I would
23 consider that a friendly amendment, so I don't think
24 we need to have a motion or a second on it. We can
25 vote on that amendment.

Page 33

1 DIRECTOR GABBERT: Jeff?
2 PRESIDENT RUEBEL: Yes.
3 DIRECTOR GABBERT: Maybe just to clarify
4 that too, moreover, they may not have that in their
5 bylaws. So what if they don't have that specifically
6 how to hold a special meeting in the bylaws? Then do
7 we have to define that further?
8 MR. SPIRES: I was thinking their
9 obligation to be a member of CSA, they have to have
10 an annual general meeting. And so however they --
11 MR. GABBER: So you're just talking
12 about their AGM? Not something we are going to draw
13 a special meeting together?
14 MR. SPIRES: Yeah. So you can say AGM
15 or special meeting. I don't care.
16 DIRECTOR GABBERT: So if their AGM is
17 not happening for another eight months, they want to
18 do this merger now --
19 PRESIDENT RUEBEL: There's provisions in
20 the nonprofit to call a special meeting.
21 MR. SPIRES: Not the actual meeting, how
22 they go about doing it.
23 DIRECTOR GABBERT: Which may or may not
24 be in their bylaws, right? It's just the wording. I
25 think however you -- unless I'm misunderstanding.

Page 34

1 PRESIDENT RUEBEL: So what I have is
2 compliance with the club's procedure for calling a
3 regular or special meeting of the voting member
4 bylaws of the involved voting member.
5 Does that work for everyone?
6 This friendly amendment, all in favor
7 say aye.
8 MULTIPLE SPEAKERS: Eye.
9 PRESIDENT RUEBEL: All opposed say nay.
10 With that amendment, any further
11 discussion?
12 MR. NAGEL: I have a question on that.
13 PRESIDENT RUEBEL: Yeah.
14 MR. NAGEL: Aaron Nagel, Rapid Youth
15 Soccer.
16 Could the board, if they wanted to,
17 amend their bylaws to account for what Jared is
18 talking about to bypass what you just mentioned?
19 PRESIDENT RUEBEL: I don't think so. I
20 mean, if you -- you still would have to have an
21 affirmative vote. So if you amended it for a special
22 meeting, you still have to have an affirmative vote
23 of the registered players. So I think, you know,
24 even if you try to jiggle your bylaws to say, no, we
25 don't have to have it anymore, Colorado Soccer would

Page 35

1 still look at it and say, where is your member vote?
2 MR. NAGEL: Percentagewise, though.
3 Majority?
4 PRESIDENT RUEBEL: Under ours, we say
5 majority of those casting votes.
6 MR. NAGEL: But that not may not be in
7 the bylaws of the club though.
8 PRESIDENT RUEBEL: Their special meeting
9 would be solely for a special meeting, not -- they
10 would have to have a quorum of their people to say we
11 want to call a special meeting, but whether those
12 people would show up to vote is a different question.
13 They'd probably have to have a quorum though.
14 I still don't think they would
15 necessarily be able to jiggle the thing to make it
16 work.
17 Any other thoughts on that? As I ran
18 through it in my mind.
19 Yeah. All right. Why don't we do this.
20 Let's go ahead and vote on the motion to approve
21 this. If we look at it and decide that maybe we need
22 to make a modification, we can always come back and
23 revisit it at the next AGM.
24 So at this point what I think what we
25 want to do is turn it to Mr. Nate Shotts for a vote

Page 36

1 on the bylaws.
2 MR. SHOTTS: We just keep this really
3 easy. As you can see up there, on your little gadget
4 there, A is yes, B is no, and C to abstain. When I
5 say go, I'll count down to five. And once that
6 happens, then Jimmy will hit the special button, and
7 the results will show up on the screen.
8 Are we set, ready to go?
9 All right. Voting starts now. Five,
10 four, three, two, one. Voting is closed.
11 PRESIDENT RUEBEL: Bylaw stands
12 approved. Thank you.
13 All right. Next item of business.
14 Actually, I presume there aren't any bylaws from the
15 floor. That is permitted, but I don't -- no bylaws
16 from the floor? Going once, twice.
17 All right. Next item of business,
18 election of officers and directors. I'm going to
19 turn it over to Nate to do this part.
20 MR. SHOTTS: So we've asked each --
21 there's eight people running for six positions.
22 We'll do the same. We'll start with the current
23 board members that are up for election to give two or
24 three minutes, I would hold it at two or three
25 minutes. Music will start playing. That means you

Page 37

1 will have to cut it off. We really don't have music,
2 but Jimmy will start singing.

3 So we are going to start with the six up
4 here, and then we have two new candidates who will be
5 running from the floor. I will give you the mic.
6 You can come over and chat. There's no special
7 order.

8 It looks like Mr. Marley Wilson is up
9 first. He is over here to my left, so I will turn if
10 over to him.

11 DIRECTLY WILSON: My name is Marley
12 Wilson. I have been in Colorado for 20-plus years.
13 So for the ones that don't know me, I'm a resident.
14 I was fortunate enough to sit in your seat once upon
15 a time and run a club. Then I got to work at a state
16 level, and recently -- not recently now -- two years
17 ago took a job with U.S. Youth Soccer.

18 At U.S. Youth Soccer I oversee all the
19 cups across the country. There's four regions. We
20 have eight regional cups and two national cups
21 competitions. And then in January, I got a phone
22 call, and now I have taken over all the leagues. We
23 have 13 league conferences and national league that I
24 oversee at U.S. Youth Soccer, so quite a big job
25 there.

Page 38

1 However, I've been involved with the
2 state, been very passionate with Colorado Soccer as a
3 whole. Wherever I have been, getting my referee
4 badge because Esse meets me five times and keeps
5 persuading me to get my referee badge, whether it's
6 volunteering at an adult game on the weekend as a
7 coach. Very invested in the Colorado community.

8 Colorado is a home. I have a daughter
9 who is 7 and finally decided to coach her last
10 year -- or this year. It's been lots of fun. I have
11 a son who is 14. He doesn't play either.

12 But why it is important for me to join
13 the board, I have been an employee, I have seen the
14 board transition and change a lot. And what's been
15 really important is I have a good idea what is going
16 on at U.S. Soccer, because I speak to them, MLS, U.S.
17 Youth, U.S. Club. And the list goes on.

18 Everyone at the referee side, I'm very
19 engaged with stuff going on there. So I feel like
20 I'm a good all around to the board, and I understand
21 from the operation point and governance point and
22 being a volunteer and being able to commit with my
23 family supporting me doing it. I have been traveling
24 sometimes. I have had to attend via phone
25 conference.

Page 39

1 So the last two years have been fun,
2 lots of challenges. If any of the board members want
3 me to help them on the project, I jump right in. One
4 of the most recent projects was with Jeff for U.S.
5 Soccer arbitration and we -- because of my
6 connections was able to talk to some people very
7 quickly and get some information just because I work
8 at U.S. Youth Soccer.

9 So that is a bit about myself. The ones
10 that know me very well, you know my intentions and
11 what I bring to the table. The ones who don't know
12 me, feel free to say hello, catch up with me, if I am
13 elected or not elected. All right. Thank you.

14 MR. SHOTTS: Thank you, Marley. I'm
15 just going to go in order. Next up could be Candy
16 Brooks, and then after that will be Joe LoRusso.

17 DIRECTOR BROOKS: My name is Candy
18 Brooks. I am from Colorado Springs Pride Soccer. I
19 think my voice is the one from outside the Denver
20 metro area. I think my voice is the one because I'm
21 an executive director. So I'm living what you guys
22 are doing day-to-day. I see more of the problems
23 that you see.

24 So I think when I come to it, I bring
25 that voice of reason. Not always, I guess, but I

Page 40

1 bring that voice from you-all to the board. Mine's
2 not going as long as Marley because that's who I am.
3 It's very simple, very straightforward.

4 I do think that what we've established
5 in the last couple of years, what I have been able to
6 be a part of has improved CSA, but I think we have
7 more that we can do. And I would like to help
8 championship that through. And if you have things
9 that need to be carried through, I'm honestly willing
10 to do it and to help you do it. Big club, little
11 club, whichever it is, so that's me.

12 MR. SHOTTS: Thank you, Candy.

13 DIRECTOR LORUSSO: My name is Joe
14 LoRusso. I have been on the board now for the past
15 four years. In my day job, I'm an attorney and
16 pilot. I haven't quite figured out what I want to do
17 when I grow up so I go back and forth on that.

18 I'm unaffiliated so I carry with me -- I
19 like to think I carry with me no bias to any club,
20 large or small. That has allowed me to be a part of
21 a lot of different committees here and bring kind of
22 a unique perspective to that. Involved in a lot of
23 different projects on here, most recently the
24 arbitration.

25 As far as my connection to soccer

Page 41

1 because I am unaffiliated, born and bred and raised
2 in Colorado, came up through the program; rec,
3 competitive, played at the academy. And then as a
4 connection to still stay in the sport, myself and my
5 family run a third-party scholarship for Colorado
6 youth to help pay for their fees and balls and travel
7 and all that good stuff. As a side note, come talk
8 to me about that if you guys have anybody.
9 So it would be an honor to continue to
10 serve, and I'm happy to do if elected. Thank you.
11 MR. SHOTTS: Stephanie Gabbert is next
12 and then Kathy.
13 DIRECTOR GABBERT: I'm Stephanie
14 Gabbert. I have been involved with the board here
15 for the last four year. And soccer, the soccer
16 environment, has been my entire professional career.
17 So this is what I've done my whole life and started
18 out as a coach, college, club, with our youth
19 national teams for several years, and then went into
20 the nonprofit world because I wanted to do more. I
21 wanted to do more through the sport.
22 And created and implemented programs in
23 Indian countries for native youth to address health
24 inequities for about four years, and then ended up in
25 Colorado after that where I sat in your seats as a

Page 42

1 club executive director and in club leadership fund
2 development and a nonprofit world, grant writing, all
3 the fund nonprofit stuff that some of you guys
4 probably don't like to do. I did all that stuff.
5 Which helped transfer great in this position because
6 it helped me work with the staff, and we were able to
7 secure a grant from U.S. Soccer through their
8 Innovate to Grow fund to implement some grassroots
9 programming here in Colorado.
10 So I think I bring a special skill set
11 in that area to this board. But also because of my
12 broad experience across so many different areas, it
13 gives me a different perspective, and I think a lot
14 of the times your own perspectives too in some of the
15 things that we are doing.
16 So currently I work with a company. We
17 are building a new soccer complex. I'm also part of
18 our new field building committee, which we hope can
19 be a focus for us to alleviate some of the issues
20 that everyone has on field availability across the
21 state, which could be superexciting over the next
22 several years.
23 And I also have a business where I do
24 confidence training for girls in the sport
25 environment. So really my passion is using this

Page 43

1 environment to help kids and make an impact, and
2 hopefully you guys all feel the same. And I would
3 love to advocate for you and stay here as part of
4 this.
5 DIRECTOR KUST: My name is Katherine
6 Kust. I, like many of you, have a passion for
7 soccer. Growing up, my father played professionally
8 in Greece. I started the first girl's soccer team in
9 high school because there wasn't one. So I
10 petitioned and got that started. You know, my
11 family's big soccer advocates. My cousin is the
12 chief medical officer of U.S. Soccer.
13 I am an attorney like some of the others
14 here on the board. I practice in insurance. I'm a
15 litigator. I have dealt a lot with some of the
16 issues we are all dealing with now with SafeSport. I
17 have litigated the neglect and abuse statute so I
18 have a lot of familiarity and involvement with that.
19 We have a lot that we're going to be working with as
20 an organization to help implement the policies,
21 procedures in dealing with the SafeSport, a new world
22 that we are all in.
23 And so I've been on the board now for
24 five -- four or five years and would love to help
25 continue. There's -- if many of you who have -- were

Page 44

1 sitting in on the risk management know that we are
2 trying to, along with Caleb and Jeff and Nate, help
3 sort of filter the process of going to SafeSport on
4 many of the disciplinary actions and things that you
5 want to report. So being the filter for that. We're
6 looking to do a lot of that, help be the gateway.
7 So I would love to continue to stay on
8 the board and assist in doing that.
9 MR. SHOTTS: Thank you, Kathy. We will
10 go with Caleb and then Andrew.
11 DIRECTOR MEYER: Good afternoon, my name
12 is Caleb Meyer. I have been on the board for two
13 terms. I am virtually a native of Colorado. Moved
14 here when I was 1 years old -- or 1 year old. My
15 whole life in Colorado has been involved with soccer
16 in one shape or another. I grew up in the state
17 playing with various clubs. I started up in FC
18 Boulder. Played with Riverside Renegades, ended up
19 playing with Northglenn Thunder.
20 I graduated from high school. I played
21 soccer at UCLA. I had a cup of coffee playing a
22 little bit in Holland, came back, had a sip of coffee
23 with the Colorado Rapids here. And got married, went
24 to law school, and then had four kids all of whom
25 play soccer youth in the youth club.

Page 45

1 So I have been around Colorado Soccer my
2 whole life as a participant but also as a parent.
3 And certainly, you know, my -- I have tried to play
4 my role in giving back a lot to Colorado Soccer that
5 kind of gave me a lot of opportunities growing up as
6 well. So I am affiliated with Colorado Rapids. I'm
7 a board member at the Colorado Rapids as well.

8 The -- I think I -- like Kathy, I'm an
9 attorney as well. The focus of my work with CSA in
10 the past years has been with the risk management
11 committee, and particularly implementation and
12 dealing with some of the risk policy issues that
13 you-all are having to face with SafeSport now and
14 reporting requirements and those things that Kathy
15 just talked about.

16 As an attorney that's where I sort of
17 bring most of my professional skill set, I would say,
18 to the board and to all of you as -- as members. But
19 I also feel like I can temper other decisions because
20 of my long experience, not only as a player growing
21 up in Colorado Soccer and competitive soccer, club
22 soccer, but also, you know, playing at various levels
23 and making sure that soccer continues to grow and
24 thrive, not just for kids that ultimately play at
25 high levels, but for kids that want to play

Page 47

1 play professional soccer. I'm just a parent, primary
2 a football and golf guy, and now I watch soccer every
3 Saturday morning on TV. So it's become a thing that
4 I love quite a bit. I just like what it does. I
5 think there are many ways to be innovative and to do
6 things for Colorado Soccer, and I want to be involved
7 with that.

8 And I think that at the end of the day
9 what matters to me is that my kids and all of our
10 kids come home, and instead of wanting to go to
11 school, they say can I go back and play soccer some
12 more. And I have seen that in my kids, and that's
13 exciting to me. And I want to be a part of that.

14 As far as what I've been involved in. I
15 have been on several boards. I'm involved with our
16 club B-Elite. I'm on the foundation where we try to
17 raise money for kids who cannot afford the cost of
18 soccer, because I don't think we should ever say no
19 to anybody.

20 And I'm involved with George Washington
21 High School. I'm treasurer of the George Washington
22 speech debate, and I chair a committee for Patriot
23 Pride, which is raising money at the school to make
24 the school campus and the environment of teaching
25 better. So that's my involvement.

Page 46

1 recreationally and move on to other things, that it's
2 a positive experience for them as well at all levels.

3 So it certainly would be an honor to
4 continue to serve on the board in those capacities
5 and lend my -- hopefully my knowledge and experience
6 in that regard to all of you.

7 MR. SHOTTS: Thank you. Andrew, I
8 welcome you.

9 MR. RAABE: Thank you, everybody. My
10 name is Andy Raabe. I am -- I guess we're the
11 contesters. So Nate said we could have 15 minutes;
12 is that right?

13 (Laughter.)

14 MR. RAABE: I'll try to keep it under
15 that.

16 If you had asked me ten years ago when I
17 was taking four stinky soccer boys to McDonald's
18 after a game if I would be up here and wanting to be
19 a member of the board, I'm not so sure what I would
20 say or what my answer would be. But as I saw my
21 son's love of soccer grow and I saw mine grow, I knew
22 that I wanted to get involved in a sport that was
23 something that connects people in so many different
24 ways. And that's why I'm interested in doing this.

25 My story is fairly short. I did not

Page 48

1 And that's it. Thank you.

2 MR. SHOTTS: Thank you. And now Joshua.

3 MR. HOLLON: Thanks. Let me just start
4 by saying thank you to the association and to all of
5 the clubs and academies for keeping the game of
6 soccer going in Colorado, because I am very much
7 still a consumer of soccer. I have been playing as
8 an adult for the past 20 years recreationally. The
9 last 7 years, I have been more involved as a fan and
10 a parent of a youth player starting at the
11 recreational level, you know, being the dad out there
12 kicking it around, introducing kids to the game. And
13 luckily my son far surpassed his skills than my
14 coaching skills.

15 And we have been involved with B-Elite
16 as a parent for the past four years. Been able to
17 see the other clubs and cultures throughout Colorado
18 playing in the P1 level and championship league, the
19 opportunity to travel to other states in the far west
20 dessert or -- far west regionals and Dessert
21 Conference, and even an opportunity to go see Spain
22 and see the culture there.

23 So I really appreciate everybody in this
24 room of what you do as a player, as a parent, and the
25 opportunity to expand the game.

Page 49

1 As my son's been growing, and I'm
2 becoming more and more of just a fan, I have been
3 looking at other opportunities of how I can give
4 back. My son turns 13 this year. We'll be going in
5 and doing the grassroots referee training. I have
6 been looking to do that for a while, but with the
7 rule changes I wanted to do it with him, and he
8 couldn't do it until he was 13.

9 So it is just another opportunity for us
10 together to experience a different side of the game.
11 As I get tired of chasing 20-year-olds -- my 40
12 something, you know, legs, I want to be involved in
13 the game somehow.

14 Professionally I'm a civil engineer, I
15 have worked everything from small land development
16 jobs to billion dollar infrastructure jobs. I have
17 worked with large groups, small groups of various
18 backgrounds and various opinions. I always found
19 that working collaboratively civilly -- because we
20 all have the same goals. People are dedicating their
21 time, and I very much look forward to working with
22 you guys, if not on the board, on a committee or
23 somehow to give back.

24 But I just hope -- you know, like I
25 said, I want to give back either using my experience

Page 50

1 as an adult player, as a parent, a consumer of the
2 people you're supporting, your families and the
3 viewpoint they have, their needs and wants and maybe
4 not discussing with you, but it is just an
5 opportunity to give you. Thank you.

6 MR. SHOTTS: Thank you, Joshua.
7 Thank you. I do have to say that each
8 one of the incumbents have passed a background check.
9 They filled out their conflict of interest forms.
10 And we now require the SafeSport for everybody. So
11 everybody has successfully completed everything.

12 So the way we'll do this one, again, is
13 there's eight incumbents for six positions. You
14 push -- you choose six of those letters up there of
15 the people that you're voting for, which means I will
16 give you more than five seconds.

17 (Laughter)

18 MR. SHOTTS: Just as a start. So we'll
19 count down from 10 very slowly. All right. I'll go
20 15. Let's make it 15. I just hate counting down. I
21 sound silly, but all right. So you're pushing 6
22 letters. The top 6 will be the incumbents that will
23 fill the 6 board positions for a two-year period.

24 All right. So Jimmy, you're set. You
25 guys are all set. Voting opens now.

Page 51

1 15, 14, 13 -- this is a test, I know.
2 (Laughter)

3 MR. SHOTTS: Where was I? 12, 11, 10,
4 9, 8, 7, 6, 5, 4 -- push fast -- 3, 2, 1. Voting is
5 closed.

6 The 6 to fill the board positions in a
7 two-year period: Candy, Stephanie, Kathy, Joe,
8 Caleb, and Marley, all for a two-year period.

9 We want to thank everybody. It's always
10 good to get people running for these positions. And
11 even if you're not, we would love to talk to you
12 about coming on and working with us on some of our
13 committees as well. Thank you.

14 PRESIDENT RUEBEL: Yes, I do want to
15 thank all the candidates, and particularly the --
16 Joshua and Andrew -- I was going to say Alan, but I
17 knew it wasn't Alan -- and Andrew and everyone for
18 voting and paying attention to this election. It's
19 nice to see that people are interested in the board
20 and want to serve on what we try to accomplish.

21 Next item is new business. And just
22 because I'm just harbinger of good news, this whole
23 meeting I'm going to wrap up with even more good news
24 for you.

25 Historically, the United States Youth

Page 52

1 Soccer Association survived by essentially
2 sponsorship money, and that's how they ran their
3 operations was because of moneys from Adidas and
4 things like that. It resulted in -- and I don't want
5 to be pejorative, but it resulted in some dysfunction
6 in the organization when sponsorship money started
7 drying up. And so they really starting struggling
8 hitting their reserves.

9 The structure of USYS was changed, then,
10 to run with a more professional staff, instead of
11 being a volunteer staff, and trying to hemorrhage
12 some of the losses that were occurring and to
13 redefine itself. There have been successes in doing
14 that, and it has stabilized itself somewhat. But
15 there's still an inordinate reliance on sponsorship
16 money for its operations.

17 It does have several different things
18 that it's running. It runs the ODP. It runs the
19 national leagues, and it does other sorts of
20 activities that benefit youth soccer. And it is the
21 largest youth soccer organization in the nation and
22 interacts with U.S. Soccer on matters of importance
23 to competitive youth and recreational youth.

24 One of the things that the professional
25 staff came to realize, though, was that they did not

1 want to be so heavily dependent upon sponsorship
2 money. That is a sound decision. The decision then
3 became, though, is do they cut back on what sort of
4 things they do, or do they ask the membership for an
5 increase in dues for belonging to the U.S. Youth
6 Soccer.

7 The decision was the programs were --
8 some of the programs were thinned, but a lot of the
9 programs were maintained, such as ODP. The -- also a
10 decision was made that they would start assessing a
11 membership fee per player for members of U.S. Youth
12 Soccer. Last year it was a dollar because it was
13 being phased here. Because of the success we have
14 had with our investments and everything, Colorado
15 Soccer absorbed that and paid that extra dollar fee
16 that U.S. Youth was asking of members.

17 This year it is increased to what is
18 going to be the rate at least for -- for the
19 foreseeable future, and it's \$2.25. So what we are
20 asking here today is your authority to assess you an
21 extra \$1.25 for membership to U.S. Soccer of all your
22 members. Colorado Soccer will continue to pay \$1 of
23 that fee for U.S. Youth Soccer, but the extra \$1.25,
24 we would want to assess you your place for membership
25 with that.

1 Now, what I think is important is we
2 also need to discuss and let you all know what sort
3 of programs U.S. Youth offers to you all. And so to
4 that extent, Nate has talked to the executive
5 director of -- I mean, the chief operating officer of
6 U.S. Youth, and he provided this information he
7 shared with Nate.

8 MR. SHOTTS: Thank you, Jeff.

9 Some of the main concerns with an
10 increase is when you go from \$1 to \$2.25, part of
11 that is, you know, what are recreational kids going
12 to be receiving? Also, where is rest of the money
13 going to go into?

14 So I had several conversations with Drew
15 Hiatt, who is the chief operating officer there. I'm
16 not going to put Marley on the spot even though he
17 was there because, you know, I just -- I had my
18 decisions with them, and they have not had an
19 increase in 20 years. This is the first time they
20 have come back to us and said, hey, we need more
21 operating money in being able to do that.

22 Part of the money that they are putting
23 into obviously is they now have some grants that
24 would be available for states and clubs, I believe,
25 for the recreational grassroots for you to be able to

1 pay it forward. That would help your growth within
2 your club, similar to what we have with U.S. Soccer
3 in the Innovate to Grow fund.

4 Now they have created a fund that would
5 help with the recreational side. They also put more
6 money into their top soccer programs trying to build
7 that and put money into your clubs so that you can
8 help grow that. They are also bringing in some
9 training, some parent education, some player
10 development-type programs, all of which -- not
11 everything's hit the ground running right now, but
12 they are in the process of doing that.

13 They brought on some extra staff to make
14 sure that that's going to happen. The other moneys
15 is just to obviously the cost of inflation. You've
16 got to be able to get the cost and be able to pay the
17 bills. So it's been 20 years. So it hasn't been a
18 bad situation.

19 I will continue to work -- because I
20 know with my advisory committee, we had talked about
21 where that money is going to be going, and what it's
22 for. So I'm still continually staying on top of it.
23 I would ask -- and ask each one of the clubs to
24 support this at this point in time. We can always
25 revisit it every year to see.

1 I just -- I think at this point, this is
2 our best option moving forward. So I would ask every
3 club to consider doing that and bringing forth the
4 money so we can move forward with U.S. Youth.

5 PRESIDENT RUEBEL: Marley wanted to say
6 something about it, so I'm going to let him speak.
7 He is -- I want to make sure everyone understands.
8 He is a board member of Colorado Soccer, and he is
9 speaking in that capacity, but he also has an
10 integral knowledge of U.S. Soccer and so I'll let him
11 speak to it.

12 DIRECTOR WILSON: Thank you, Jeff and
13 Nate.

14 I wasn't prepared to speak, but I think
15 it's important that you guys know the board here have
16 had many discussions and very open, honest
17 discussions. You have a good representation of
18 clubs, people that have been involved in the game.

19 And with the direction that U.S. Youth
20 Soccer has taken is very positive, and I wouldn't be
21 standing up here today saying that if I didn't
22 believe in it. I've taken on more programs myself.
23 We are moving in a very fast, quick as we can. We
24 are 55 state associates.

25 You guys are very lucky. You are a very

Page 57

1 nimble state. When you try to do things at U.S.
2 Youth, it's pretty hard because we have different
3 geographical locations. We have different times of
4 play. Some states can play ten months, four months.
5 So there's a lot of things going on, but
6 I can tell you the professional staff that we have in
7 place today will take us into the future, very
8 positive about the future, but we have been operating
9 off of a dollar with our registration. And for
10 20 years, you guys know, the field people come to you
11 and say, yeah, we need new dollars. We need new
12 this. And your club fees go up, and your club fees
13 go up because FIFA raises your fees with you guys as
14 well.
15 U.S. Youth Soccer has weathered those
16 storms for as long as we can, and if we want to be
17 proactive and continue to offer the things we're
18 looking to offer, we need to make that step now.
19 Because if we don't, we'll get left behind. So
20 there's a lot of work being done.
21 I can tell you this: Nate is very
22 vocal. If you guys know him, he is not shy, and he's
23 been very vocal about his concerns at the leadership
24 level. And Jeff, actually in the last council
25 meeting, which was last week, I saw him slam his hand

Page 58

1 down, and he made his point very clear that things
2 need to happen because he is coming back to you and
3 -- I won't say delivering a promise, but he is
4 showing you guys that he is stepping up.
5 So just wanted to add that. I wasn't
6 planning on speaking, but just wanted to give you
7 some reassurance that with this increase, the goal is
8 continue to bring resources all the way down so you
9 guys can remain healthy. So thank you.
10 PRESIDENT RUEBEL: And just so you
11 understand where the structure of U.S. Youth right
12 now is, the original president after the professional
13 staff took over, Chris Moore, has moved over to the
14 Positive Coaching Alliance. They've recently brought
15 on a new CEO, a guy named Skip Gilbert who actually
16 coached with Pride for a while. He has experience in
17 running these sort of organizations. He's hit the
18 ground running last week. It's a big learning curve
19 for him on what to do with it, but he also has the
20 support of Drew Hiatt, who used to run Utah, who is
21 the chief operating officer.
22 So the staff that is in place seems to
23 be qualified and ready to deliver on it. So that
24 gives us some comfort level, but like Nate said,
25 we'll watch because we do not want to support an

Page 59

1 organization that's splashing around and spending
2 money without necessarily delivering benefit to us.
3 So with that in mind, I would like to
4 entertain a motion to approve the \$1.25 increase in
5 fees assessment to Colorado Soccer for payment to
6 U.S. Youth Soccer.
7 Do I hear such a motion?
8 MS. MAY: Lisa May, B-Elite Denver. I
9 motion to accept that.
10 PRESIDENT RUEBEL: Thank you. Is there
11 a second?
12 MR. SUMLIN: I second.
13 PRESIDENT RUEBEL: Greg Sumlin from
14 United Soccer seconded.
15 Further discussion? Questions?
16 Anything on that issue?
17 Yes.
18 MR. SCOTT: Tony Scott with Broomfield.
19 What are the ramifications if it's a no vote?
20 PRESIDENT RUEBEL: Well, first of all,
21 we wouldn't be a member of U.S. Soccer anymore --
22 U.S. Youth Soccer, not U.S. Soccer.
23 MR. SHOTTS: The one question was asked
24 was can you have part membership, full membership.
25 And according to the bylaws of USYS, we have to be

Page 60

1 full in to be members of USYS. If we did not vote
2 for this increase to stay with USYS, the only other
3 option would be that we would have to register
4 directly under U.S. Soccer.
5 The deal with U.S. Soccer is they don't
6 run their own leagues or anything. So we would have
7 to come up with other possibilities for that. There
8 would be no cups, national cups, or anything.
9 And I think those are kind of the big
10 ones right now. So really you're -- you can still be
11 registered with U.S. Soccer, but programming wouldn't
12 be there. You'd have to create it yourself.
13 PRESIDENT RUEBEL: Any other questions
14 or comments?
15 Yes.
16 MR. SUMLIN: Is there a set time frame
17 of when they might increase this \$1.25 again?
18 MR. SHOTTS: At this point in time, they
19 told us this increase would be solid for at least --
20 I think they said -- told me five years at least.
21 PRESIDENT RUEBEL: Yeah.
22 MR. SHOTTS: There would be no other
23 increase.
24 Now, the other thing you have to look
25 at. They're separate from U.S. Soccer. So if U.S.

Page 61

1 Soccer, who has millions of dollars, came back and
2 said they needed an increase, then we would have to
3 come back to you again.
4 PRESIDENT RUEBEL: But U.S. Soccer seems
5 to be -- well, although they are spending money like
6 crazy, we don't envision U.S. Soccer charging
7 anything more.
8 MR. SUMLIN: But they don't give money
9 to U.S. --
10 MR. SHOTTS: No. U.S. Soccer does not
11 give money to U.S. Youth. They are two separate
12 governing bodies.
13 PRESIDENT RUEBEL: No further
14 discussion. I'm going to go ahead and call for a
15 vote on the motion. We will do it by fob if we
16 could. A is yes. No is B. C is abstain.
17 I'll turn it over to Nate to do the
18 countdown.
19 MR. SHOTTS: We are back to five
20 seconds. Once again, I'll open and count down from
21 five, and we'll close it.
22 Voting starts now. 5, 4, 3, 2, 1.
23 Voting's closed.
24 The fee increase does pass. That would
25 put -- just to give you an example. Right now we are

Page 62

1 at 10.50. That would put us at 12 for recreational
2 players. The average fee for competitive is 36, so
3 that would basically put it at 37.25, just so you can
4 kind of grasp that in your mind of what the fee
5 increase will be.
6 PRESIDENT RUEBEL: You have my word and
7 Nate's word we will make sure that U.S. Youth wisely
8 spends the contribution, and we get programming that
9 is a benefit to our kids.
10 All right. Any other new business?
11 Having brought you all sorts of good news, I don't
12 have anything further. Seeing none, I'll entertain a
13 motion to adjourn.
14 MR. SPIRES: So moved, Jared.
15 PRESIDENT RUEBEL: Wow. That one was
16 fast.
17 UNIDENTIFIED SPEAKER: Second.
18 (Laughter.)
19 PRESIDENT RUEBEL: There's a second.
20 All in favor, say aye.
21 MULTIPLE SPEAKERS: Aye.
22 PRESIDENT RUEBEL: All opposed say nay.
23 Meeting stands adjourned. Thank you.
24 See you at dinner tonight.
25 (Adjournment at 4:21 p.m.)

Page 63

1 REPORTER'S CERTIFICATE
2
3
4 I, Carmen Murphy, a Registered Professional
5 Reporter, appointed to take the meeting minutes of
6 the Colorado Soccer Association's Annual General
7 Meeting, do hereby certify that these proceedings
8 were taken in stenotype by me at the time and place
9 herein set forth and thereafter reduced to a
10 typewritten form.
11 I further certify that the foregoing
12 constitutes a true and correct transcript to the best
13 of my ability.
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CARMEN MURPHY
Registered Professional Reporter

\$	40 [1] - 49:11 44,480 [1] - 15:23 4900 [1] - 1:9 4:21 [2] - 1:15, 62:25	34:17 accounted [2] - 15:4, 22:24 accounting [1] - 15:2 acquisition [1] - 22:16 action [4] - 17:23, 18:2, 18:6, 18:9 Action [1] - 2:9 actions [4] - 18:17, 18:23, 22:13, 44:4 active [1] - 22:17 activities [2] - 14:11, 52:20 actual [1] - 33:21 add [4] - 17:15, 20:21, 21:3, 58:5 address [1] - 41:23 Adidas [1] - 52:3 adjourn [1] - 62:13 adjourned [1] - 62:23 Adjournment [2] - 2:15, 62:25 adult [5] - 8:16, 23:14, 38:6, 48:8, 50:1 Adults [1] - 8:17 advisory [1] - 55:20 advocate [1] - 43:3 advocates [1] - 43:11 affiliated [1] - 45:6 afford [1] - 47:17 afternoon [3] - 3:7, 15:7, 44:11 AGM [6] - 17:9, 32:8, 33:12, 33:14, 33:16, 35:23 ago [8] - 12:14, 12:16, 20:17, 22:2, 30:8, 31:21, 37:17, 46:16 agree [1] - 21:22 ahead [2] - 35:20, 61:14 ahold [1] - 14:17 Alan [2] - 51:16, 51:17 Alex [2] - 18:15, 26:9 aligned [1] - 16:22 alleviate [1] - 42:19 Alliance [1] - 58:14 allow [1] - 13:10 allowed [1] - 40:20 alternate [1] - 14:8 Amateur [1] - 8:23 amend [1] - 34:17 amended [2] - 26:5, 34:21 amendment [6] - 21:16, 26:20, 32:23, 32:25, 34:6, 34:10 Amendments [1] -	2:11 amendments [2] - 21:15, 26:19 America [1] - 4:24 Amphitheater [1] - 1:10 Andrew [4] - 44:10, 46:7, 51:16, 51:17 Andy [1] - 46:10 announcement [1] - 22:7 announcing [1] - 28:18 ANNUAL [1] - 1:4 annual [3] - 3:6, 10:8, 33:10 Annual [1] - 63:6 answer [3] - 15:10, 21:2, 46:20 answers [1] - 3:21 Applause [1] - 13:3 Applebee 's [1] - 23:2 applicants [1] - 11:22 application [1] - 11:19 apply [1] - 21:8 appointed [1] - 63:5 appreciate [1] - 48:23 appropriate [2] - 26:2, 26:20 appropriately [1] - 23:4 approval [8] - 10:7, 22:18, 22:19, 27:13, 28:4, 29:5, 29:7, 29:8 Approval [1] - 2:5 approve [13] - 10:10, 10:14, 21:23, 22:5, 23:23, 26:7, 26:9, 26:12, 28:9, 28:11, 30:23, 35:20, 59:4 approved [10] - 11:24, 15:17, 15:19, 16:12, 18:24, 21:6, 21:18, 26:18, 30:15, 36:12 approves [1] - 14:10 arbitration [2] - 39:5, 40:24 area [4] - 13:15, 13:18, 39:20, 42:11 areas [3] - 13:16, 30:1, 42:12 arise [1] - 26:4 arrangement [1] - 27:10 arsenal [1] - 3:23 Aspen [2] - 1:10, 3:25 assess [2] - 53:20, 53:24	assessing [1] - 53:10 assessment [1] - 59:5 assets [5] - 15:23, 16:13, 16:20, 21:10, 22:23 assist [1] - 44:8 associates [1] - 56:24 ASSOCIATION [1] - 1:1 association [2] - 32:12, 48:4 Association [2] - 14:20, 52:1 Association 's [1] - 63:6 assure [1] - 11:18 attend [1] - 38:24 attendance [1] - 9:11 attention [1] - 51:18 attorney [4] - 40:15, 43:13, 45:9, 45:16 audit [2] - 15:17, 16:11 audited [1] - 14:25 auditors [4] - 15:15, 15:16, 19:24, 20:3 authority [1] - 53:20 availability [1] - 42:20 available [1] - 54:24 Avalanche [1] - 8:12 average [1] - 62:2 avoiding [2] - 29:15, 30:7 aware [3] - 23:24, 23:25, 29:15 Aye [1] - 18:21 aye [6] - 10:21, 10:22, 18:20, 34:7, 62:20, 62:21
1	5 [2] - 51:4, 61:22 51 [1] - 2:14 55 [1] - 56:24 55.6 [1] - 16:25			
1	1 [7] - 19:18, 44:14, 51:4, 53:22, 54:10, 61:22 10 [5] - 2:4, 2:5, 2:6, 50:19, 51:3 10.50 [1] - 62:1 11 [1] - 51:3 12 [3] - 11:15, 51:3, 62:1 13 [4] - 37:23, 49:4, 49:8, 51:1 14 [2] - 38:11, 51:1 15 [7] - 2:11, 19:21, 46:11, 50:20, 51:1 155,000 [1] - 16:2 17 [1] - 2:8 18 [2] - 2:3, 2:10 19 [1] - 2:12	6 6 [5] - 50:21, 50:22, 50:23, 51:4, 51:6 62 [1] - 2:15 65 [1] - 16:23 66 [1] - 20:13		
2	2 [3] - 2:4, 51:4, 61:22 20 [4] - 48:8, 54:19, 55:17, 57:10 20-plus [1] - 37:12 20-year-olds [1] - 49:11 2019 [3] - 15:13, 15:18 2020 [2] - 1:14, 15:19 21 [2] - 2:11, 2:14 22 [2] - 2:8, 11:14 24 [1] - 2:15 25 [3] - 1:14, 2:6, 2:10	7 7 [4] - 2:5, 38:9, 48:9, 51:4		
3	3 [3] - 2:3, 51:4, 61:22 3.5 [1] - 16:14 303.522.1604 [1] - 1:25 30th [1] - 15:12 36 [2] - 2:12, 62:2 37.25 [1] - 62:3 3:06 [1] - 1:15	8 8 [1] - 51:4 80237 [1] - 1:11		
4	4 [4] - 15:24, 15:25, 51:4, 61:22	9 9 [1] - 51:4		
		A Aaron [3] - 29:17, 29:18, 34:14 ability [4] - 3:4, 22:12, 25:24, 63:13 able [14] - 20:9, 21:8, 27:10, 30:14, 35:15, 38:22, 39:6, 40:5, 42:6, 48:16, 54:21, 54:25, 55:16 absorbed [1] - 53:15 abstain [2] - 36:4, 61:16 abuse [2] - 26:3, 43:17 academies [1] - 48:5 academy [1] - 41:3 accept [1] - 59:9 access [1] - 16:19 acclamation [1] - 10:24 accomplish [2] - 14:19, 51:20 according [1] - 59:25 account [2] - 19:17,		
		B B-Elite [5] - 4:2, 4:4, 47:16, 48:15, 59:8 background [2] - 19:10, 50:8 backgrounds [1] - 49:18 bad [1] - 55:18 badge [2] - 38:4, 38:5 balance [1] - 30:7 balls [1] - 41:6 barely [1] - 16:7 BARRETT [1] - 18:11 Barrett [2] - 18:11, 18:14 basis [1] - 30:13 Bear [1] - 4:6 became [1] - 53:3		

<p>become [1] - 47:3 becomes [1] - 30:6 becoming [1] - 49:2 behind [1] - 57:19 belonging [1] - 53:5 benefit [6] - 13:19, 21:7, 21:8, 52:20, 59:2, 62:9 best [4] - 31:18, 31:24, 56:2, 63:12 better [5] - 20:16, 22:11, 22:12, 32:19, 47:25 between [2] - 19:20, 30:7 beyond [1] - 17:8 bias [1] - 40:19 big [8] - 14:17, 20:24, 30:11, 37:24, 40:10, 43:11, 58:18, 60:9 bigger [3] - 25:22, 31:8, 31:11 biggest [1] - 29:20 billion [1] - 49:16 bills [1] - 55:17 bit [7] - 15:1, 19:6, 19:12, 25:22, 39:9, 44:22, 47:4 black [2] - 16:4, 16:9 board [54] - 3:9, 3:11, 11:22, 11:23, 14:17, 15:14, 15:16, 15:19, 15:20, 16:12, 17:2, 17:23, 17:25, 18:4, 18:10, 21:17, 22:3, 25:3, 25:21, 27:2, 28:12, 28:17, 28:22, 31:2, 31:4, 31:17, 34:16, 36:23, 38:13, 38:14, 38:20, 39:2, 40:1, 40:14, 41:14, 42:11, 43:14, 43:23, 44:8, 44:12, 45:7, 45:18, 46:4, 46:19, 49:22, 50:23, 51:6, 51:19, 56:8, 56:15 Board [8] - 2:8, 18:9, 18:17, 18:18, 18:23, 24:5, 24:11, 25:11 boards [1] - 47:15 Bob [1] - 12:15 bodies [1] - 61:12 book [2] - 9:15, 9:21 born [1] - 41:1 bottom [1] - 12:24 Boulder [3] - 4:8, 5:23, 44:18 box [1] - 32:15 boys [1] - 46:17</p>	<p>brad [1] - 11:16 bred [1] - 41:1 briefly [1] - 15:9 Bright [1] - 4:10 Brighton [1] - 5:25 bring [7] - 39:11, 39:24, 40:1, 40:21, 42:10, 45:17, 58:8 bringing [2] - 55:8, 56:3 broad [1] - 42:12 Brooks [2] - 39:16, 39:18 BROOKS [1] - 39:17 Broomfield [4] - 4:12, 26:24, 28:15, 59:18 brought [3] - 55:13, 58:14, 62:11 Bruce [5] - 11:10, 11:11, 11:12, 13:4, 19:4 Bruce's [1] - 15:1 budget [4] - 15:13, 15:18, 16:22, 16:24 build [1] - 55:6 building [2] - 42:17, 42:18 built [4] - 14:5, 20:4, 25:2, 31:1 BURGESSON [1] - 20:23 Business [2] - 2:10, 2:14 business [14] - 10:25, 17:22, 18:25, 19:1, 19:2, 21:11, 24:4, 24:11, 25:15, 36:13, 36:17, 42:23, 51:21, 62:10 button [1] - 36:6 bylaw [11] - 21:15, 21:25, 22:1, 26:5, 26:8, 26:18, 26:19, 27:2, 30:22, 30:24, 36:11 Bylaws [1] - 2:11 bylaws [17] - 9:23, 21:15, 23:7, 23:9, 32:14, 32:17, 33:5, 33:6, 33:24, 34:4, 34:17, 34:24, 35:7, 36:1, 36:14, 36:15, 59:25 bypass [1] - 34:18</p>	<p>campus [1] - 47:24 candidates [2] - 37:4, 51:15 Candy [4] - 39:15, 39:17, 40:12, 51:7 cannot [1] - 47:17 capacities [1] - 46:4 capacity [1] - 56:9 care [1] - 33:15 career [1] - 41:16 CARMEN [1] - 63:19 Carmen [2] - 1:21, 63:4 carried [1] - 40:9 carry [2] - 40:18, 40:19 CASA [1] - 4:16 case [2] - 25:4, 27:7 cases [1] - 19:20 cast [3] - 23:13, 23:20, 27:23 casting [1] - 35:5 catch [1] - 39:12 caused [1] - 22:7 Cañon [1] - 4:14 Center [1] - 1:8 CEO [4] - 11:3, 17:12, 27:1, 58:15 certainly [4] - 21:6, 31:8, 45:3, 46:3 CERTIFICATE [1] - 63:1 certify [2] - 63:7, 63:11 cetera [1] - 13:11 Chaffee [1] - 4:18 chair [1] - 47:22 chaired [1] - 11:13 challenges [1] - 39:2 championship [2] - 40:8, 48:18 change [5] - 15:2, 15:23, 21:25, 22:1, 38:14 changed [2] - 15:3, 52:9 changes [1] - 49:7 charging [1] - 61:6 charming [1] - 3:18 chasing [1] - 49:11 chat [1] - 37:6 check [2] - 32:10, 50:8 checking [1] - 32:15 chief [5] - 25:3, 43:12, 54:5, 54:15, 58:21 choose [1] - 50:14 Chris [1] - 58:13 circumstances [1] -</p>	<p>30:23 CISA [3] - 4:20, 9:7, 9:10 City [2] - 4:14, 8:2 city [1] - 4:22 civil [1] - 49:14 civilly [1] - 49:19 clarify [1] - 33:3 clear [1] - 58:1 clearly [1] - 11:19 click [1] - 3:8 close [1] - 61:21 closed [3] - 36:10, 51:5, 61:23 club [42] - 4:24, 22:3, 22:5, 22:7, 22:8, 23:1, 24:16, 24:18, 24:22, 25:1, 27:13, 27:15, 28:3, 28:4, 28:5, 28:6, 29:13, 29:16, 29:25, 30:9, 30:10, 30:17, 31:4, 32:14, 35:7, 37:15, 40:10, 40:11, 40:19, 41:18, 42:1, 44:25, 45:21, 47:16, 55:2, 56:3, 57:12 Club [4] - 8:2, 8:4, 29:6, 38:17 club's [3] - 13:25, 32:20, 34:2 clubs [16] - 9:9, 27:9, 27:11, 28:3, 29:22, 30:1, 30:14, 31:9, 31:10, 44:17, 48:5, 48:17, 54:24, 55:7, 55:23, 56:18 coach [5] - 12:5, 12:20, 38:7, 38:9, 41:18 coached [1] - 58:16 coaching [2] - 31:13, 48:14 Coaching [1] - 58:14 code [1] - 9:17 coffee [2] - 44:21, 44:22 collaboratively [1] - 49:19 college [1] - 41:18 COLORADO [1] - 1:1 Colorado [57] - 1:11, 3:13, 4:2, 5:1, 5:3, 5:5, 5:7, 5:9, 5:11, 6:2, 6:18, 7:7, 7:9, 9:2, 14:20, 14:23, 21:7, 22:10, 22:11, 22:14, 22:18, 24:16, 24:24, 25:2, 25:7,</p>	<p>25:21, 28:22, 29:6, 29:12, 31:6, 34:25, 37:12, 38:2, 38:7, 38:8, 39:18, 41:2, 41:5, 41:25, 42:9, 44:13, 44:15, 44:23, 45:1, 45:4, 45:6, 45:7, 45:21, 47:6, 48:6, 48:17, 53:14, 53:22, 56:8, 59:5, 63:6 comfort [1] - 58:24 coming [7] - 3:16, 13:17, 14:3, 14:18, 20:6, 51:12, 58:2 comments [1] - 60:14 commit [1] - 38:22 committed [1] - 29:23 committee [19] - 11:13, 11:14, 12:2, 12:9, 12:17, 12:22, 13:5, 13:6, 15:1, 15:17, 16:12, 16:19, 17:21, 18:6, 42:18, 45:11, 47:22, 49:22, 55:20 Committees [1] - 2:7 committees [6] - 9:23, 11:1, 12:10, 13:1, 40:21, 51:13 communicating [1] - 11:20 communication [1] - 11:17 communities [1] - 25:16 community [1] - 38:7 company [1] - 42:16 competitions [1] - 37:21 competitive [4] - 41:3, 45:21, 52:23, 62:2 compiled [1] - 15:22 completed [1] - 50:11 complex [1] - 42:17 compliance [8] - 13:12, 22:13, 22:19, 23:6, 23:9, 31:12, 32:17, 34:2 complies [1] - 25:1 comply [2] - 24:16, 27:8 concern [1] - 29:20 concerns [2] - 54:9, 57:23 condition [1] - 14:22 conditions [1] - 25:10 Conference [1] - 48:21</p>
	C			
	<p>Caleb [4] - 44:2, 44:10, 44:12, 51:8</p>			

<p>conference [1] - 38:25 conferences [1] - 37:23 confidence [2] - 16:25, 42:24 conflict [1] - 50:9 connection [2] - 40:25, 41:4 connections [1] - 39:6 connects [1] - 46:23 conservative [2] - 19:15, 20:24 consider [3] - 23:22, 32:23, 56:3 consideration [2] - 21:14, 21:18 Consideration [1] - 2:11 considered [1] - 32:15 consist [1] - 22:19 consistency [1] - 11:17 consistent [1] - 32:20 consolidation [2] - 22:16, 24:3 consternation [1] - 22:8 constitutes [1] - 63:12 construction [1] - 12:4 consumer [2] - 48:7, 50:1 contact [1] - 12:24 contained [1] - 17:19 contains [1] - 9:21 contested [1] - 3:10 contesters [1] - 46:11 continually [1] - 55:22 continue [10] - 14:13, 27:11, 41:9, 43:25, 44:7, 46:4, 53:22, 55:19, 57:17, 58:8 continues [2] - 16:10, 45:23 contribution [1] - 62:8 conversations [2] - 3:3, 54:14 copy [1] - 9:21 correct [1] - 63:12 cost [4] - 13:13, 47:17, 55:15, 55:16 council [1] - 57:24 count [3] - 36:5, 50:19, 61:20 countdown [1] - 61:18 counting [1] - 50:20 countries [1] - 41:23 country [2] - 12:12, 37:19</p>	<p>Country [2] - 6:8, 8:19 County [4] - 4:8, 4:18, 5:15, 6:20 couple [5] - 3:11, 19:7, 22:2, 22:4, 40:5 cousin [1] - 43:11 covered [1] - 20:13 Cranmer [1] - 5:13 crazy [1] - 61:6 create [2] - 14:7, 60:12 created [2] - 41:22, 55:4 Credentials [1] - 2:4 credit [1] - 21:4 Creek [1] - 4:6 Crestmoor [1] - 5:13 Crestmoor -Cranmer [1] - 5:13 criteria [1] - 24:25 CSA [9] - 14:5, 15:16, 17:9, 24:12, 30:22, 31:2, 33:9, 40:6, 45:9 culture [1] - 48:22 cultures [1] - 48:17 Cup [1] - 13:20 cup [1] - 44:21 cups [5] - 37:19, 37:20, 60:8 current [2] - 16:21, 36:22 curve [1] - 58:18 cut [2] - 37:1, 53:3</p>	<p>define [1] - 33:7 deliver [1] - 58:23 delivering [2] - 58:3, 59:2 Delta [1] - 5:15 Denver [8] - 1:8, 1:11, 4:4, 5:17, 6:12, 8:17, 39:19, 59:8 dependent [1] - 53:1 dessert [1] - 48:20 Dessert [1] - 48:20 determined [1] - 25:10 develop [3] - 13:11, 13:14, 14:13 development [4] - 14:11, 42:2, 49:15, 55:10 development -type [1] - 55:10 Dickinson [2] - 11:10, 11:13 DICKINSON [2] - 11:12, 19:5 difference [1] - 20:24 different [16] - 14:2, 14:10, 15:1, 19:19, 27:17, 32:1, 35:12, 40:21, 40:23, 42:12, 42:13, 46:23, 49:10, 52:17, 57:2, 57:3 differently [2] - 13:9, 15:4 digital [2] - 9:15, 9:20 dinner [1] - 62:24 direct [1] - 11:7 direction [1] - 56:19 directives [1] - 16:7 DIRECTLY [1] - 37:11 directly [2] - 13:25, 60:4 director [3] - 39:21, 42:1, 54:5 DIRECTOR [10] - 33:1, 33:3, 33:16, 33:23, 39:17, 40:13, 41:13, 43:5, 44:11, 56:12 Directors [8] - 2:13, 18:9, 18:18, 18:19, 18:24, 24:5, 24:11, 25:11 directors [1] - 36:18 disappear [1] - 30:19 disciplinary [1] - 44:4 discuss [1] - 54:2 discussing [1] - 50:4 discussion [10] - 10:20, 18:2, 22:7, 26:19, 29:10, 29:17, 31:5, 34:11, 59:15,</p>	<p>61:14 discussions [2] - 56:16, 56:17 disruption [1] - 25:15 dissolve [1] - 22:23 distressed [1] - 27:9 Divide [1] - 6:24 dollar [4] - 49:16, 53:12, 53:15, 57:9 dollars [2] - 57:11, 61:1 done [4] - 15:1, 20:2, 41:17, 57:20 down [12] - 11:11, 16:2, 19:20, 19:23, 20:6, 31:16, 36:5, 50:19, 50:20, 58:1, 58:8, 61:20 downloading [1] - 9:20 draw [1] - 33:12 drawing [2] - 28:12, 31:23 Drew [2] - 54:14, 58:20 driving [1] - 31:9 drying [1] - 52:7 due [1] - 3:4 dues [1] - 53:5 Durango [1] - 5:19 during [1] - 18:10 dysfunction [1] - 52:5</p>	<p>Elk [1] - 8:8 embarked [1] - 19:6 emotion [1] - 29:24 emotional [1] - 29:21 emphasize [1] - 12:18 employee [1] - 38:13 end [7] - 15:12, 15:22, 16:13, 16:24, 17:1, 17:4, 47:8 ended [2] - 41:24, 44:18 engaged [1] - 38:19 engineer [1] - 49:14 ensure [3] - 16:8, 25:6, 29:13 entering [1] - 9:20 entertain [2] - 59:4, 62:12 entire [1] - 41:16 entities [2] - 25:19, 25:23 entity [8] - 24:3, 24:7, 24:10, 25:18, 27:12, 31:17 environment [4] - 41:16, 42:25, 43:1, 47:24 envision [2] - 3:12, 61:6 envisioned [1] - 24:21 Esse [2] - 17:14, 38:4 essentially [2] - 24:16, 52:1 established [2] - 24:25, 40:4 et [1] - 13:11 Ethio [1] - 5:21 evaluation [1] - 31:6 event [1] - 22:2 ever-charming [1] - 3:18 example [5] - 25:18, 27:8, 27:17, 30:17, 61:25 examples [1] - 27:18 excellent [1] - 12:16 exciting [1] - 47:13 executive [4] - 25:4, 39:21, 42:1, 54:4 existed [1] - 23:11 existing [1] - 22:16 expand [2] - 13:17, 48:25 expectation [2] - 27:24, 28:1 expenses [2] - 15:24, 16:24 experience [7] - 42:12, 45:20, 46:2,</p>
D				
<p>dad [1] - 48:11 date [1] - 16:21 daughter [1] - 38:8 day-to-day [1] - 39:22 deal [4] - 19:17, 22:8, 26:3, 60:5 dealing [3] - 43:16, 43:21, 45:12 dealt [1] - 43:15 debate [1] - 47:22 debt [1] - 13:5 December [1] - 20:17 decide [1] - 35:21 decided [1] - 38:9 decision [5] - 12:8, 53:2, 53:7, 53:10 decision -making [1] - 12:8 decisions [3] - 11:21, 45:19, 54:18 dedicating [1] - 49:20 deem [1] - 26:20</p>				
E				
<p>earnings [2] - 19:18, 21:8 easy [1] - 36:3 economic [1] - 31:9 Edge [1] - 7:9 education [2] - 12:6, 55:9 effective [1] - 30:15 efforts [1] - 14:6 eight [5] - 20:4, 33:17, 36:21, 37:20, 50:13 eight-month [1] - 20:4 either [4] - 12:5, 13:1, 38:11, 49:25 elected [3] - 39:13, 41:10 Elect on [1] - 2:12 election [8] - 3:9, 3:10, 3:13, 36:18, 36:23, 51:18 electronically [1] - 18:3 Elite [5] - 4:2, 4:4, 47:16, 48:15, 59:8</p>				

46:5, 49:10, 49:25, 58:16 expertise [2] - 12:3, 12:5 explain [2] - 15:5, 27:21 express [1] - 25:24 extent [1] - 54:4 extra [4] - 53:15, 53:21, 53:23, 55:13 extraordinarily [1] - 13:17 eye [1] - 34:8	filter [2] - 44:3, 44:5 finally [1] - 38:9 finance [2] - 15:17, 16:12 financial [4] - 14:22, 14:25, 15:21, 30:2 financially [2] - 27:9, 30:18 fine [5] - 11:6, 27:16, 28:8, 31:20, 31:21 finesse [1] - 30:22 finish [1] - 16:22 first [10] - 3:17, 10:7, 11:9, 20:10, 20:13, 26:22, 37:9, 43:8, 54:19, 59:20 fiscal [2] - 15:12, 15:21 five [11] - 12:14, 22:4, 36:5, 36:9, 38:4, 43:24, 50:16, 60:20, 61:19, 61:21 flexibility [1] - 27:7 floor [3] - 36:15, 36:16, 37:5 fob [1] - 61:15 focus [3] - 14:17, 42:19, 45:9 folks [1] - 15:8 follow [2] - 32:6, 32:14 following [3] - 3:20, 26:6, 30:24 Football [1] - 9:2 football [1] - 47:2 force [1] - 31:9 foregoing [1] - 63:11 foreseeable [1] - 53:19 forewarn [1] - 3:9 forewarned [1] - 3:14 Fork [1] - 7:13 form [2] - 11:19, 63:10 formal [1] - 10:6 forms [1] - 50:9 forth [4] - 18:9, 40:17, 56:3, 63:9 fortunate [1] - 37:14 forward [8] - 28:10, 31:10, 49:21, 55:1, 56:2, 56:4 foundation [5] - 11:10, 11:14, 13:15, 14:10, 47:16 four [10] - 36:10, 37:19, 40:15, 41:15, 41:24, 43:24, 44:24, 46:17, 48:16, 57:4 frame [1] - 60:16 free [2] - 23:2, 39:12	Freitag [1] - 17:17 friendly [2] - 32:23, 34:6 full [2] - 59:24, 60:1 fully [2] - 27:7 fun [7] - 12:19, 12:20, 12:21, 38:10, 39:1 fund [7] - 12:12, 13:8, 42:1, 42:3, 42:8, 55:3, 55:4 fundamental [1] - 23:25 funds [10] - 13:21, 16:18, 19:15, 19:16, 19:19, 19:22, 20:1, 20:5, 20:11, 20:14 future [3] - 53:19, 57:7, 57:8	governing [1] - 61:12 graduated [1] - 44:20 Grand [1] - 6:6 grant [5] - 11:13, 11:14, 13:12, 42:2, 42:7 grants [6] - 11:10, 11:23, 12:13, 13:16, 13:22, 54:23 grasp [1] - 62:4 grassroots [3] - 42:8, 49:5, 54:25 gratitude [1] - 13:5 great [5] - 12:19, 12:20, 13:19, 22:8, 42:5 Greece [1] - 43:8 greg [1] - 10:18 Greg [1] - 59:13 grew [1] - 44:16 ground [2] - 55:11, 58:18 groups [2] - 49:17 grow [9] - 14:1, 14:8, 14:13, 29:25, 40:17, 45:23, 46:21, 55:8 Grow [2] - 42:8, 55:3 growing [4] - 43:7, 45:5, 45:20, 49:1 growth [1] - 55:1 guess [3] - 32:4, 39:25, 46:10 guy [2] - 47:2, 58:15 guys [14] - 30:11, 39:21, 41:8, 42:3, 43:2, 49:22, 50:25, 56:15, 56:25, 57:10, 57:13, 57:22, 58:4, 58:9	14:11, 29:13, 39:3, 40:7, 40:10, 41:6, 43:1, 43:20, 43:24, 44:2, 44:6, 55:1, 55:5, 55:8 helped [2] - 42:5, 42:6 helping [1] - 14:8 hemorrhage [1] - 52:11 hereby [1] - 63:7 herein [1] - 63:9 hi [1] - 11:12 Hiatt [2] - 54:15, 58:20 high [5] - 6:8, 8:19, 43:9, 44:20, 45:25 High [1] - 47:21 Highlands [1] - 6:10 historically [2] - 12:8, 51:25 hit [4] - 20:18, 36:6, 55:11, 58:17 hitting [1] - 52:8 hold [2] - 33:6, 36:24 holding [1] - 29:22 Holland [1] - 44:22 HOLLON [1] - 48:3 home [2] - 38:8, 47:10 honest [1] - 56:16 honestly [1] - 40:9 honor [2] - 41:9, 46:3 hope [2] - 42:18, 49:24 hopeful [1] - 30:12 hopefully [2] - 43:2, 46:5
F		G		
face [1] - 45:13 facilities [1] - 14:7 fact [5] - 12:13, 13:19, 18:2, 24:13, 31:7 falling [1] - 27:14 fairly [2] - 29:11, 46:25 fall [1] - 15:16 familiarity [1] - 43:18 families [1] - 50:2 family [2] - 38:23, 41:5 family's [1] - 43:11 fan [2] - 48:9, 49:2 far [5] - 40:25, 47:14, 48:13, 48:19, 48:20 fast [3] - 51:4, 56:23, 62:16 father [1] - 43:7 favor [4] - 10:21, 18:20, 34:6, 62:20 FC [6] - 5:23, 5:25, 6:2, 7:19, 8:14, 44:17 federal [2] - 22:20, 23:5 fee [7] - 20:9, 53:11, 53:15, 53:23, 61:24, 62:2, 62:4 fees [5] - 41:6, 57:12, 57:13, 59:5 felt [3] - 23:10, 26:2, 29:12 few [3] - 12:6, 12:12, 16:8 field [9] - 11:13, 12:3, 12:12, 12:13, 13:15, 16:19, 42:18, 42:20, 57:10 fields [2] - 11:9, 14:5 FIFA [1] - 57:13 figure [1] - 30:21 figured [1] - 40:16 fill [2] - 50:23, 51:6 filled [1] - 50:9	GABBER [1] - 33:11 Gabbert [2] - 41:11, 41:14 GABBERT [5] - 33:1, 33:3, 33:16, 33:23, 41:13 gadget [1] - 36:3 gain [3] - 16:1, 16:2, 20:16 gained [1] - 20:20 gaining [1] - 19:17 game [11] - 14:1, 14:9, 14:13, 38:6, 46:18, 48:5, 48:12, 48:25, 49:10, 49:13, 56:18 gateway [1] - 44:6 gathered [1] - 22:4 general [4] - 3:6, 10:8, 10:14, 33:10 General [1] - 63:6 GENERAL [1] - 1:4 genesis [1] - 22:1 geographical [1] - 57:3 George [2] - 47:20, 47:21 Gilbert [1] - 58:15 girl's [1] - 43:8 girls [1] - 42:24 given [1] - 12:17 glad [2] - 15:10, 21:2 Glenwood [1] - 6:4 goal [1] - 58:7 goals [1] - 49:20 golf [1] - 47:2 governance [1] - 38:21 governed [1] - 24:4	H	I	
		hand [1] - 57:25 handled [1] - 23:4 happy [1] - 41:10 harbinger [1] - 51:22 hard [1] - 57:2 hate [1] - 50:20 Hawks [1] - 5:1 headed [1] - 24:9 health [1] - 41:23 healthy [1] - 58:9 hear [6] - 3:4, 10:10, 12:25, 18:14, 26:7, 59:7 heard [1] - 17:13 heavily [1] - 53:1 hello [1] - 39:12 help [16] - 14:1, 14:7,	Ice [1] - 5:3 idea [2] - 30:9, 38:15 Il [1] - 2:4 Ill [1] - 2:5 impact [1] - 43:1 implement [2] - 42:8, 43:20 implementation [1] - 45:11 implemented [1] - 41:22 importance [2] - 11:16, 52:22 important [6] - 12:19, 14:19, 38:12, 38:15, 54:1, 56:15 improved [1] - 40:6 improvements [1] - 13:11 inaudible [1] - 3:2 incident [1] - 23:11	

<p>including [2] - 16:18, 26:19 income [1] - 13:10 increase [14] - 13:22, 20:9, 53:5, 54:10, 54:19, 58:7, 59:4, 60:2, 60:17, 60:19, 60:23, 61:2, 61:24, 62:5 increased [1] - 53:17 increases [1] - 20:10 incumbents [3] - 50:8, 50:13, 50:22 Indian [1] - 41:23 Indios [1] - 6:12 inequities [1] - 41:24 inflation [1] - 55:15 information [3] - 12:24, 39:7, 54:6 infrastructure [2] - 13:23, 49:16 Innovate [2] - 42:8, 55:3 innovative [1] - 47:5 inordinate [1] - 52:15 instead [2] - 47:10, 52:10 instructions [1] - 9:19 insurance [2] - 31:12, 43:14 integral [2] - 14:6, 56:10 intend [1] - 25:20 intentions [1] - 39:10 interacts [1] - 52:22 interest [4] - 20:3, 20:5, 20:15, 50:9 interested [5] - 13:1, 14:16, 15:5, 46:24, 51:19 Intermountain [1] - 6:14 internally [1] - 28:19 introducing [1] - 48:12 intrusive [1] - 29:11 invest [1] - 16:17 invested [1] - 38:7 investing [1] - 13:9 investment [3] - 19:6, 19:14, 29:21 investments [1] - 53:14 involved [17] - 23:7, 23:15, 32:17, 34:4, 38:1, 40:22, 41:14, 44:15, 46:22, 47:6, 47:14, 47:15, 47:20, 48:9, 48:15, 49:12,</p>	<p>56:18 involvement [2] - 43:18, 47:25 issue [2] - 31:25, 59:16 issues [5] - 15:14, 19:25, 42:19, 43:16, 45:12 item [8] - 10:7, 10:25, 17:22, 18:25, 21:14, 36:13, 36:17, 51:21 items [2] - 3:16, 19:1 itself [2] - 52:13, 52:14 IV [1] - 2:6 IX [1] - 2:14</p>	<p>8:17 kicking [1] - 48:12 kids [12] - 14:12, 43:1, 44:24, 45:24, 45:25, 47:9, 47:10, 47:12, 47:17, 48:12, 54:11, 62:9 kind [5] - 31:9, 40:21, 45:5, 60:9, 62:4 knowledge [2] - 46:5, 56:10 KUST [1] - 43:5 Kust [1] - 43:6</p>	<p>line [4] - 26:25, 27:5, 31:22, 31:23 lisa [1] - 59:8 list [1] - 38:17 litigated [1] - 43:17 litigator [1] - 43:15 Littleton [1] - 18:11 live [2] - 18:4, 18:6 living [1] - 39:21 locations [1] - 57:3 logic [1] - 29:24 Longmont [1] - 8:21 look [5] - 25:11, 35:1, 35:21, 49:21, 60:24 looked [2] - 14:25, 21:20 looking [10] - 12:1, 12:2, 12:4, 13:16, 23:21, 24:13, 44:6, 49:3, 49:6, 57:18 looks [2] - 16:22, 37:8 LoRusso [2] - 39:16, 40:14 LORUSSO [1] - 40:13 losses [1] - 52:12 love [7] - 12:25, 43:3, 43:24, 44:7, 46:21, 47:4, 51:11 loyalty [2] - 30:4, 30:9 luckily [1] - 48:13 lucky [1] - 56:25 Lynch [2] - 19:13, 19:24</p>	<p>MAY [1] - 59:8 McAllen [1] - 8:23 McDonald's [1] - 46:17 mean [4] - 28:20, 28:24, 34:20, 54:5 means [2] - 36:25, 50:15 medical [1] - 43:12 meet [3] - 19:12, 24:24, 32:8 meeting [30] - 3:6, 3:7, 10:6, 10:9, 10:15, 11:8, 17:9, 18:1, 18:4, 28:2, 28:3, 28:5, 32:10, 32:13, 32:21, 33:6, 33:10, 33:13, 33:15, 33:20, 33:21, 34:3, 34:22, 35:8, 35:9, 35:11, 51:23, 57:25, 62:23, 63:5 MEETING [1] - 1:4 Meeting [1] - 63:7 meetings [1] - 18:10 meets [3] - 17:23, 24:19, 38:4 member [15] - 25:7, 25:13, 27:1, 28:2, 28:3, 28:5, 28:23, 33:9, 34:3, 34:4, 35:1, 45:7, 46:19, 56:8, 59:21 members [33] - 3:10, 3:11, 12:1, 12:7, 12:9, 13:8, 13:10, 13:19, 14:16, 14:18, 15:20, 20:11, 20:14, 21:21, 22:3, 22:4, 22:17, 23:7, 23:8, 23:15, 23:22, 25:23, 27:25, 29:15, 29:23, 32:18, 36:23, 39:2, 45:18, 53:11, 53:16, 53:22, 60:1 membership [18] - 3:6, 10:6, 10:8, 10:15, 13:13, 21:18, 21:20, 21:24, 22:6, 24:24, 28:19, 32:6, 53:4, 53:11, 53:21, 53:24, 59:24 memberships [1] - 30:16 mention [1] - 14:23 mentioned [3] - 11:16, 22:2, 34:18 merge [5] - 22:23, 25:17, 27:11, 27:16,</p>
<p>J</p> <p>January [2] - 1:14, 37:21 Jared [4] - 10:12, 32:3, 34:17, 62:14 Jeff [6] - 33:1, 39:4, 44:2, 54:8, 56:12, 57:24 Jerry [2] - 27:20, 32:2 jettison [1] - 25:17 jigger [2] - 34:24, 35:15 Jimmy [6] - 3:18, 3:21, 9:6, 36:6, 37:2, 50:24 job [6] - 11:20, 12:16, 20:2, 37:17, 37:24, 40:15 jobs [2] - 49:16 Joe [3] - 39:16, 40:13, 51:7 join [3] - 12:17, 12:23, 38:12 joining [1] - 13:1 Joshua [3] - 48:2, 50:6, 51:16 jump [2] - 19:11, 39:3 Junction [1] - 6:6 June [1] - 15:12</p>	<p>L</p> <p>land [1] - 49:15 large [3] - 14:1, 40:20, 49:17 largest [1] - 52:21 last [19] - 9:22, 10:8, 10:14, 11:15, 16:3, 16:8, 19:7, 20:9, 20:11, 24:2, 38:9, 39:1, 40:5, 41:15, 48:9, 53:12, 57:24, 57:25, 58:18 Latina [1] - 9:4 Laughter [1] - 46:13 laughter [3] - 50:17, 51:2, 62:18 law [2] - 23:5, 44:24 laws [1] - 22:20 leadership [2] - 42:1, 57:23 league [3] - 37:23, 48:18 leagues [4] - 8:16, 37:22, 52:19, 60:6 learning [1] - 58:18 least [3] - 53:18, 60:19, 60:20 left [3] - 23:3, 37:9, 57:19 legally [1] - 23:14 legs [1] - 49:12 lend [1] - 46:5 less [1] - 19:18 letters [2] - 50:14, 50:22 level [5] - 37:16, 48:11, 48:18, 57:24, 58:24 levels [3] - 45:22, 45:25, 46:2 life [3] - 41:17, 44:15, 45:2 limit [1] - 29:25 LINE [1] - 2:2</p>	<p>M</p> <p>main [1] - 54:9 maintain [2] - 14:7, 25:19 maintained [1] - 53:9 maintenance [1] - 12:4 majority [7] - 23:13, 23:17, 23:19, 27:22, 28:7, 35:3, 35:5 manage [2] - 31:15, 31:17 management [3] - 16:5, 44:1, 45:10 manager [1] - 17:3 Marley [7] - 37:8, 37:11, 39:14, 40:2, 51:8, 54:16, 56:5 married [1] - 44:23 Marriott [1] - 1:8 Mason [1] - 14:22 MASON [1] - 15:7 matters [2] - 47:9, 52:22</p>	<p>K</p> <p>Katherine [1] - 43:5 Kathy [5] - 41:12, 44:9, 45:8, 45:14, 51:7 keep [3] - 13:2, 36:2, 46:14 keeping [2] - 29:14, 48:5 keeps [1] - 38:4 Kickers [2] - 5:17,</p>	

28:6 merged [11] - 22:5, 22:9, 24:3, 24:15, 24:18, 24:21, 25:1, 25:13, 25:16, 25:18, 25:23 merger [12] - 22:15, 23:9, 24:2, 24:6, 24:8, 24:10, 24:14, 28:10, 31:8, 33:18 mergers [3] - 22:13, 25:22, 25:25 merging [2] - 23:1, 24:7 Merrill [2] - 19:13, 19:24 met [2] - 19:12, 25:7 metro [1] - 39:20 Metro [1] - 8:25 MEYER [1] - 44:11 Meyer [1] - 44:12 mic [1] - 37:5 might [7] - 20:25, 23:11, 24:22, 24:23, 24:24, 32:5, 60:17 Mike [1] - 17:17 million [3] - 15:24, 15:25, 16:14 millions [1] - 61:1 mind [3] - 35:18, 59:3, 62:4 mine [1] - 46:21 mine's [1] - 40:1 mini [1] - 14:9 Minutes [1] - 2:5 minutes [15] - 3:11, 9:22, 10:8, 10:11, 10:14, 10:20, 10:24, 17:25, 18:7, 18:10, 18:18, 36:24, 36:25, 46:11, 63:5 misunderstanding [1] - 33:25 MLS [1] - 38:16 moderate [1] - 20:24 moderately [1] - 19:15 modification [3] - 11:24, 32:18, 35:22 modified [1] - 23:17 modify [1] - 27:2 money [24] - 12:22, 13:8, 13:9, 13:23, 22:22, 23:3, 23:4, 47:17, 47:23, 52:2, 52:6, 52:16, 53:2, 54:12, 54:21, 54:22, 55:6, 55:7, 55:21, 56:4, 59:2, 61:5, 61:8, 61:11	moneys [3] - 14:6, 52:3, 55:14 Monica [5] - 15:5, 15:11, 19:11, 19:21, 20:21 monitor [1] - 22:12 monster [1] - 24:9 month [2] - 20:4, 20:17 months [6] - 17:23, 19:13, 20:19, 33:17, 57:4 montrose [1] - 6:16 Moore [1] - 58:13 moreover [1] - 33:4 morning [2] - 11:17, 47:3 most [6] - 12:18, 18:4, 23:24, 39:4, 40:23, 45:17 motion [10] - 10:10, 18:8, 26:7, 32:24, 35:20, 59:4, 59:7, 59:9, 61:15, 62:13 Mountain [3] - 5:5, 7:15, 7:25 move [7] - 10:5, 11:6, 18:12, 21:13, 26:9, 46:1, 56:4 moved [9] - 10:12, 10:13, 18:13, 18:16, 26:12, 26:17, 44:13, 58:13, 62:14 moving [2] - 56:2, 56:23 MR [56] - 8:16, 9:6, 9:10, 9:13, 10:3, 10:12, 10:17, 11:12, 18:11, 18:15, 19:5, 19:10, 20:25, 26:9, 26:14, 26:23, 27:4, 27:21, 28:15, 28:24, 29:2, 29:18, 32:3, 32:20, 33:8, 33:11, 33:14, 33:21, 34:12, 34:14, 35:2, 35:6, 36:2, 36:20, 39:14, 40:12, 41:11, 44:9, 46:7, 46:9, 46:14, 48:2, 48:3, 50:6, 50:18, 51:3, 54:8, 59:12, 59:18, 59:23, 60:18, 60:22, 61:8, 61:10, 61:19, 62:14 MS [2] - 20:23, 59:8 MULTIPLE [4] - 10:22, 18:21, 34:8, 62:21 MURPHY [1] - 63:19 Murphy [2] - 1:21,	63:4 music [2] - 36:25, 37:1 N NAGEL [5] - 29:18, 34:12, 34:14, 35:2, 35:6 Nagel [2] - 29:18, 34:14 name [6] - 37:11, 39:17, 40:13, 43:5, 44:11, 46:10 named [1] - 58:15 Nate [15] - 11:2, 15:11, 17:13, 19:9, 25:4, 35:25, 36:19, 44:2, 46:11, 54:4, 54:7, 56:13, 57:21, 58:24, 61:17 Nate's [3] - 17:3, 17:11, 62:7 nation [1] - 52:21 national [5] - 37:20, 37:23, 41:19, 52:19, 60:8 native [2] - 41:23, 44:13 nay [4] - 10:23, 18:22, 34:9, 62:22 necessarily [6] - 13:24, 23:20, 25:25, 27:13, 35:15, 59:2 necessitated [1] - 31:12 necessity [1] - 30:24 need [14] - 12:6, 13:21, 13:24, 25:6, 31:25, 32:24, 35:21, 40:9, 54:2, 54:20, 57:11, 57:18, 58:2 needed [2] - 20:19, 61:2 needs [4] - 22:10, 24:10, 24:16, 50:3 neglect [1] - 43:17 negotiate [1] - 30:14 net [3] - 15:23, 16:2, 16:13 New [1] - 2:14 new [12] - 12:1, 12:6, 14:4, 37:4, 42:17, 42:18, 43:21, 51:21, 57:11, 58:15, 62:10 news [3] - 51:22, 51:23, 62:11 next [14] - 10:25, 13:17, 14:21, 17:22, 18:25, 21:13, 31:23,	35:23, 36:13, 36:17, 39:15, 41:11, 42:21, 51:21 nice [1] - 51:19 nimble [1] - 57:1 none [2] - 10:21, 62:12 nonmembers [1] - 3:14 nonprofit [7] - 22:21, 22:22, 22:24, 33:20, 41:20, 42:2, 42:3 normal [1] - 32:6 northern [1] - 9:2 Northern [1] - 6:18 Northglenn [1] - 44:19 note [2] - 14:25, 41:7 noted [2] - 3:3, 15:14 nothing [1] - 29:2 notification [1] - 28:19 number [3] - 14:1, 14:10, 16:6 O obligation [1] - 33:9 obviously [3] - 30:16, 54:23, 55:15 occasions [1] - 17:24 occurring [3] - 26:1, 29:16, 52:12 ODP [2] - 52:18, 53:9 offer [2] - 57:17, 57:18 offers [1] - 54:3 officer [5] - 25:4, 43:12, 54:5, 54:15, 58:21 Officers [2] - 2:7, 2:12 officers [3] - 11:1, 17:21, 36:18 old [2] - 44:14 once [4] - 36:5, 36:16, 37:14, 61:20 one [34] - 3:8, 3:15, 11:9, 13:1, 14:23, 16:7, 19:20, 20:8, 20:18, 21:15, 21:17, 23:10, 24:4, 24:5, 24:7, 24:10, 27:8, 27:12, 28:11, 30:5, 30:18, 30:25, 36:10, 39:3, 39:19, 39:20, 43:9, 44:16, 50:8, 50:12, 52:24, 55:23, 59:23, 62:15 ones [7] - 18:4, 18:5, 18:6, 37:13, 39:9, 39:11, 60:10 open [3] - 26:18,	56:16, 61:20 opens [1] - 50:25 operated [1] - 16:6 operating [7] - 16:4, 16:9, 54:5, 54:15, 54:21, 57:8, 58:21 operation [1] - 38:21 operations [2] - 52:3, 52:16 opinions [1] - 49:18 opportunities [3] - 29:25, 45:5, 49:3 opportunity [6] - 13:20, 48:19, 48:21, 48:25, 49:9, 50:5 opposed [6] - 10:23, 18:22, 21:9, 30:24, 34:9, 62:22 option [2] - 56:2, 60:3 order [3] - 25:14, 37:7, 39:15 Order [1] - 26:7 organization [8] - 16:15, 21:9, 27:1, 30:2, 43:20, 52:6, 52:21, 59:1 organizations [2] - 12:3, 58:17 original [1] - 58:12 originally [1] - 21:19 Ourray [1] - 6:20 outside [2] - 9:6, 39:19 oversee [2] - 37:18, 37:24 owe [1] - 13:4 own [3] - 23:9, 42:14, 60:6 P P&L [1] - 15:15 p.m [3] - 1:15, 62:25 P1 [1] - 48:18 packet [1] - 15:9 PAGE [1] - 2:2 Pagosa [1] - 6:22 paid [1] - 53:15 Palmer [1] - 6:24 paper [2] - 9:16, 9:18 parent [8] - 12:6, 45:2, 47:1, 48:10, 48:16, 48:24, 50:1, 55:9 part [15] - 3:13, 12:19, 14:6, 14:19, 21:19, 21:24, 36:19, 40:6, 40:20, 42:17, 43:3, 47:13, 54:10, 54:22, 59:24
--	---	--	---	---

<p>participant [1] - 45:2 particularly [3] - 13:7, 45:11, 51:15 parties [1] - 3:22 partnerships [1] - 14:4 parts [1] - 24:22 party [1] - 41:5 pass [1] - 61:24 passed [2] - 10:24, 50:8 passion [2] - 42:25, 43:6 passionate [1] - 38:2 password [1] - 9:20 past [7] - 18:10, 18:19, 19:2, 40:14, 45:10, 48:8, 48:16 Patriot [1] - 47:22 pay [5] - 20:9, 41:6, 53:22, 55:1, 55:16 paying [1] - 51:18 payment [1] - 59:5 peeled [1] - 21:23 pejorative [1] - 52:5 pending [1] - 21:24 people [21] - 12:3, 12:5, 14:12, 14:15, 22:5, 23:18, 23:19, 26:20, 30:4, 35:10, 35:12, 36:21, 39:6, 46:23, 49:20, 50:2, 50:15, 51:10, 51:19, 56:18, 57:10 per [1] - 53:11 percent [4] - 16:23, 16:25, 19:18, 19:21 percentagewise [1] - 35:2 perform [1] - 27:12 perhaps [2] - 23:24, 31:24 period [4] - 16:13, 50:23, 51:7, 51:8 permitted [1] - 36:15 perspective [3] - 17:2, 40:22, 42:13 perspectives [1] - 42:14 persuading [1] - 38:5 Pete [2] - 18:11, 18:13 Peter [2] - 14:21, 17:6 petition [2] - 25:3, 27:1 petitioned [1] - 43:10 phase [1] - 3:7 phased [1] - 53:13 phone [2] - 37:21, 38:24</p>	<p>pieces [1] - 24:22 pilot [1] - 40:16 Pirate [2] - 7:1, 9:10 itches [1] - 14:9 place [9] - 14:12, 24:4, 24:11, 24:22, 27:23, 53:24, 57:7, 58:22, 63:8 planning [1] - 58:6 play [11] - 12:19, 14:12, 38:11, 44:25, 45:3, 45:24, 45:25, 47:1, 47:11, 57:4 played [4] - 41:3, 43:7, 44:18, 44:20 player [8] - 12:6, 23:14, 45:20, 48:10, 48:24, 50:1, 53:11, 55:9 players [6] - 14:14, 23:13, 24:23, 31:7, 34:23, 62:2 playing [7] - 36:25, 44:17, 44:19, 44:21, 45:22, 48:7, 48:18 pockets [1] - 13:25 point [12] - 10:5, 26:18, 27:22, 28:21, 30:4, 35:24, 38:21, 55:24, 56:1, 58:1, 60:18 policies [1] - 43:20 policy [3] - 21:20, 21:24, 45:12 portion [1] - 10:6 posed [1] - 17:12 position [2] - 25:24, 42:5 positions [5] - 36:21, 50:13, 50:23, 51:6, 51:10 Positive [1] - 58:14 positive [5] - 15:22, 16:18, 46:2, 56:20, 57:8 possibilities [1] - 60:7 possible [1] - 11:21 posted [2] - 17:25, 18:7 posting [1] - 21:16 practice [1] - 43:14 preclude [1] - 25:25 Premier [1] - 8:21 prepared [1] - 56:14 presented [1] - 21:5 preserved [1] - 18:3 projects [1] - 58:12 PRESIDENT [47] - 3:5, 9:25, 10:4, 10:13,</p>	<p>10:18, 10:23, 13:4, 17:6, 18:13, 18:16, 18:22, 19:8, 21:3, 26:11, 26:15, 27:3, 27:6, 28:1, 28:21, 29:1, 29:4, 30:3, 32:16, 32:22, 33:2, 33:19, 34:1, 34:9, 34:13, 34:19, 35:4, 35:8, 36:11, 51:14, 56:5, 58:10, 59:10, 59:13, 59:20, 60:13, 60:21, 61:4, 61:13, 62:6, 62:15, 62:19, 62:22 president 's [1] - 17:10 presume [1] - 36:14 pretty [1] - 57:2 prevent [1] - 28:17 previous [1] - 16:1 Pride [5] - 7:3, 26:16, 39:18, 47:23, 58:16 primarily [1] - 18:1 primary [1] - 47:1 principal [2] - 24:4, 24:11 priorities [1] - 11:18 private [1] - 14:4 pro [1] - 15:5 proactive [1] - 57:17 problems [3] - 23:10, 26:4, 39:22 procedure [2] - 32:7, 34:2 procedures [1] - 43:21 proceedings [1] - 63:7 process [2] - 44:3, 55:12 Professional [3] - 1:21, 63:4, 63:19 professional [7] - 41:16, 45:17, 47:1, 52:10, 52:24, 57:6, 58:12 professionally [2] - 43:7, 49:14 program [3] - 19:6, 25:18, 41:2 programming [3] - 42:9, 60:11, 62:8 programs [12] - 13:11, 19:14, 20:7, 25:19, 41:22, 53:7, 53:8, 53:9, 54:3, 55:6, 55:10, 56:22 project [1] - 39:3 projects [3] - 12:22, 39:4, 40:23 promise [1] - 58:3</p>	<p>Proposed [1] - 2:11 proposed [5] - 21:14, 21:16, 21:25, 26:5, 26:8 protect [2] - 21:9, 29:2 proud [1] - 16:5 proved [1] - 21:6 provide [1] - 30:13 provided [1] - 54:6 provision [1] - 27:2 provisions [2] - 31:2, 33:19 proxy [1] - 7:24 public [1] - 14:4 publicly [1] - 28:18 pueblo [1] - 7:5 purely [2] - 29:5, 30:24 purpose [1] - 27:4 push [2] - 50:14, 51:4 pushing [1] - 50:21 put [7] - 13:22, 54:16, 55:5, 55:7, 61:25, 62:1, 62:3 putting [2] - 20:7, 54:22 PYS [3] - 9:7, 18:15, 26:10</p>	<p>59:19 ran [2] - 35:17, 52:2 Ranch [1] - 6:10 Rangers [1] - 7:5 Rapid [2] - 29:18, 34:14 Rapids [4] - 5:7, 44:23, 45:6, 45:7 rate [1] - 53:18 rather [2] - 11:3, 22:23 ratification [1] - 17:22 Ratification [1] - 2:8 ratify [2] - 18:8, 18:17 re [1] - 27:21 re-explain [1] - 27:21 reached [1] - 19:21 read [1] - 10:1 ready [2] - 36:8, 58:23 Real [4] - 7:7, 7:9, 10:12, 32:3 realize [1] - 52:25 really [16] - 12:21, 14:1, 14:24, 15:4, 16:17, 21:21, 23:21, 24:6, 31:16, 36:2, 37:1, 38:15, 42:25, 48:23, 52:7, 60:10 reason [2] - 22:21, 39:25 reasonable [1] - 25:10 reasons [1] - 12:17 reassurance [1] - 58:7 rec [2] - 25:17, 41:2 receiving [1] - 54:12 recent [1] - 39:4 recently [4] - 37:16, 40:23, 58:14 recognize [2] - 28:22, 29:11 recommend [1] - 11:23 recreational [6] - 48:11, 52:23, 54:11, 54:25, 55:5, 62:1 recreationally [2] - 46:1, 48:8 red [1] - 16:7 redefine [1] - 52:13 reduce [1] - 30:1 reduced [1] - 63:9 refer [1] - 15:10 referee [6] - 12:5, 12:21, 38:3, 38:5, 38:18, 49:5 referees [1] - 17:15 reflected [1] - 18:18 regard [1] - 46:6 regional [1] - 37:20</p>
Q				
<p>QR [1] - 9:17 qualified [1] - 58:23 quality [2] - 12:7, 12:9 questions [12] - 3:20, 11:5, 15:10, 17:5, 17:10, 17:11, 17:12, 20:21, 21:1, 29:10, 59:15, 60:13 quick [1] - 56:23 quickly [2] - 11:21, 39:7 quite [5] - 16:5, 19:12, 37:24, 40:16, 47:4 quorum [4] - 10:2, 10:5, 35:10, 35:13 quote [1] - 24:8</p>				
R				
<p>RAABE [2] - 46:9, 46:14 Raabe [1] - 46:10 raise [3] - 19:3, 21:12, 47:17 raised [1] - 41:1 raises [1] - 57:13 raising [1] - 47:23 ramifications [1] -</p>				

<p>regionals [1] - 48:20 regions [1] - 37:19 register [1] - 60:3 registered [5] - 23:13, 28:23, 29:9, 34:23, 60:11 Registered [3] - 1:21, 63:4, 63:19 registering [1] - 24:23 registration [1] - 57:9 regular [1] - 34:3 regulations [3] - 24:17, 24:20, 25:2 regurgitate [1] - 11:4 reliance [1] - 52:15 remain [1] - 58:9 remember [1] - 20:17 Renegades [1] - 44:18 repeat [1] - 9:8 report [11] - 10:1, 14:21, 15:8, 17:8, 17:10, 17:11, 17:12, 17:18, 17:19, 44:5 reported [1] - 1:20 Reporter [3] - 1:21, 63:5, 63:19 REPORTER 'S [1] - 63:1 reporting [1] - 45:14 reports [8] - 9:22, 11:1, 11:2, 11:4, 11:7, 15:13, 17:7, 17:22 Reports [1] - 2:6 represent [1] - 3:20 representation [1] - 56:17 require [2] - 24:3, 50:10 requirement [1] - 27:14 requirements [5] - 25:5, 25:8, 32:9, 32:21, 45:14 reserve [2] - 16:10, 20:5 reserves [2] - 19:24, 52:8 resident [1] - 37:13 resources [1] - 58:8 responder [1] - 9:15 response [40] - 4:1, 4:7, 4:9, 4:11, 4:15, 4:17, 4:19, 4:21, 4:23, 4:25, 5:2, 5:4, 5:10, 5:16, 5:18, 5:20, 5:22, 6:1, 6:5, 6:9, 6:11, 6:13, 6:15, 6:21, 6:23, 6:25, 7:2,</p>	<p>7:12, 7:16, 7:20, 8:1, 8:3, 8:7, 8:11, 8:15, 8:18, 8:20, 8:22, 8:24, 9:1 responsible [1] - 23:14 responsive [1] - 3:22 rest [1] - 54:12 result [3] - 12:8, 31:17, 31:18 resulted [3] - 15:22, 52:4, 52:5 results [1] - 36:7 revenue [1] - 15:23 revenues [1] - 16:23 review [2] - 10:7, 11:5 reviewed [1] - 21:17 reviews [1] - 15:19 revisit [3] - 31:25, 35:23, 55:25 Ridge [2] - 4:22, 8:12 Rios [2] - 18:15, 26:10 RIOS [3] - 9:6, 18:15, 26:9 risk [3] - 44:1, 45:10, 45:12 Riverside [2] - 7:11, 44:18 roaring [1] - 7:13 Roberts [1] - 26:6 Rocky [1] - 7:15 rogue [3] - 28:17, 29:16, 31:4 role [1] - 45:4 Roll [1] - 2:3 roll [2] - 3:17, 3:20 rolling [1] - 17:7 room [1] - 48:24 RUEBEL [47] - 3:5, 9:25, 10:4, 10:13, 10:18, 10:23, 13:4, 17:6, 18:13, 18:16, 18:22, 19:8, 21:3, 26:11, 26:15, 27:3, 27:6, 28:1, 28:21, 29:1, 29:4, 30:3, 32:16, 32:22, 33:2, 33:19, 34:1, 34:9, 34:13, 34:19, 35:4, 35:8, 36:11, 51:14, 56:5, 58:10, 59:10, 59:13, 59:20, 60:13, 60:21, 61:4, 61:13, 62:6, 62:15, 62:19, 62:22 rule [1] - 49:7 Rules [1] - 26:7 rules [8] - 13:12, 15:2, 24:17, 24:20, 25:2,</p>	<p>32:12 rules/regulations [1] - 22:14 run [7] - 13:5, 15:8, 37:15, 41:5, 52:10, 58:20, 60:6 running [8] - 3:15, 36:21, 37:5, 51:10, 52:18, 55:11, 58:17, 58:18 runs [2] - 52:18 Rush [2] - 5:9, 6:18</p>	<p>selectively [1] - 32:10 Selsvold [1] - 12:15 separate [2] - 60:25, 61:11 serve [3] - 41:10, 46:4, 51:20 set [8] - 18:9, 36:8, 42:10, 45:17, 50:24, 50:25, 60:16, 63:9 seven [1] - 24:9 seven-headed [1] - 24:9 several [6] - 16:3, 41:19, 42:22, 47:15, 52:17, 54:14 shall [2] - 22:17, 24:3 shape [2] - 17:1, 44:16 shared [1] - 54:7 sheet [1] - 12:25 shoestring [1] - 30:20 short [2] - 13:2, 46:25 SHOTTS [19] - 19:10, 20:25, 36:2, 36:20, 39:14, 40:12, 41:11, 44:9, 46:7, 48:2, 50:6, 50:18, 51:3, 54:8, 59:23, 60:18, 60:22, 61:10, 61:19 Shotts [2] - 11:2, 35:25 show [3] - 19:1, 35:12, 36:7 showing [2] - 24:19, 58:4 shown [1] - 17:17 shy [1] - 57:22 side [4] - 38:18, 41:7, 49:10, 55:5 significant [1] - 15:14 silly [1] - 50:21 similar [1] - 55:2 simple [1] - 40:3 simultaneous [1] - 3:2 singing [1] - 37:2 single [1] - 24:5 sip [1] - 44:22 sit [3] - 22:25, 25:12, 37:14 site [1] - 13:20 sitting [2] - 16:24, 44:1 situation [3] - 24:21, 29:16, 55:18 situations [2] - 26:3, 30:16 six [8] - 12:17, 19:13, 36:21, 37:3, 50:13, 50:14 skill [2] - 42:10, 45:17</p>	<p>skills [2] - 48:13, 48:14 Skip [1] - 58:15 skyline [1] - 7:17 siam [1] - 57:25 slip [3] - 9:14, 9:17, 9:19 slowly [1] - 50:19 small [6] - 30:9, 30:17, 31:10, 40:20, 49:15, 49:17 Soccer [70] - 3:13, 7:1, 8:2, 8:4, 9:11, 10:19, 14:9, 14:20, 14:23, 21:7, 22:10, 22:11, 22:14, 22:18, 24:17, 24:24, 25:2, 25:7, 25:21, 26:24, 28:22, 29:6, 29:12, 29:19, 31:6, 34:15, 34:25, 37:17, 37:18, 37:24, 38:2, 38:16, 39:5, 39:8, 39:18, 42:7, 43:12, 45:1, 45:4, 45:21, 47:6, 52:1, 52:22, 53:6, 53:12, 53:15, 53:21, 53:22, 53:23, 55:2, 56:8, 56:10, 56:20, 57:15, 59:5, 59:6, 59:14, 59:21, 59:22, 60:4, 60:5, 60:11, 60:25, 61:1, 61:4, 61:6, 61:10, 63:6 SOCCER [1] - 1:1 soccer [32] - 9:4, 12:20, 13:23, 16:17, 18:12, 25:15, 27:12, 40:25, 41:15, 42:17, 43:7, 43:8, 43:11, 44:15, 44:21, 44:25, 45:21, 45:22, 45:23, 46:17, 46:21, 47:1, 47:2, 47:11, 47:18, 48:6, 48:7, 52:20, 52:21, 55:6 solely [1] - 35:9 solid [1] - 60:19 sometimes [1] - 38:24 somewhat [2] - 21:7, 52:14 son [3] - 38:11, 48:13, 49:4 son's [2] - 46:21, 49:1 sorry [1] - 9:8 sort [10] - 14:10, 25:20, 26:1, 29:16, 31:14, 44:3, 45:16, 53:3, 54:2, 58:17</p>
S				
<p>SafeSport [5] - 43:16, 43:21, 44:3, 45:13, 50:10 sat [1] - 41:25 satisfactory [1] - 32:15 Saturday [1] - 47:3 save [2] - 9:16, 27:15 savings [1] - 19:17 saw [4] - 15:14, 46:20, 46:21, 57:25 scan [1] - 9:17 scholarship [1] - 41:5 School [1] - 47:21 school [8] - 43:9, 44:20, 44:24, 47:11, 47:23, 47:24 SCOTT [6] - 26:23, 27:4, 28:15, 28:24, 29:2, 59:18 Scott [3] - 26:23, 28:15, 59:18 screen [1] - 36:7 seat [1] - 37:14 seats [1] - 41:25 second [12] - 10:16, 10:17, 18:14, 18:15, 22:10, 26:13, 26:14, 32:24, 59:11, 59:12, 62:17, 62:19 seconded [3] - 18:17, 26:17, 59:14 secondly [1] - 23:6 seconds [2] - 50:16, 61:20 secure [1] - 42:7 see [12] - 17:24, 29:21, 30:18, 36:3, 39:22, 39:23, 48:17, 48:21, 48:22, 51:19, 55:25, 62:24 seeing [2] - 10:21, 62:12 selected [1] - 13:20</p>				

<p>sorts [3] - 31:13, 52:19, 62:11 sound [2] - 50:21, 53:2 South [1] - 1:9 Spain [1] - 48:21 Sparkman [2] - 3:19, 3:21 SPARKMAN [4] - 8:16, 9:10, 9:13, 10:3 SPEAKER [1] - 62:17 SPEAKERS [4] - 10:22, 18:21, 34:8, 62:21 speakers [1] - 3:3 speaking [2] - 56:9, 58:6 special [17] - 28:2, 28:3, 28:5, 32:13, 32:21, 33:6, 33:13, 33:15, 33:20, 34:3, 34:21, 35:8, 35:9, 35:11, 36:6, 37:6, 42:10 specifically [2] - 12:2, 33:5 speech [1] - 47:22 spending [2] - 59:1, 61:5 spends [1] - 62:8 SPIRES [8] - 10:12, 27:21, 32:3, 32:20, 33:8, 33:14, 33:21, 62:14 splashing [1] - 59:1 sponsorship [4] - 52:2, 52:6, 52:15, 53:1 sponsorships [1] - 13:22 sport [4] - 41:4, 41:21, 42:24, 46:22 spot [1] - 54:16 spread [1] - 19:18 Springs [2] - 4:2, 39:18 St [1] - 7:19 stabilized [1] - 52:14 staff [9] - 16:5, 42:6, 52:10, 52:11, 52:25, 55:13, 57:6, 58:13, 58:22 Standing [1] - 2:7 standing [3] - 11:1, 17:21, 56:21 stands [2] - 36:11, 62:23 Stars [1] - 4:10</p>	<p>start [10] - 3:17, 20:6, 26:6, 36:22, 36:25, 37:2, 37:3, 48:3, 50:18, 53:10 started [6] - 12:15, 41:17, 43:8, 43:10, 44:17, 52:6 starting [2] - 48:10, 52:7 starts [2] - 36:9, 61:22 state [8] - 16:17, 22:20, 37:15, 38:2, 42:21, 44:16, 56:24, 57:1 statements [1] - 15:21 States [1] - 51:25 states [4] - 12:12, 48:19, 54:24, 57:4 statute [1] - 43:17 stay [4] - 41:4, 43:3, 44:7, 60:2 staying [1] - 55:22 Steamboat [1] - 7:21 STENOGRAPHER [2] - 9:8, 9:12 stenographically [1] - 1:20 stenotype [1] - 63:8 step [1] - 57:18 Stephanie [3] - 41:11, 41:13, 51:7 stepping [1] - 58:4 Steve [1] - 26:15 still [10] - 20:16, 34:20, 34:22, 35:1, 35:14, 41:4, 48:7, 52:15, 55:22, 60:10 stinky [1] - 46:17 Stinson [1] - 11:16 stopping [1] - 32:11 storms [1] - 57:16 story [1] - 46:25 straight [1] - 9:18 straightforward [1] - 40:3 strain [1] - 30:2 strategically [1] - 29:25 Street [1] - 1:9 strong [1] - 16:10 struck [1] - 22:9 structure [3] - 30:13, 52:9, 58:11 struggling [2] - 30:18, 52:7 stuff [4] - 38:19, 41:7, 42:3, 42:4 subject [1] - 22:17 submitted [3] - 15:13,</p>	<p>15:18, 16:11 substance [1] - 17:20 success [1] - 53:13 successes [1] - 52:13 successfully [1] - 50:11 suggestion [1] - 32:4 sum [1] - 17:20 SUMLIN [4] - 10:17, 59:12, 60:16, 61:8, 59:13 Sumlin [2] - 10:18, 59:13 superexciting [1] - 42:21 support [3] - 55:24, 58:20, 58:25 supporting [2] - 38:23, 50:2 supposedly [1] - 32:11 surpassed [1] - 48:13 survival [1] - 29:14 survive [2] - 27:10, 31:10 survived [1] - 52:1 sustainable [1] - 16:16 Syracuse [1] - 1:9</p>	<p>35:17 three [6] - 20:19, 22:3, 22:4, 36:10, 36:24 thrive [1] - 45:24 throughout [1] - 48:17 thrown [1] - 30:10 thunder [1] - 7:25 Thunder [1] - 44:19 ticket [1] - 23:2 tired [1] - 49:11 today [4] - 9:24, 53:20, 56:21, 57:7 together [2] - 33:13, 49:10 tonight [1] - 62:24 Tony [2] - 26:23, 28:15 tony [1] - 59:18 took [3] - 20:18, 37:17, 58:13 top [3] - 50:22, 55:6, 55:22 total [1] - 16:20 tracked [1] - 23:4 tracking [1] - 16:23 training [3] - 42:24, 49:5, 55:9 transcript [2] - 3:4, 63:12 transfer [1] - 42:5 transition [1] - 38:14 transparency [3] - 22:11, 23:16, 25:24 travel [2] - 41:6, 48:19 traveling [1] - 38:23 TREASURER [1] - 15:7 treasurer [1] - 47:21 treasurer's [1] - 15:8 tremendous [1] - 20:2 Tri [1] - 8:2 tricky [1] - 31:14 tried [1] - 45:3 true [1] - 63:12 try [7] - 3:7, 26:3, 34:24, 46:14, 47:16, 51:20, 57:1 trying [6] - 13:16, 21:9, 30:6, 44:2, 52:11, 55:6 turn [5] - 3:18, 35:25, 36:19, 37:9, 61:17 turns [1] - 49:4 TV [1] - 47:3 twice [1] - 36:16 two [17] - 3:14, 17:23, 22:16, 30:8, 31:20, 36:10, 36:23, 36:24, 37:4, 37:16, 37:20,</p>	<p>39:1, 44:12, 50:23, 51:7, 51:8, 61:11 two-year [3] - 50:23, 51:7, 51:8 type [2] - 19:17, 55:10 types [1] - 19:19 typewritten [1] - 63:10</p>
U				
<p>U.S. [42] - 14:9, 20:10, 37:17, 37:18, 37:24, 38:16, 38:17, 39:4, 39:8, 42:7, 43:12, 52:22, 53:5, 53:11, 53:16, 53:21, 53:23, 54:3, 54:6, 55:2, 56:4, 56:10, 56:19, 57:1, 57:15, 58:11, 59:6, 59:21, 59:22, 60:4, 60:5, 60:11, 60:25, 61:4, 61:6, 61:9, 61:10, 61:11, 62:7 UCLA [1] - 44:21 ultimately [1] - 45:24 unaffiliated [2] - 40:18, 41:1 unaware [1] - 9:14 unbeknownst [1] - 22:6 under [5] - 15:24, 30:23, 35:4, 46:14, 60:4 understood [1] - 13:7 unfinished [4] - 18:25, 19:1, 19:2, 21:11 Unfinished [1] - 2:10 UNIDENTIFIED [1] - 62:17 unidentified [1] - 3:3 unique [2] - 12:14, 40:22 United [5] - 5:5, 5:11, 10:19, 51:25, 59:14 united [1] - 8:4 unless [1] - 33:25 unusual [1] - 12:11 up [33] - 3:16, 17:4, 17:17, 19:20, 19:23, 21:17, 24:19, 35:12, 36:3, 36:7, 36:23, 37:3, 37:8, 39:12, 39:15, 40:17, 41:2, 41:24, 43:7, 44:16, 44:17, 44:18, 45:5, 45:21, 46:18, 50:14, 51:23, 52:7, 56:21, 57:12, 57:13, 58:4,</p>				

60:7 USYS [4] - 52:9, 59:25, 60:1, 60:2 Utah [2] - 12:13, 58:20	waiver [1] - 31:1 Waiya [1] - 5:21 wants [5] - 16:15, 16:16, 21:12, 30:18, 50:3 Washington [2] - 47:20, 47:21 watch [3] - 19:16, 47:2, 58:25 watches [1] - 19:24 ways [5] - 14:2, 14:8, 29:13, 46:24, 47:5 weathered [1] - 57:15 website [2] - 9:19, 17:25 week [2] - 57:25, 58:18 weekend [1] - 38:6 weigh [2] - 21:22, 24:1 welcome [1] - 46:8 West [1] - 8:8 west [2] - 48:19, 48:20 Westminster [1] - 8:10 Wheat [2] - 4:22, 8:12 whichever [1] - 40:11 whole [8] - 13:15, 38:3, 41:17, 44:15, 45:2, 51:22 willing [1] - 40:9 Wilson [2] - 37:8, 37:12 WILSON [2] - 37:11, 56:12 wisely [1] - 62:7 wish [1] - 19:3 wished [1] - 21:5 Women 's [1] - 8:25 wonk [1] - 14:24 word [2] - 62:6, 62:7 wording [1] - 33:24 words [1] - 23:8 World [1] - 13:20 world [3] - 41:20, 42:2, 43:21 worry [2] - 15:6, 23:19 worthy [1] - 12:22 wow [1] - 62:15 WOW [1] - 8:14 wrap [1] - 51:23 writing [1] - 42:2 written [1] - 10:25 Written [1] - 2:6 www. DausterMurphy . com [1] - 1:24	Y year [33] - 9:16, 9:22, 15:12, 15:22, 15:23, 15:24, 16:1, 16:2, 16:4, 16:21, 16:24, 17:1, 17:4, 18:10, 18:19, 19:2, 20:9, 20:10, 20:11, 20:13, 20:17, 38:10, 41:15, 44:14, 49:4, 50:23, 51:7, 51:8, 53:12, 53:17, 55:25 year's [2] - 10:8, 10:14 year-end [2] - 15:22, 16:24 years [33] - 11:14, 11:15, 12:14, 13:6, 13:18, 14:3, 14:18, 16:3, 16:6, 16:8, 19:7, 22:2, 30:8, 31:20, 37:12, 37:16, 39:1, 40:5, 40:15, 41:19, 41:24, 42:22, 43:24, 44:14, 45:10, 46:16, 48:8, 48:9, 48:16, 54:19, 55:17, 57:10, 60:20 you-all [2] - 40:1, 45:13 yourself [1] - 60:12 Youth [26] - 7:1, 9:10, 20:10, 29:19, 34:14, 37:17, 37:18, 37:24, 38:17, 39:8, 51:25, 53:5, 53:11, 53:16, 53:23, 54:3, 54:6, 56:4, 56:19, 57:2, 57:15, 58:11, 59:6, 59:22, 61:11, 62:7 youth [10] - 41:6, 41:18, 41:23, 44:25, 48:10, 52:20, 52:21, 52:23
V		
Vail [1] - 8:6 valid [1] - 30:4 Valley [1] - 8:6 various [4] - 44:17, 45:22, 49:17, 49:18 verifying [1] - 22:19 versus [1] - 29:24 VI [1] - 2:10 via [1] - 38:24 view [1] - 14:3 viewpoint [1] - 50:3 VII [1] - 2:11 VIII [1] - 2:12 virtually [1] - 44:13 vocal [2] - 57:22, 57:23 voice [5] - 25:22, 39:19, 39:20, 39:25, 40:1 volunteer [2] - 38:22, 52:11 volunteering [1] - 38:6 vote [21] - 23:12, 23:23, 27:22, 27:24, 28:4, 28:6, 28:9, 28:18, 29:7, 29:22, 30:22, 32:25, 34:21, 34:22, 35:1, 35:12, 35:20, 35:25, 59:19, 60:1, 61:15 voted [2] - 9:23, 28:8 voter [1] - 27:13 voters [1] - 27:23 votes [3] - 23:13, 23:20, 35:5 voting [20] - 9:15, 9:21, 22:17, 23:7, 23:15, 23:18, 28:18, 29:24, 32:5, 32:7, 32:17, 34:3, 34:4, 36:9, 36:10, 50:15, 50:25, 51:4, 51:18, 61:22 voting 's [1] - 61:23 Vrain [1] - 7:19		
W		
wait [1] - 22:10 walve [3] - 25:4, 27:14, 31:2		

Officer, Staff & Committee Reports



President's Report

I say it every year, and finally Mother Nature called me on it. Yes, every year has new challenges, but this 2020 will be forever burned into our memories and the events of this year will forever change youth sports and the game of soccer.

With the onset of the pandemic, Colorado Soccer acted to prepare for the coming storm. While CSA had hoped that the spring season would not be lost, the tidal wave of the spreading virus led us to not only cancel the spring season but to assess the impact of the lost season. CSA applied for a PPP loan to cover salary and rent expenses. This helped us to stabilize the organization and minimize the losses.

As we all know, however, the impact of the virus was not just a short-term loss of a single season. For this reason, CSA management undertook an evaluation of its staffing and services it provides. Painful decisions were made to layoff some of the staff. Responsibilities were shifted to other members. While these actions were regrettable, I am proud to say CSA has become a more nimble and more modern entity.

We also recognized that the impact of a lost season was more than just financial. Studies show that absence of sports and the social benefits sport provides was significantly impacting youth. For this reason, CSA and its members considered how to have a fall season. In consultation with health agencies' direction, and drawing on resources of its members, CSA also sought a variance from the Governor's office. Having decided on a somewhat smaller window of time to arrange for a season, the clubs and CSA came up with a plan to provide a fall season for soccer youth, including adding a season for boy's high school. Accommodations and sacrifices had to be made, but overall, the planning and work of CSA staff and CSA members resulted in a successful fall season.

While adapting to the pandemic environment was clearly the major event of 2020, other aspects of managing the concerns of CSA and its members were also ongoing. The Board of Directors have continued to address issues of risk management. CSA continues to assist and direct its members as to proper compliance with state and federal law. This includes SafeSport dictates, non-profit compliance, and assistance with employment issues.

CSA has also taken initial steps toward planning for the future. A draft strategic plan has been promulgated. A licensing agreement with the State is on the verge of conclusion, which will allow CSA to preserve the Fort Logan parade ground as a soccer-only recreational area. Plans are being made to improve that playing fields and enhance the area to provide a useful facility for CSA events, such as referee training and ODP tryouts.

The pandemic has, not surprisingly, also had a significant impact on soccer at the national level. At Soccer House, the failure to qualify for the World Cup and the inability to hold friendlies has resulted in

the USSF restructuring its programs due to the financial impact. Not only has it withdrawn from the DA program, but it has also taken other steps to function within its means.

The pandemic is not the only change in USSF, however. With Congress amending the Ted Stevens Act, all Olympic sports are mandated to restructure themselves to better protect youth athletes. How this will manifest will be a significant topic of discussion at the US Soccer AGM in February.

US Youth Soccer, too, is in a state of flux. With the transition of governance from Board-controlled to Board-governance, USYS is working on defining its role in the soccer landscape. It has entered into an agreement with the MLS and is supporting the Girls Academy. Other programs are being re-imagined to help create national programs and provide support for members of the USYS.

On the plus side, the World Cup is coming to the US/Canada/Mexico. Denver has assembled a robust team to demonstrate to FIFA that it should be a host city, and we have reached out to neighboring states to get their assistance in demonstrating the interest in soccer in the Rocky Mountain region.

We all need to recognize, however, that due to the pandemic, there will be no 'return to normal.' Surveys reflect a disturbing drop in minors' interest in sports and other activities. The pandemic recession will further exacerbate the income inequalities which we have been struggling to overcome for years. There is also a convincing argument to be made that parents may not be willing to pay as much as before the pandemic for activities such as soccer, and tournaments and travel events may receive heightened scrutiny as parents consider alternatives and the value of such events.

In short, we as the promoters of soccer need to be forward thinking. We need to invest in recreational soccer to ensure a continuing number of participants in the game. We need to provide different soccer experiences for the early teens who would otherwise drop out. We need to take steps to keep players engaged after high school or college. We need to educate the public about the game and promote it at all levels so that it can become the pre-eminent game in the United States. Colorado Soccer intends to be one of the leading organizations to help its members in this goal.

Finally, I want to express my appreciation to the staff of Colorado Soccer for its efforts in these trying times. I also want to thank the efforts of personnel from members of Colorado Soccer. The collective input and effort by these members were invaluable and indicative of the strength of our Association. As one member of US Soccer stated: 'If more organizations were like Colorado, we'd be in a much better place as soccer country.'

- Jeff Ruebel

Chief Operating Officer Report

Because of the issues with the pandemic, it was a very difficult year managing ongoing projects and had to take a step back to minimize any more changes to operations of the leagues/cups/programs.

The staff did a very good job to adjust to necessary changes that we had to make and worked very hard and showed extreme dedication and flexibility to create different scenarios throughout the year.

A good percentage of fees for cancelled leagues/cups/programs were returned to the clubs; also some of the referee assignors fees were paid by CSA in the fall to help the clubs recover faster financially.

We moved to a new registration platform (Gotsport) and a new background check company to make the process easier for all involved.

We are planning to review all the policies/rules/procedures starting with Fall 2021/Spring 2022 season and make necessary changes to make sure all the members' needs are met.

Hoping and looking forward for a normal year but ready to meet any challenges as well.

Said Mossavian
Colorado Soccer Association
Chief Operating Officer

Director of Referee Report

It is with great pleasure and honor that I submit this report on behalf of our team with input from our SRA Neal Fausset, Deanna Duncan-Allen and the rest of our referee team that are the forces behind our success.

2020 was a year like no other. A year that comes once a century and tested our collective grit, perseverance, and ingenuity to serve the game and members of the Colorado Soccer family. When we last met at the AGM in January, the goals of creating a culture of service and building community were at the forefront of our collective efforts. We had an interactive session at the 2020 AGM that was led by John O'Sullivan (CEO of Changing the Game Project), Mike Freitag and Esse Baharmast. The session was focused on creating better relations with coaches, parents, and referees. Little did we know that we would be faced with the question: are we going to be able to play at all!!!!

in March 2020, we were hit with a pandemic that brought unforeseen and incredible challenges to every member of our community. Our referees were facing job losses and worries about the health of their family and loved ones. We discovered a new way to stay at home and communicate with our members. There were scheduled Zoom calls on Friday afternoons to keep everyone informed of the latest information. Some of the sessions were dedicated to covering topics such as Regular Colorado unemployment versus Pandemic unemployment - how referees and coaches would be impacted and what information they needed to gather before applying and going through the process. Other sessions dealt with continuing education subjects such as changes to the laws of the game, handball and its newest interpretation, offside and other technical aspects of the game.

We contacted US Soccer Referee department to make sure that all referees were provided relief by extending their 2020 registration into 2021 - free of charge. This was a lengthy process that started in March and finally got approved in June, thus saving Colorado Soccer over \$25,000 in fees that we did not have to send back. This effort, led by Colorado Soccer and the Colorado Referee Committee, saved every state association valuable resource at a time of uncertainty. We also received permission to open the online referee course to every player, coach, parent, and anyone who was interested, free of charge, in hope of attracting interest and recruiting new referees.

The lack of games took its toll by August 2020 and resulted in closing of operations by PlayTheWhistle (PTW), a company that was responsible for nearly 80% of all game assignments. Colorado Soccer immediately stepped up to take over all assignments and provide the services needed for those clubs impacted. Deanna Duncan-Allen was chosen to lead all assigning efforts and she did an incredible job of making sure that games were covered under most difficult circumstances. She and her team of assignors were instrumental in the success of a season that included game and field changes, mask restrictions and constant juggling of Covid-19 directives by different counties.

Clubs were an incredible source of support and cooperation with their constant feedback and close communication regarding all the restrictions they faced. These included number of fans who could be present as well as sanitary precautions, number of players, field orientation and a host of other restrictions. Referees went above and beyond the call of duty to make sure that the games were covered. We could not force anyone to referee games and some were hesitant to participate due to their own special circumstances. This is where other referees stepped up and made sure that we had the best coverage possible. Our SRA, Neal Fausset, as well as many of us who work at the CSA Office (Said Mossavian, Javis Arellano, Esse Baharmast,) were at the fields every weekend to make sure that games were covered by stepping in and refereeing matches. It was this spirit of cooperation and flexibility that summed up the season and allowed us to be able to play the games in Colorado.

We conducted a survey of our referees to find out what we can do better, how we can enhance their experience and make sure the next season a better one for all involved. The Survey went to over 2600 referees and a follow-up survey will be sent to those who have not responded.

We are fortunate to have the quality of the people in our program, who are flexible, show initiative and deal with difficult situations with positivity and cooperation. Without them, the previous year would not have been possible, and we all owe a debt of gratitude to these wonderful members of our family. They are the administrators, coaches, players, assignors, referees, parents, and fans who showed incredible grit and determination to make 2020 successful, despite all the challenges and uncertainties that we faced in every step.

Kindest Regards,

Esse Baharmast
Colorado Soccer Association
Director of Referees

Director of Coaching Report

The following is a recap of 2020 and a prelude to 2021 for the programs under my guidance.

Coaching Education

The past year 2020 was a challenging year for us all in the Colorado Soccer community due to the Covid-19 Pandemic. Coaching Education efforts suffered due to the fact that in-person meetings were restricted. US Soccer addressed the need by offering Blended Learning, which offered a substitute for the classroom portion of courses but there were still the field sessions that were affected by Covid. CSA scheduled 31 IP Modules in 2020 only to have 21 of them cancelled due to low enrollment. Besides the fact that candidates did not want to put themselves at risk, clubs' financial support for their coaches was the first line item removed from the budget.

As the Director of Coaching much of my time was on webinars learning the new Blended Learning modules and how to offer them online. This entailed learning new changes to the curriculum, how to navigate different platforms, as well as different strategies in offering Blended Learning.

On a positive note, CSA was able to start a C License Course in 2020. Initially it was to begin at the end of July but just recently started on December 14th. The course is being offered to the max capacity of 36 candidates. CSA has also just learned that our application to host a C License Course in 2021 has been accepted. Details of the course will be offered to the membership shortly. The reason these offerings are so exciting is that it makes the course more affordable for our eligible coaches by cutting out travel and hotel costs for a course in another location.

2020 was also going to be the year in which we start to offer courses from the United Soccer Coaches (USC). The Pandemic for the same reasons already mentioned made it difficult to offer these courses but it is on the agenda for 2021 when restrictions are eased.

US Soccer has put on hold Grass Roots Instructors License. CSA will pursue such a course when they are offered again to increase the number of instructors who can teach the In Person (IP) Modules to coaches throughout the state. It is our hope to provide educated coaches for every player that plays the game within the state. That should be all our goal. I have identified around 20+ individuals with the required background and character who would serve as quality instructors.

With the talk of these coaching education options, CSA continues to need the support of our member clubs in offering these opportunities to coaches. We need assistance in securing dates, facilities, and players for these courses. Coaching Education is the one action that will have the biggest impact on Colorado's Soccer community. It will have a positive influence on both the quantity and quality of soccer throughout the state. Thanks to those clubs that have made the efforts to support coaching education.

At the 2020 AGM, Esse Baharmast and I were joined by John O'Sullivan from Changing the Game Project to offer a forum for Coaches, Referees, and Parents to look at Colorado Soccer and seek solutions on how to create a more harmonious relationship for the betterment of the game. It was our hope that this event would help reduce the disciplinary actions in our game. Proper sideline behavior and kindness needs be developed by all. Esse and I felt the event was well accepted.

The CO Select Mountain Region program has been put on hold due to the Pandemic. CSA will review the program with hope of offering a program which will meet our talented players in the Mountain Region.

Colorado Select

This past year CSA saw some growth and success in Colorado Success. Twelve teams travelled to Phoenix last January with several teams having very good showings. Our 2008 age groups, girls and boys displayed good soccer and good results. Colorado Select offers opportunities for elite players to train, compete, and be recognized. Colorado Select still is part of ODP but we hope it will offer more to those players who participate. Tryouts for this year are currently on hold due to the pandemic. They were originally scheduled for August and had to be postponed. The tryouts began in November and were going well until the plug had to be pulled on it again for the safety of the participants. We will resume the program once restrictions allow. The West Region ODP Championships which were scheduled for January 2021 in Phoenix were cancelled.

CO Select's Future's and Winter Training were not offered in 2020 due to the Pandemic restrictions.

In Closing

As much as 2020 programming was disrupted by Covid-19, I believe CSA was still able to offer soccer to our membership by taking responsible steps and keeping everyone safe.

2021 will hopefully be a rebound year in which we can resume normal schedule of education for coaches and training our talented players in CO Select.

Coaching education is the best avenue to grow the game in Colorado. Good coaches will create the right environment which will attract players and develop them to their potential. Well educated coaches will make the game fun and challenging and will set an example for players and their parents.

The CO Select Program will continue to offer dedicated, talented players throughout the state challenging training and competition to subsidize the development they are receiving within their club.

I look forward to 2021 with optimism and hope. We will reach out to coaches at all levels – grassroots to competitive in an effort to improve the level of soccer throughout the state and offer talented players an additional platform to grow.

Michael A. Freitag
Colorado Soccer Association
Director of Coaching



Adults Program Report

Due to the COVID – 19 global pandemic, the CSA Adults League & tournaments could not start in the spring, but we were able to re-start some of our programs in the fall. Most of our league affiliates did not have the opportunity to run their programs due to the different county's restrictions having a big impact on their organizations.

We worked closely with our league members to provide them our resources during this difficult time to help mitigate their needs like getting fields for them and consulting assistance.

All the USASA's regional and National competitions were canceled for 2020.

CSA organized the following events in 2020:

- January – October: leagues and player registration
- August 16th – start of Super league fall season

The following leagues had participation in the fall 2020:

- CSA Super League
- International Sports League
- Denver Kickers League

CSA congratulates Team Guadalajara Premier for their success on being the Super League fall Champions.

Affiliated leagues for 2020: Denver Metro Women's Soccer Club, Denver Kickers, High Country Soccer League, Northern Colorado Soccer League, La Liga Santa Fe, McAllen Night Soccer Association, International Sports League, Super League, Colorado Futsal League.

A special thank you to the CSA board of directors for their support on the Adult's program.

Respectfully,

David Campos
Colorado Soccer Association
Adult Representative

State Cup Report

Spring 2020 State Cup registration was off to a strong start with 87 teams registered for the event. Flights were created and play-in games were scheduled to start in early March 2020. As the COVID 19 virus escalated to a pandemic status roughly one week before the event was to begin, the decision was made to postpone the event. Multiple reschedules were considered for Spring 2020 until the event was ultimately postponed to the Fall of 2020.

As staff evaluated field availability with the number of teams for State and Presidents Cups, a decision was made to change the group play flighting format to even numbers of 2, 4, 8, 12 and 16 teams. While this change would increase play-in games, it would also make the competition mirror Regionals and reduce the number of group play games to better accommodate our ability to secure fields for the events. The decision was also made to cancel the U11 age groups as they do not advance to Regional competition. Seeding was also changed to a blind draw as the Spring 2020 event did not take place. Seeding was completed in July of 2020 and play-in games and group play flights were created.

As we approached the Fall 2020 season with play-in games scheduled to being in late August, CSA leadership then made the decision to postpone Fall Cups to Spring of 2021 with league play being the priority in the best interest of membership. Fall 2020 league play wrapped up in November of 2020. Group play flighting remains unchanged for the Spring 2021 Cups. Seeding for the event has been modified to the following along with dates for the event:

SEEDING OF FLIGHTS: In each gender/age category seeding will be conducted by CSA according to the following order of criteria:

- 12U-14UBoys&Girls: March6-May26,2021 seeding based on spring 2021 league placement and fall 2020 league standings (seed 1 and 2 goes to champions and runner up from Fall 2019 cups)
- 15U-19UGirls: March6-April18,2021 seeding based on fall 2020 league standings (seed 1 and 2 goes to champions and runner up from Fall 2019 cups)
- 15U-19UBoys: May1-May26,2021 seeding based on Spring 2020 cups that were done already.

Registration for Cups was opened again in late 2020 with deadlines for U12-14 Boys and Girls and U15-19 Girls closing in mid-January 2021. U15-19 Boys will close March 15, 2021. Currently there are 95 teams registered and we anticipate that number to increase as we approach the March 15 deadline for U15-19 Boys.

Sean Layfield
Colorado Soccer Association
State Cup Administrator

Presidents Cup Report

Presidents Cup is the first step towards reaching the title of National Presidents Cup Champion. Colorado Presidents Cup continued to grow with 304 teams participating across the 11U to 19U age groups for boys and girls. That was an increase of 61 teams from the prior year.

Unfortunately, due to the COVID pandemic, we were only able to play Fall 2019 with 159 teams. Spring 2020 was canceled after registration closed and had 145 teams registered.

Due to the pandemic, all regional and national levels of this event were canceled.

We look forward to beginning this event again for the 2020-2021 series. With all age groups playing in Spring of 2021.

Respectfully,

Kristen Carlson
Colorado Soccer Association
Presidents Cup Administrator



TO: Colorado Soccer Association Board of Directors
FROM: Bruce Dickinson, CSA Field Grant Committee Chairperson
DATE: November 20, 2020

RE: CSA FIELD GRANT COMMITTEE’S 2020 GRANT RECOMMENDATIONS

The CSA Field Grant Committee met on Thursday, November 19, 2020 using Zoom video conferencing. A motion was passed by a unanimous vote of the committee members (Pete Barrett, Neil Duncan, Joshua Hollon, Joe LoRusso, Jay Rayner, Steve Siedow, Bill Thielfoldt and Bruce Dickinson) recommending grants totaling \$80,500 for field projects that each of these organizations were confident they could complete in 2021:

(1)	Arvada Soccer Association dba Real CO Edge	\$40,000
(2)	Colorado Fusion Soccer Club dba Colorado Rapids Youth Soccer	\$25,000
(3)	Grand Junction Soccer Club dba Fire FC	\$5,000
(4)	Laramie Soccer Club, Inc.	\$5,000
(5)	Denver Kickers Sport Club, LLC	\$3,500
(6)	Wheat Ridge Avalanche Soccer Club	\$2,000
	Total	\$80,500

- (1) \$16,000 per field to replace synthetic turf and an additional \$4,000 per field for a closed cell foam pad underlayment for improved drainage, shock deflection and safety. This grant is for two 106x68 yards fields located at the Long Lake Ranch Regional Park. Arvada Soccer has a priority use agreement for these fields that expires March 1, 2029.
- (2) \$5,000 per field for five 90x60 feet synthetic turf fields to be constructed at the Gates Soccer Complex. The club will construct these fields on owned land or on land controlled by a lease agreement from the City of Aurora that expires 12/31/36. The club has the right to extend this lease for an additional 10 years.
- (3) \$5,000 to construct a 90x60 feet outdoor, clay field behind its office and indoor fields on club owned property.
- (4) \$5,000 per field for a complex improvement to drill a well to reduce its costs to water one 120x70 yards grass field that was completed during the fall of 2019. This is the first field on 18 acres of land located at the Albany County Fairgrounds that this club controls through a 50-year lease with the county. Laramie Soccer is planning to build three additional grass fields and a synthetic turf field outdoors along with an indoor field on this land.
- (5) \$3,500 to remove the existing bleachers and to install 33 feet of aluminum bleacher at this club’s owned facility in Golden. Next year, we anticipate a grant application from this club for \$1,500 to purchase a second 33 feet section of aluminum bleacher.

- (6) \$2,000 for a pair of 9v9 goalposts (7x21 feet) along with wheel kits to move their goalposts at a cost of \$2,685, including freight. This equipment is being purchased from Pevo Sports, CSA's recommended goalpost provider.

The CSA Field Grant Committee is proud of our collective recommendation and requests approval of these grants by CSA's Board of Directors at its next meeting. Grant applicants should understand that these recommendations can be changed and are not final until approved at the CSA Board of Directors meeting on December 2, 2020. I plan to attend the Board of Directors meeting to discuss our recommendations.

CSA received three grant applications this year that were rescinded or not allowed. The Colorado Rush submitted an application to construct two full-size synthetic turf fields. The club agreed to withdraw its request, because a land trade must be completed, county approvals must be obtained and additional fundraising must be successful before proceeding. Steamboat Springs Soccer withdrew an application for a planning grant to construct an indoor facility, because the location of the field house has not been finalized and the architectural plans and construction costs have not yet been determined. A grant application from PYS Pirate Youth Sports was declined, because the club is still on two-year provisional status.

The committee allocated grant money based on its priorities, in descending order of importance, which are: 1) construction of new outdoor fields used for games and practices, 2) repairs and improvements to existing outdoor fields used for practices and games, 3) field complex improvements limited to \$5,000 per field, 4) construction of indoor or futsal fields, 5) grants for field complex design and engineering and 6) for goalposts. After CSA Board of Directors approval, letters will be written notifying the recipients that funds will be sent to their respective organizations conditioned upon:

- 1) Purchases of the services or physical assets required to complete the project described above, evidenced by actual invoices, must be submitted by 12/31/21.
- 2) If the fields are not owned by the soccer club, a long-term agreement must be obtained granting the club priority use (not exclusive use) of the fields for weekday practices and games on Saturday.
- 3) Third-party documentation of water availability to sustain grass fields.
- 4) If CSA requests the use of a field partially funded with a grant, the club will allow use of the field by CSA.
- 5) Each club reconfirms that it has registered all its players with CSA.
- 6) Prior to disbursement, each club must be current on all obligations owed to the Colorado Soccer Association.

The current balance in the CSA Field Fund totals \$367,690 prior to CSA Board of Director approval of this year's field grants.

TO: Colorado Soccer Association Board of Directors
 FROM: Bruce Dickinson, CSA Field Grant Committee Chairperson
 DATE: January 3, 2021

RE: SUMMARY OF FIELD GRANTS FROM CSA (1998-2020)

The following table summarizes CSA field grants during the 19 years that field grants have been offered.

<u>ORGANIZATION</u>	<u>AMOUNT</u>	<u>PURPOSE</u>
Colorado Storm	\$298,620	Construction and improvements 13 grass fields + complex improvements (includes \$112,320*)
Ft. Collins Soccer	\$230,500	Construction and improvements 18 grass fields + complex improvements
Pride Soccer	\$168,500	Construction and improvements for 4 turf fields + design grant + complex improvements
Arvada Soccer	\$158,980	Construction and turf replacement for 2 fields with lights + one grass field + complex improvements
Table Mountain Soccer	\$121,150	Construction of 6 turf/4 with lights+2 grass fields + design grant
Douglas County Soccer	\$115,200	Construction of 9 grass fields and 2 turf field with complex improvements + design grant
Littleton Soccer	\$68,000	Construction of 3 turf field + complex improvements
Riverside Soccer	\$65,000	Improvements to 11 full-size and 6 micro grass fields
Colorado Rapids Youth Soccer	\$55,000	Construction of 4 indoor turf futsal-size fields, 5 outdoor turf futsal-size fields + complex improvements
Colorado Rush	\$51,000	Construction of 9 grass fields + design grant
United Soccer (Loveland)	\$49,600	Construction of 2 grass fields and improvements to 8 fields
Denver Kickers	\$42,500	Construction and improvements to 2 grass fields, 1 turf field + complex improvements (includes \$10,000*)
Glenwood Springs Soccer	\$38,623	Construction of 1 grass field and improvements to 5 grass fields
Grand Mesa Soccer	\$31,854	Construction of 3 futsal fields (2 indoor + 1 outdoor) and complex improvements + design grant
Vail Valley Soccer	\$26,600	Construction of 6 grass fields + improvements to 2 grass fields
Stingers Soccer	\$25,250	Construction of 3 grass fields
Canon City Youth Soccer	\$25,000	Construction of 4 grass fields
Chaffee County Soccer(Salida)	\$24,337	Construction and improvements to 2 grass fields
Steamboat Soccer	\$23,000	Construction of 2 grass fields + 1 indoor GymTurf 365 field
Rush Pikes Peak	\$18,000	Improvements to 3 grass fields
Hotchkiss Youth Soccer	\$17,500	Construction of 2 full-size and 3 micro grass fields
Roaring Fork Valley Soccer	\$17,000	Improvements to 7 grass field + goalposts
Rifle Soccer	\$11,000	Construction of 1 grass field and improvements to 2 grass fields
Silt Soccer	\$10,000	Construction of 2 grass fields
Surface Creek (Orchard City)	\$7,500	Construction of 3 grass fields
Aurora Soccer	\$7,500	Bond issue contribution reimbursement
Mountain Soccer	\$7,000	Construction of 1 grass field
F.C. Brighton	\$6,000	Improvements to 6 grass fields
Thunder Mt. (Clifton) Soccer	\$6,000	Improvements to 2 grass fields
High Country Soccer	\$6,000	Improvements to 1 grass field
Inter-Mountain (Fraser) Soccer	\$5,800	Improvements to 2 grass fields
Paonia Soccer	\$5,750	Construction of 6 grass fields
Trebol Soccer	\$5,500	Design grant
Laramie Soccer	\$5,000	Complex improvement
Wheat Ridge Avalanche	\$4,500	Construction of 1 grass field + goalposts
Colorado Storm FC	\$4,250	Improvements for 3 grass fields
Durango Youth Soccer	\$4,000	Improvements to 3 grass fields
Montrose Soccer	<u>\$2,190</u>	Improvements to 5 grass fields
TOTAL	<u>\$1,769,204</u>	Partial funding to construct 115 fields (16 outdoor turf/86 grass/13 futsal or indoor turf), improvements to 107 fields, improvements to 9 field complexes and 6 design grants.

* Enterprise grant that must be repaid.



Financial Reports

CSA Financial Report

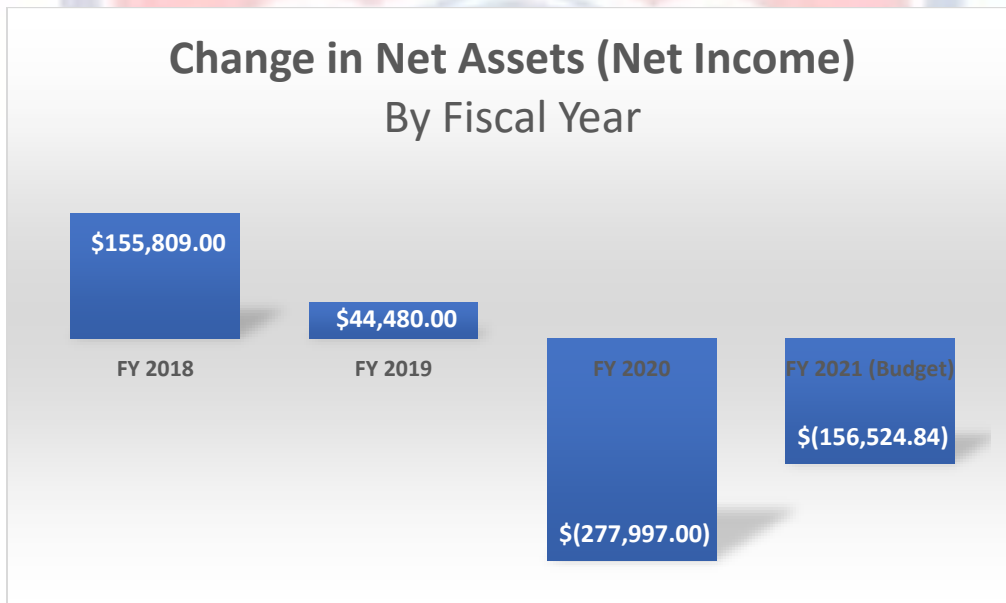
2021 Annual General Meeting

The financial statements for the fiscal year ended June 30, 2020 were audited and presented by the accounting firm of Kunding, Corder & Engle, P.C. (attached)

Their written report was unanimously approved by the CSA Finance committee and Board of Directors. After 3+ years of positive results, CSA ended the fiscal year with a loss of \$278K. This was a direct result of inability to run spring season, plus cancellation of spring Cups and the suspension of the Colorado Select program. CSA responded appropriately by reducing expenses and applying for (and receiving) the PPP loan. As of the end of the year, CSA was awaiting notification of forgiveness by its banking partner.

Program budgets for FY 2021 (July 1, 2020-June 30, 2021) were presented to the Board of Directors – the budget was preliminarily approved, as it will be continually reviewed based on COVID-19 restrictions (ability to run Cups, Select program, etc). Currently, CSA expects to be able to run a full spring season, including Cups, coaching clinics, referee training/assessments and Colorado Select training sessions. Combined with the restricted fall season, CSA projects a smaller loss at the end of this fiscal year.

As of December 31, 2020, CSA is on track to complete the fiscal year within budget. At the end of the calendar year, CSA was tracking at approximately 50% of both budgeted revenue and expenses. Due to COVID-19 restrictions in place throughout the Fall 2020 season, CSA projects a loss of approximately \$150K at 6.30.2021.



CSA Financial Report

2021 Annual General Meeting

As of December 31, 2020
(By Program)

<u>PROGRAM</u>	ACTUAL FY21 INCOME (6 months)	ACTUAL FY21 EXPENSE (6 months)	ACTUAL FY21 NET INCOME (6 months)
ADMINISTRATION	\$69,694.43	\$744,175.09	(\$674,480.66)
ADULT PROGRAM	\$29,350.00	\$51,180.54	(\$21,830.54)
COACHING PROGRAM	\$13,663.50	\$36,851.88	(\$23,188.38)
CSA CUP	\$80,175.00	\$13,134.83	\$67,040.17
STATE SELECT (ODP)	\$125,520.75	\$66,652.74	\$58,868.01
PRESIDENTS CUP	\$68,080.00	\$3,088.00	\$64,992.00
REFEREE PROGRAM	\$428,631.00	\$502,847.74	(\$74,216.74)
REGISTRATION	\$932,716.19	\$118,599.00	\$814,117.19
STATE CUP	\$24,495.00	\$3,088.00	\$21,407.00
RIVERSIDE FIELDS	\$14,775.00	\$71,194.03	(\$56,419.03)
CENTENNIAL CUP	\$0.00	\$0.00	\$0.00
CRC BUDGET	\$18,569.54	\$78,828.20	(\$60,258.66)
TOTALS	\$1,805,670.41	\$1,689,640.05	\$116,030.36

Colorado Soccer Association

**Financial Statements
June 30, 2020**

(With Independent Auditor's Report Thereon)

Kundinger, Corder & Engle, P.C.

Certified Public Accountants

Independent Auditor's Report

Board of Directors Colorado Soccer Association

Report on Financial Statements

We have audited the financial statements of Colorado Soccer Association (CSA), which comprise the statement of financial position as of June 30, 2020, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Colorado Soccer Association as of June 30, 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Board of Directors
Colorado Soccer Association**

Report on Summarized Comparative Information

We have previously audited the Colorado Soccer Association's 2019 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated October 10, 2019. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2019, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Kundinger, Corder & Engle, P.C.

October 8, 2020

Colorado Soccer Association
Statement of Financial Position
June 30, 2020
(With Comparative Totals as of June 30, 2019)

Assets	2020	2019
Cash and cash equivalents	\$ 372,576	350,047
Accounts receivable	15,138	25,504
Deposits and prepaid expenses	19,841	19,841
Investments (note 3)	3,179,604	3,152,031
Refundable grants (note 4)	13,449	82,671
Furniture and equipment	4,786	4,786
Total assets	\$ 3,605,394	3,634,880
 Liabilities and Net Assets		
Accounts payable and accrued expenses	\$ 52,563	44,796
Unearned revenue (note 1(h))	86,911	46,825
Paycheck Protection Program loan (note 9)	205,700	-
Deferred rent	42,544	47,586
Total liabilities	387,718	139,207
 Net assets		
Net assets without restrictions (note 5)		
Board designated	1,221,783	1,214,865
Undesignated	1,932,844	2,197,801
Total net assets without restrictions	3,154,627	3,412,666
Net assets with restrictions (note 6)	63,049	83,007
Total net assets	3,217,676	3,495,673
 Commitments (notes 7 and 8)		
Total liabilities and net assets	\$ 3,605,394	3,634,880

See the accompanying notes to the financial statements.

Colorado Soccer Association
Statement of Activities
Year Ended June 30, 2020
(With Summarized Comparative Totals for 2019)

	Without Donor Restrictions	With Donor Restrictions	2020 Total	2019 Total
Revenue, Gains and Support				
Contributions and sponsorships	\$ 8,817	18,931	27,748	77,390
Program revenue				
Colorado Select	499,676	-	499,676	398,172
Adult division	98,493	-	98,493	135,974
Registration	1,763,973	-	1,763,973	2,405,033
Coaching education	41,202	-	41,202	67,170
Riverside field rentals	47,405	-	47,405	67,490
Tournament revenue	384,621	-	384,621	651,098
Investment return	109,771	-	109,771	122,600
Miscellaneous income	97,063	-	97,063	115,294
Net assets released (note 6)	38,889	(38,889)	-	-
Total revenue, gains and support	<u>3,089,910</u>	<u>(19,958)</u>	<u>3,069,952</u>	<u>4,040,221</u>
Expenses				
Program services				
Program expenses	1,765,644	-	1,765,644	2,287,385
Tournament expenses	244,168	-	244,168	368,483
Total program services	<u>2,009,812</u>	<u>-</u>	<u>2,009,812</u>	<u>2,655,868</u>
General and administrative	<u>1,338,137</u>	<u>-</u>	<u>1,338,137</u>	<u>1,339,873</u>
Total expenses	<u>3,347,949</u>	<u>-</u>	<u>3,347,949</u>	<u>3,995,741</u>
Change in net assets	(258,039)	(19,958)	(277,997)	44,480
Net assets, beginning of year as previously reported	3,412,666	83,007	3,495,673	3,094,852
Change in accounting policy	-	-	-	356,341
Net assets, beginning of year	<u>3,412,666</u>	<u>83,007</u>	<u>3,495,673</u>	<u>3,451,193</u>
Net assets, end of year	<u>\$ 3,154,627</u>	<u>63,049</u>	<u>3,217,676</u>	<u>3,495,673</u>

See the accompanying notes to the financial statements.

Colorado Soccer Association
Statement of Functional Expenses
Year Ended June 30, 2020
(With Summarized Comparative Totals for 2019)

	Program	Tournaments	Total Program Services	General & adminis- trative	2020 Total	2019 Total
Compensation and related expenses	\$ 357,429	-	357,429	779,684	1,137,113	1,070,432
Referee fees	551,272	107,477	658,749	-	658,749	1,101,509
Riverside Field expenses	62,604	-	62,604	-	62,604	113,902
Insurance	227,576	-	227,576	100,446	328,022	268,455
National affiliates fees	117,761	-	117,761	-	117,761	222,657
Occupancy & facilities	29,782	58,363	88,145	114,318	202,463	213,639
Travel	251,827	17,739	269,566	46,739	316,305	208,428
Tournament and camps	28,617	-	28,617	-	28,617	219,847
Training	9,823	-	9,823	-	9,823	1,333
Miscellaneous	1,303	-	1,303	19,279	20,582	148,271
Professional development	30,295	-	30,295	37	30,332	73,908
Awards and volunteers	198	20,813	21,011	-	21,011	54,229
Scholarships and grants	-	-	-	-	-	1,552
Professional fees	28,089	18,978	47,067	115,877	162,944	109,734
Telephone and internet	-	-	-	21,881	21,881	31,885
Equipment	1,593	12,946	14,539	4,710	19,249	26,000
Investment fees	-	-	-	39,915	39,915	20,481
Field grants	38,959	-	38,959	-	38,959	73,700
Supplies	28,516	7,852	36,368	21,725	58,093	34,986
Repairs and maintenance	-	-	-	73,526	73,526	793
Total expenses	\$ 1,765,644	244,168	2,009,812	1,338,137	3,347,949	3,995,741

See the accompanying notes to the financial statements.



Colorado Soccer Association
Statement of Cash Flows
Year Ended June 30, 2020
(With Comparative Totals for 2019)

	2020	2019
Cash flows from operating activities		
Contributions and sponsorships	\$ 27,748	77,390
Program revenue	2,490,835	3,098,827
Tournament revenue	384,621	651,098
Interest and dividends received	109,771	127,481
Other income	107,429	102,534
Cash paid to suppliers and employees	(3,345,224)	(3,972,821)
Net cash provided by (used in) operating activities	<u>(224,820)</u>	<u>84,509</u>
Cash flows from investing activities		
Purchases of investments, net of sales	(27,573)	(123,398)
Issuance of refundable grants	-	1,063
Payments received on refundable grants	69,222	34,024
Purchases of property and equipment	-	(1,534)
Net cash provided by (used in) investing activities	<u>41,649</u>	<u>(89,845)</u>
Cash flows from financing activities		
Proceeds from Paycheck Protection Program loan	205,700	-
Net cash provided by financing activities	<u>205,700</u>	<u>-</u>
Net increase (decrease) in cash and cash equivalents	22,529	(5,336)
Cash and cash equivalents, beginning of year	<u>350,047</u>	<u>355,383</u>
Cash and cash equivalents, end of year	<u>\$ 372,576</u>	<u>350,047</u>

Colorado Soccer Association

Notes to Financial Statements

June 30, 2020 and 2019

(1) Summary of Significant Accounting Policies

(a) Organization

Colorado Soccer Association (CSA) serves as organizer, promoter and sponsor of youth and adult soccer in Colorado. CSA is affiliated with the United States Youth Soccer Association, the United States Adult Soccer Association, the United States Soccer Federation, and the Federation Internationale de Football Association.

(b) Basis of Accounting and Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables and other liabilities.

CSA is required to report information regarding its financial position and activities according to the following net asset classes:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of CSA. These net assets may be used at the discretion of CSA's management and the board of trustees.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of CSA or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

(c) Cash and Cash Equivalents

CSA considers all unrestricted highly liquid investments with an initial maturity of three months or less, and which are not held as part of an investment portfolio, to be cash equivalents.

(d) Concentrations of Credit Risk

Financial instruments that potentially subject CSA to concentrations of credit risk consist principally of cash and cash equivalents, and trade accounts receivable. CSA places its cash and cash equivalents with creditworthy, high-quality, financial institutions. At times, a portion of the funds are not insured by the FDIC or related entity. Because of the large number of customers, CSA does not believe that there is a significant credit risk from accounts receivable.

Colorado Soccer Association
Notes to Financial Statements, Continued

(1) Summary of Significant Accounting Policies, Continued

(e) Investments

Investments are recorded at cost, if purchased, or at fair value, if donated. Thereafter, investments are reported at their fair values in the statement of financial position. Fair value is more fully described in note 1(f). Management is responsible for the fair value measurement of investments reported in the financial statements and believes that the reported values are reasonable.

Investment return consists of CSA's distributive share of any interest, dividends, and capital gains and losses generated from investments. Gains and losses attributable to investments are realized and reported upon a sale or disposition of the investment. Unrealized gains and losses are included in the change in net assets in the statement of activities.

(f) Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Generally accepted accounting principles in the U.S. establishes a fair value hierarchy that prioritizes investments based on the assumptions market participants would use when pricing an asset. The fair value hierarchy gives the highest priority to quoted prices in active markets (observable inputs) and the lowest priority to an entity's assumptions (unobservable inputs).

Assets are grouped at fair value in three levels based on the markets in which the assets and liabilities are traded and the reliability of the assumptions used to determine fair value. These levels are:

- Level 1 Unadjusted quoted market prices for identical assets or liabilities in active markets as of the measurement date.
- Level 2 Inputs other than quoted market prices that are observable for the asset/liability, either directly or indirectly.
- Level 3 Unobservable inputs that cannot be corroborated by observable market data.

Investments in marketable equity and fixed income securities with readily determinable market values are reported at fair value based on quoted prices in active markets. At June 30, 2020, all of CSA's investments are in marketable securities with readily determinable market values.

Colorado Soccer Association
Notes to Financial Statements, Continued

(1) Summary of Significant Accounting Policies, Continued

(g) Furniture and Equipment

Furniture and equipment is recorded at cost, if purchased, or at fair market value at the date of donation. CSA capitalizes all expenditures for furniture and equipment in excess of \$5,000 with an estimated useful life in excess of one year. Depreciation is calculated using the straight-line method over estimated useful lives of the assets, ranging from three to five years.

(h) Revenue Recognition

Program and Tournament Revenue

Program and tournament revenue received in advance is deferred and recognized when the activity to which it relates occurs. Unearned revenue at June 30, 2020 consists of fees totaling \$86,911 for camps, leagues and tournaments to be held in the following year.

Program revenue consists of the following:

Colorado Select – An expanded version of the Olympic Development Program, Colorado Select offers development and next-level identification opportunities to elite players and those who want to become elite. Colorado Select is available to all players and will offer a year-round supplemental training and development program to selected pool players in addition to international and domestic showcase opportunities for identification at the college, professional and youth national team level. Revenue is recognized when the training is offered.

Adult division – CSA is affiliated with and sanctioned by US Adult Soccer Association, which operates as part of the US Soccer Federation. The US Soccer Federation oversees youth, adult, amateur and professional soccer players in the United States and is sanctioned by FIFA, the world governing body of soccer. Adult leagues and cups are managed by CSA and revenue is recognized at the beginning of each season.

Registration – All CSA member clubs, including adult leagues, register their players and pay a player registration fee, a team fee and a fee to cover referee expenses. CSA remits \$1 for each registered youth player to USSF and \$2.25 per player to US Youth Soccer. Team registration fees are determined by age and league placement. Team fees range from \$150 - \$795. Registration revenue is recognized at the beginning of the season.

Coaching education – Coaches pay fees associated with coaching educational courses. These fees are recognized in the period in which the session is held.

Riverside field rentals – Per an agreement with Riverside Soccer Club, CSA maintains the soccer fields at Fort Logan soccer complex. Clubs and outside organizations pay a per hour rental fee, which is recognized in the period the fields are used.

Colorado Soccer Association
Notes to Financial Statements, Continued

(1) Summary of Significant Accounting Policies, Continued

(h) Revenue Recognition, Continued

Tournament revenue – Each year, multiple tournaments are held to determine which teams advance to regional competitions. The largest of these are State Cup and Presidents Cup. Revenue is recognized in the season the tournament is held. In addition, member clubs pay an annual fee in order to hold CSA sanctioned tournaments across Colorado.

Accounts receivable represent amounts due resulting from the performance of services provided to other organizations and individuals. The allowance for doubtful accounts is based on past experience and on analysis of the collectability of current accounts receivable. Accounts deemed uncollectible are charged to the allowance in the year they are deemed uncollectible. Accounts receivable are considered to be past due based on contractual terms.

Contributions

Contributions are recognized when cash, securities, and unconditional promises to give are received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend are substantially met. Payments received in advance of conditions being met are recorded as a refundable advance. Conditional grants which have not been recognized at June 30, 2020 because the conditions have not been met total \$60,000.

Contributions received are recorded as net assets without donor restrictions or net assets with donor restrictions, depending on the existence and/or nature of any donor-imposed restrictions. Contributions that are restricted by the donor are reported as an increase in net assets with donor restrictions, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions. Contributions receivable are recorded at net realizable value if expected to be collected in one year and at fair value if expected to be collected in more than one year. CSA uses the allowance method to determine uncollectable contributions receivable. The allowance is based on past collection experience and management's analysis of specific promises made. There were no contributions receivable at June 30, 2020.

(i) Deferred Rent

CSA recognizes rent expense on the straight-line basis. Deferred rent represents the unamortized portion of free rent received in conjunction with CSA's office lease. CSA amortizes deferred rent over the life of the lease.

Colorado Soccer Association
Notes to Financial Statements, Continued

(1) Summary of Significant Accounting Policies, Continued

(j) Donated Services and Materials

A substantial number of unpaid volunteers have made significant contributions of their time to assist CSA in achieving its goals and in supporting various program activities. The value of this contributed time is not reflected in these statements since it does not meet the accounting criteria for recognition.

(k) Functional Allocation of Expenses

The costs of providing program and supporting services have been summarized on a functional basis in the accompanying statement of functional expenses. CSA incurs expenses that directly related to, and can be assigned to, a specific program or supporting activity. CSA also conducts a number of activities which benefit both its program objectives as well as supporting services (i.e. fundraising and general and administrative activities). These costs, which are not specifically attributable to a specific program or supporting activity, are allocated by management on a consistent basis among program and supporting services benefited, based on either financial or nonfinancial data, such as headcount, square-footage, or estimates of time and effort incurred by personnel.

(l) Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

(m) Income Taxes

CSA is exempt from income taxes under Internal Revenue Code Section 501(c)(3) and qualifies for the charitable contribution deduction. However, income from activities not directly related to CSA's tax exempt purpose is subject to taxation as unrelated business income. For the year ended June 30, 2020, CSA had no unrelated business income.

Management is required to evaluate tax positions taken and recognize a tax liability (or asset) if CSA has taken an uncertain tax position that more likely than not would not be sustained upon examination by taxing authorities. Management has analyzed the tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements and determined there are none. CSA is subject to routine audits by taxing jurisdiction; however, there are currently no audits for any tax periods in progress. Management believes it is no longer subject to income tax examinations for years prior to 2017.

Colorado Soccer Association
Notes to Financial Statements, Continued

(1) Summary of Significant Accounting Policies, Continued

(n) Subsequent Events

CSA's financial statements were available to be issued on October 8, 2020, and this is the date through which subsequent events were evaluated. As of the date of issuance, CSA management and Board of Directors continue to monitor the impact of the COVID-19 pandemic. CSA made the decision to start the 2020 fall soccer season on August 13, 2020. CSA management and the Board of Directors have established a contingency plan to eliminate expenses within the organization while still continuing to operate if there are additional mandated restrictions that might result in the inability to complete the fall season or conduct a 2021 spring season. As of the date of the report, there continue to be uncertainties as to the impact the pandemic will have on 2021 operations. The impact cannot be reasonably estimated at this time.

(o) New Accounting Pronouncements

Effective July 01, 2019, CSA adopted Accounting Standards Update (ASU) No. 2018-08, *Not-for-Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made*. This standard assists entities in evaluating whether transactions should be accounted for as contributions or exchange transactions and determining whether a contribution is conditional. The provisions of ASU 2018-08 have been implemented in the accompanying financial statements under a modified prospective basis. There was no effect on net assets in connection with the implementation of ASU 2018-08.

Effective July 01, 2019, CSA adopted ASU No. 2014-09, *Revenue from Contracts with Customers (Topic 606)*, using the modified retrospective method. The update supersedes the revenue recognition requirements in *Revenue Recognition (Topic 605)* and requires entities to recognize revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. Additionally, this guidance requires that entities disclose the nature, amount, timing and uncertainty of revenue and cash flows arising from contracts with customers. The adoption of Topic 606 did not significantly impact CSA's statement of activities or statement of financial position; therefore, no cumulative adjustment to beginning net assets was required as a result of adoption

Colorado Soccer Association
Notes to Financial Statements, Continued

(2) Availability and Liquidity of Financial Assets

The following represents CSA's financial assets as of June 30, 2020, and that are available for general expenditures within one year:

Financial assets available to fund general operations	
Cash and cash equivalents	\$ 372,576
Accounts receivable	15,138
Refundable grant payments due in one year	13,449
Investments	<u>3,179,604</u>
Total financial assets	3,580,767
Less financial assets subject to board approval for expenditure	
Board designated funds	<u>(1,221,783)</u>
Total financial assets available for expenditure within one year	\$ <u>2,358,984</u>

General expenditures include program and administrative expenses incurred in the conduct of ongoing activities. CSA's activities are sustained primarily through program and tournament revenue. CSA anticipates collecting sufficient revenue to cover general expenditures not covered by the above current financial assets through annual program and tournament revenue, unless 2021 operations are again negatively impacted by the pandemic. In that case, management has plans in place to reduce expenses and may also draw on board designated funds with board approval.

CSA maintains an operational fund to provide sufficient cash to meet the day-to-day financial obligations of CSA in a timely manner. The operational fund is maintained in an amount anticipated to cover CSA operating expenses for the following eighteen months. CSA also maintains a short-term reserve fund to meet expenses of unanticipated activities, a long-term reserve fund to provide secure long-term funding for the mission of CSA, and a strategic fund for special projects and initiatives.

CSA considers donor restricted contributions for on-going programs to be available for expenditure, provided they are available for expenditure within the next twelve months.

(3) Investments

Investments are stated at fair value and consist of the following at June 30, 2020:

Certificates of deposit	\$ 105,245
Mutual funds invested in:	
Equity funds	1,401,548
Fixed income funds	701,744
Cash and money market accounts	<u>971,067</u>
Total	\$ <u>3,179,604</u>

Colorado Soccer Association
Notes to Financial Statements, Continued

(4) Refundable Grant Receivable

CSA has provided certain refundable grants to assist soccer clubs in purchasing field equipment and supplies. The balance at year-end consists of one outstanding grant in the amount of \$13,449. The balance is due in full in 2021.

(5) Net Assets Without Donor Restrictions

CSA's board of directors has designated a portion of its net assets without restrictions for the following purposes at June 30, 2020:

Designated for CSA grant committee	\$ 1,026,966
Designated for field development	155,300
Other designations	<u>39,517</u>
Total	<u>\$ 1,221,783</u>

The assets designated by the board of directors for the CSA grant committee are to fund grants that 1) improve CSA member organizations through programs such as strategic planning and coach, player, and parent and referee education, 2) increase CSA player registrations and 3) promote soccer to underserved communities. CSA is required by board policy to maintain a minimum balance of \$1,000,000 in the fund. The board approves grants in amounts up to a portion of the investment earnings on the assets in the fund, but actual distributions are contingent upon applicants incurring qualifying expenditures within the grant period. The grant period is one year. At June 30, 2020, the board has approved distributions from this fund totaling \$20,048.

The assets designated by the board of directors for field grants represent amounts approved for the purpose of field acquisition and improvements, contingent upon grantees incurring qualifying field development expenses within the two-year grant period. The board has approved conditional field grants totaling \$155,300 at June 30, 2020.

At June 30, 2020, there are six additional board designated funds for various purposes, including scholarships and referee activities. There were no additional designations and no distributions from these funds in 2020.

(6) Net Assets With Donor Restrictions

Net assets with donor restrictions consist of the following at June 30, 2020:

U.S Soccer Federation Grassroots Grant	\$ 21,925
Ron Loos Memorial Fund	17,033
Select Program travel grant	15,000
Allan James Scholarship Fund	8,666
Scott Tanner Scholarship	100
Larry Smith Scholarship	<u>325</u>
Total	<u>\$ 63,049</u>

Colorado Soccer Association
Notes to Financial Statements, Continued

(6) Net Assets With Donor Restrictions, Continued

Net assets totaling \$38,899 were released from restriction during the year ended June 30, 2020 due to the satisfaction of donor restrictions.

(7) Employee Benefit Plans

CSA sponsors a 401(k) plan, Colorado Soccer Association 401(k) Profit Sharing Plan and Trust (the Plan). Employees are eligible to participate after completing one year of service and will be 100% vested at time of participation. CSA's annual contribution to the Plan is entirely discretionary and is determined annually by the Board of Directors. Employer contributions in 2020 totaled \$35,783.

(8) Leases

CSA entered into a non-cancelable operating lease for office space which expires July 31, 2023. CSA also leases office equipment under a non-cancellable operating lease which expires June 14, 2021. Future minimum lease payments are as follows for the years ended June 30:

	Office	Equipment	Total
2021	\$ 111,827	3,000	114,827
2022	113,870	–	113,870
2023	115,913	–	115,913
2024	<u>9,674</u>	<u>–</u>	<u>9,674</u>
	<u>\$ 351,284</u>	<u>3,000</u>	<u>354,284</u>

Rent expense was \$114,318 for the year ended June 30, 2020.

(9) Paycheck Protection Program Loan

In April 2020, CSA received a \$205,700 loan under the U.S. Small Business Administration's (SBA) Paycheck Protection Program (PPP) authorized under the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act). Under the program, this loan may be partially or fully forgiven if certain eligibility requirements are met, including that 60% of the loan must be spent on payroll. Management expects the loan to be forgiven in its entirety. Accordingly, the loan is accounted for as a refundable advance of a conditional contribution until such time that the loan has been explicitly forgiven by the SBA. At such time that the loan is forgiven, CSA will recognize contribution revenue in the amount of the loan forgiveness.

In the case that the loan is not forgiven in its entirety, the unforgiven balance is payable in eighteen monthly installments of principal and interest beginning November 1, 2020, in equal amounts required to fully amortize the principal amount outstanding on the note by the maturity date of April 1, 2022. The loan is unsecured and interest is charged at 1% per annum.

Proposed Amendments of Bylaws



Bylaw Amendment No. 1 – 2001 AGM

D. ~~The President and Vice President shall be elected in alternate years. The Secretary and Treasurer shall be elected in the intervening years. All Officers shall hold office for a term of two years.~~

G. No Board Member may serve as an Director-Officer for more than four consecutive terms. ~~A Director may serve as an officer for part or all of the Director's four terms.~~

Bylaw Amendment No. 2 – 2001 AGM

A reorganized and cleaned up version of the Bylaws. While there is nothing 'new' in the Bylaws, sections have been consolidated, duplicates removed, language cleared up, etc. Approval the revisions as a whole, in a single vote.

Elections of Officers and Directors





Colorado Soccer Association 2021 Nominating Committee – Candidate Review

Candidate Name	Current Position	Club affiliation	Nominating Committee Recommendation?
Jeff Ruebel	Incumbent - President	Unaffiliated	yes
Adam Hayes	Incumbent - Secretary	Unaffiliated	yes
Aldo DelPiccolo	Incumbent - Vice President	Wheat Ridge Avalanche SC	yes
Stephen White	Incumbent - Director	Colorado Mountain United	yes
Mike Schrad	N/A	Broomfield SC	yes
Josh Hollon	N/A	B-Elite Soccer	yes
John Carroll	N/A	Colorado Rush SC	yes
Temi Osifodunrin	N/A	Gam United FC	yes

The Nominating Committee recommendations are based on bylaws of the organization as of January 2020. Nominations may also be made from the floor. Candidates nominated from the floor will be asked to provide a brief history/resume to the attendees for their consideration.

All Board members are required to complete a Conflict of Interest Statement and submit to a current background check.

CSA Bylaws state that there shall be no more than two (2) Directors affiliated with the same voting member:

Affiliations of current board members not up for election:

Board Members Not Up for Election in 2021		
Name	Current CSA BOD Position	Club Affiliation
Marley Wilson	Director	Skyline Soccer Association
Candy Brooks	Director	Pride Soccer
Joe LoRusso	Director	Unaffiliated
Stephanie Gabbert	Director	Unaffiliated
Katherine Kust	Director	Unaffiliated
Caleb Meyer	Director	Colorado Rapids Youth SC

