

2018 Region IV Workshop Descriptions

Financial Controls: Protect Your Organization & Yourself

You hear it way too often in nonprofit organizations, including soccer associations, leagues and clubs: “But we trusted Brian (or Karen or Kimberly or Deborah or David or Cheryl or)” And yet these people embezzled (stole) money, often in significant amounts and, worse, often without much difficulty. Who is at risk? For sure, your entity. But it might also be you personally, if you haven’t established basic protections against embezzlement or because you don’t pay proper attention. This Workshop will educate you on some of the risks your organization faces and some of things you can and should be doing to protect it (and yourself).

Presenters: Roger Hamilton, Jeff Hart, CPA (OR)

Roger Hamilton is a business attorney in private practice in the Portland, OR area. He’s been President of the Oregon Adult Soccer Association for many, many years. He also is Co-Chair and Treasurer of the Oregon Referee Committee and Treasurer of USASA Region IV. Roger still plays indoor coed soccer once a week.

Jeff Hart is a CPA and owner of Verity Accountancy, PC in Portland, OR focusing on auditing, accounting, and tax services for a diverse client base of individuals, businesses, and nonprofit organizations. When not at work Jeff enjoys time with his wife, three boys, and little girl who regularly participate in youth sports. Jeff has coached the kid’s baseball, softball, and soccer teams and can be painted as one of those “parents” that can be heard sideline to sideline.

Gender Issues

The workshop will address gender identity issues, including US Soccer Bylaw 105, 201 and US Soccer Policy 601-5 Section 6 regarding gender identity and US Soccer’s non-discrimination requirements.

Presenter: Roy Carlson is an attorney with Milberg & DePhillips, P.C. in Cardiff by the Sea, California and was admitted to the California Bar in 1986. His practice is primarily focused upon all aspects of real estate law, business law and litigation from startup to dissolution, including bankruptcy, insolvency, business reorganization and related appellate work in state and federal court. In addition to coaching and being a life-long player, Roy is currently Executive Vice President of California State Soccer Association - South (“Cal South”), and previously served Cal South as the Vice-President of Youth. He is also the Secretary of Region IV of US Adult Soccer, a member of the US Adult Soccer Rules Committee, a member of the US Adult Soccer Cups Task Force, Chair of the Region IV USASA Rules Committee, a member of the Region IV USASA Grant Committee, and is a member of the US Soccer Appeals Committee.

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Insurance

Mr. Gregory will explain how coverage works for the three insurance benefits provided to members of USASA, General Liability, Participant Accident and Directors and Officers Liability. The presentation is intended to provide members an opportunity to ask questions and address real life scenarios. Member participation is encouraged.

Presenter: Andy Gregory, President and Managing Partner of Des Champs & Gregory, Inc. located in Bradenton Florida, is celebrating his 30th year as an independent insurance agent while the agency celebrates 54 years of service to its clients and community. Des Champs & Gregory has proudly served USASA on insurance matters since 1986. Andy is assisted by Sam Oran who is well known throughout the USASA membership. USASA members are encouraged to take advantage of the knowledge Andy and Sam can share and can reach them at 941-748-1812. Feel free to email either at agregory@dgregoryinc.com or soran@dgregoryinc.com.

Mock Judicial Hearing - aka your access to the underbelly of the game

What a better way to learn how to run a judicial hearing than to be a part of it. This workshop is designed to allow you to participate in a variety of different roles, whether it's a case of potential referee abuse or assault or a league appeal, so that you can gain hands on experience to help you learn how to prepare for and run effective hearings. Our goal is to provide education regarding setting up the hearing, providing due process to the subject, ensuring your Discipline and Appeal Committee is fair and void of conflicts, tips on how to ask the right questions to get to the heart of the matter, tools to deal with difficult participants, and ideas on how to resolve the matter. This mock hearing is intended to allow you to have so much fun that you will forget that you are learning. You will not be required on any level to participate.

Presenter: Robin Runstein, OR - Robin has been practicing law for over 21 years. She is a partner at Ludwig Runstein LLC. Her primary focus is domestic relations with a subsection of related criminal and quasi criminal matters. She has tried hundreds of jury and bench trials and hearings. Robin is also an avid soccer player. Her final 4 appearance at the University of Massachusetts at Amherst is a distant memory and far cry from the over 40 coed games where she can still tear it up. Robin is able to use her skill sets as both a litigator and a soccer player to run effective and fair hearings as the chair for the Appeals and Discipline Committee for Oregon Adult Soccer Association.

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Risk Management Workshop

Risk Management, just what is it? Does your organization have a Risk Management policy? In this workshop we will discuss the relevance of Risk Management for soccer organizations and how to go about working to develop safety checklists and record keeping.

Presenter: Paul Scherer (Boise, ID) – retired – Risk Management Consultant: President of the Idaho State Soccer Association; Director Region IV; Soccer Coach over 40 years.

US Soccer Registration Requirements

The purpose of this workshop is to inform/educate on the National Data Center. We hope you will gain knowledge on the registration process/requirements for the 2018-19 season. These requirements will apply to all U.S. Soccer members, and while we've been informing members of this new process for the past year, this is an opportunity to hear the information directly and ask questions.

Presenters: Pablo Garcia and Matt Topi (US Soccer Staff, Chicago, IL)

Special Session – Presentation/Discussion w/ Tom Moore

Discussions at the Mid-year meeting in Lake Tahoe regarding the upcoming Federation presidential election, and some subsequent email exchanges forwarded to me by Ric Olivas, recently caused me to do some research on the following questions:

- As Federation National Council members, what should we expect or demand from Federation policy making and governance?
- From a policy and governance perspective, what are the "best practices" policies that non-profit 501(c)3 organizations should have?
- Should more Federation policy and governance information be readily available to National Council members? If so, what types of such information?

So over the past three weeks I've put together a 20-minute presentation intended to start us talking about possible answers to these questions. I've specifically focused on the question of what might be reasonable expectations to have of Federation staff and the NBOD in the areas of policy and governance; and on a broad examination regarding what policy types are readily available and what policy types are not readily available from the Federation. The presentation stays away from discussing

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the actual content of most of the various types of policies, but does comment a bit on one particular policy area.

Since this presentation came together so recently, it is not part of the previously published schedule for the workshops next Saturday. However, Paul has kindly allowed me to use the Tempe A room to give this presentation to those who may be interested. Here's the schedule:

- 8:30 am (sharp) to 8:50 am (sharp), Saturday, 6 January, Tempe A Room

It is my hope that this presentation might help all of us further refine questions for the presidential candidates and help us better understand what reasonable demands to make of the NBOD and Federation staff going forward.

Presenter: Tom Moore

SRA Workshop

All Day Workshop – about changes to the SRA position and USSF's direction regarding referees.

Lunchtime Workshop – Q & A about Referees/Assigning/SRC/s, and State Associations

Presenter: Eric Beck, OR - Eric Beck has been involved in soccer for over 50 years. In 2010 he was inducted into the USASA National Soccer Hall-of-Fame and was previously honored as a member of the USASA Region IV (West) Hall-of-Fame.

His wife, Beverly, and he recently celebrated their 40th wedding anniversary. He has two daughters, Rachel and Alissa, and a son Kyle. He has been blessed with 7 grandchildren, Rachel, the mother of Laura, Hannah, and Jake and Alissa with Olivia, Gavin, Liam and Amelia.

Eric has refereed over 35,000 soccer games, up to and including Professional and international games, but mostly amateur youth and adult games. He was the SRA for the state of Oregon 1979-1983/1992-2000: and built a referee base from 125 registered referees to 1,700 and has served as the Region IV Referee Coordinator 2000-present.

He is also a Registered USSF Referee Instructor, Assessor, Assignor, and Assignor Instructor, Indoor and Futsal Referee, Instructor, Assessor, and Assignor.