

Annual General Meeting 2025

Essex County Youth Soccer Association (ECYSA)

PLEASE REGISTER
WHEN YOU ARRIVE



Welcome & Board Updates

Departing Board Members



Jill Thresher - Awards



Jack Steele - TOPs Soccer



Greg Buser - G8 Boys Director



Danielle Osorio - Secretary

Current Board Members

ECYSA

President: **Amanda LaFlamme**

VP Northshore: **Jose Isidro**

VP Northeast/Comm Dev: **Keith Totten**

Treasurer: **Justin Walters**

Girls Commissioner: **Bob McGarvey**

Boys Commissioner: **Kevin Brothers**

G4 Girls: **Mark Ercolini**

G4 Boys: **Charles Yorke**

G6 Girls: **Jim Talbot**

G6 Boys: **Mike McGoldrick**

G8 Girls: **Mike Blulette**

Discipline/Reschedules: **Dan Daley**

G10/PG/Rules: **Mike Kilkelly**

Registrar: **Janet Gargan**

Tech/Website: **Jeremy Derby**

Tournament Dir: **Dean Sidell**

Education: **Jeff Chambers**

Communications: **Sharon Clement**

Referee Assignor: **Ben Reed**

Accountant: **Steve Heintzelman**

ECYSA Financials



Review of the ECYSA Financials for the Annual Report.

Financial Summary (Fiscal Year '25)

**Total Income
(Revenue)**

\$527,770

+11.67% vs. Prior Year

**Total Expenses
(COGS +
Operating)**

\$486,674

+13.16% vs. Prior Year

Net Income

\$41,209

-22.78% vs. Prior Year

*Data based on Profit & Loss Statement (Sep 2024 - Aug 2025)

By-Law Proposal: ARTICLE IV Officers/Officials

This slide serves as notification of the by-law amendment proposal to be ratified.

Current Bylaw

Section 2. Election and Term of Officers/Officials. (5th paragraph)

Except as otherwise provided by the Articles of Organization or by these By-laws, a person may be elected to any particular Official position for a maximum of four consecutive years, at which time such person (the “Term Limit Official”) may not serve in such particular Official position for a period of one year; provided, however, that if the particular Official position should become vacant because no other person should run for election to such position or any person so elected should cease to hold such position, the President may appoint the Term Limit Official to hold such particular Official position until the **next election of Officials**, at which time the Term Limit Official shall again be eligible for election to such particular Official position for a maximum of four new consecutive years.

Reasoning Allow for the appointment of a Term Limit Official for a full term if a 2-year position rather than one year (a “half-term”) to provide continuity and maintain the integrity of the alternating year schedule as applied to 2-year positions.

Proposed amendment

Section 2. Election and Term of Officers/Officials. (5th paragraph)

Except as otherwise provided by the Articles of Organization or by these By-laws, a person may be elected to any particular Official position for a maximum of four consecutive years, at which time such person (the “Term Limit Official”) may not serve in such particular Official position for a period of one year; provided, however, that if the particular Official position should become vacant because no other person should run for election to such position or any person so elected should cease to hold such position, the President may appoint the Term Limit Official to hold such particular Official position until the next **scheduled** election of **the particular Official position**, at which time the Term Limit Official shall again be eligible for election to such particular Official position for a maximum of four new consecutive years.

Elections: Candidate Slate

Two Year Term Positions



Vice President Northeast: Keith Totten



Secretary: Lisa Roy



Girls Commissioner: Bob McGarvey

One Year Term Positions



Director Boys Commissioner: Kevin Brothers



Director G4 Boys: Mark Ercolini



Director G4 Girls :Charles Yorke



Director G6 Boys: Mike McGoldrick



Director G6 Girls: Jim Talbot



Director G8 Boys: Joshua Ercolini



Director G8 Girls: Mike Blulette



Director G9-PG : Mike Kilkelly



Education Director: Jeff Chambers

Review: Coach Conduct



Credentials: Uptick of coaches without credentials.



Violations: Several violations reported in Week #8.



TD Interaction: Home TD interacting with the opposing coach.



Technical Area: Home organization entering technical area without ECYSA credentials.

Disciplinary Stats – Fall 2025



Player Cards

225

Yellow Cards

17

Red Cards



Coach Cards

26

Yellow Cards

3

Red Cards

Total Fall 2025 Cards: 251 Yellow, 20 Red

531-9

Spring/Fall 2025

4 Adult Cases 2, 4, 6, 6 Game Suspensions

1 Youth Case 15 game Suspension

Review: Rosters & Reports

Roster Issues

Discussion of specific roster issues.

Game & Official Reports

Some coaches do not input reports. This is the primary opportunity for feedback. Issues (like no credentials) are not found until week #7.

Annual Review: The Referee Situation

A detailed look at our current referee statistics, challenges, and go-forward strategies.



The Referee Situation

ECYSA Annual General Meeting

November

2025

Referee Numbers: 2021 vs 2025

2021 (Statewide)

3700 Certified Referees

(-26% from 2019)

2021 (ECYSA)

23% Uncovered Spots

(Almost 1 in 4)

2025 (Statewide)

4100 Certified Referees






(+11% from 2021)

Spring 2025 (ECYSA)

4.6% Uncovered Spots

(143 total spots) - A big step forward!

How Can We Keep Moving Forward?

-  **Recruit:** Collaborative efforts of ECYSA and its Member organizations.
-  **Develop:** Provide training and support for new and existing referees.
-  **Retain:** Create a positive and supportive environment.
-  **Address Referee Abuse:** Continue to enforce zero-tolerance policies.
-  **Review Compensation:** ECYSA is now the highest paying league in Mass Youth.

Organization Contributions

A snapshot of the ECYSA Spring 2025 season
based on where referees reside. This may not
reflect an organization's efforts.

2021 Data: Meeting/Exceeding Needs

Town	2021 # Referees	2021 Coverage %	2021 Town Rank
Saugus	7	462.50%	1
Lawrence	2	271.00%	2
Haverhill	2	195.20%	3
Pentucket	5	182.60%	4
Amesbury	2	181.50%	5
Beverly	5	163.89%	6
Salem	4	123.00%	7
Wakefield	7	111.64%	8
Danvers	6	109.00%	9
Triton	3	100.00%	10

2021 Data: 80% to 100% of Needs

Town	2021 # Referees	2021 Coverage %	2021 Town Rank
Swampscott	3	89.13%	11
Masco	9	85.58%	12
Methuen	5	83.88%	13
Lynn	4	82.29%	14

2021 Data: Less than 80% of Needs

Town	2021 # Referees	2021 Coverage %	2021 Town Rank
Lynnfield	3	70.00%	15
Peabody	2	62.56%	16
North Reading	3	55.00%	17
Ipswich	2	52.94%	18
Marblehead	2	51.08%	19
Andover	5	50.76%	20
Woburn	4	47.06%	21
Hamilton-Wenham	4	40.38%	22
Winthrop	2	37.50%	23
North Andover	2	22.50%	24
Dracut	1	19.71%	25
Cape Ann	1	16.67%	26
Georgetown	3	16.67%	27
Newburyport	1	9.78%	28
Revere	0	0.00%	29
Rockport	0	0.00%	30
Manchester-Essex	0	0.00%	31

2025 vs 2021: Meeting/Exceeding Needs

Town	2021 # Refs	2021 Cov%	2021 Rank	2025 # Refs	Ref Change	2025 Cov%	2025 Rank	Rank Change
Saugus	7	462.50%	1	12	5	360.27%	1	0
Salem	4	123.00%	7	10	6	295.16%	2	+5
Beverly	5	163.89%	6	11	6	247.87%	3	+3
Haverhill	2	195.20%	3	6	4	159.46%	4	-1
Danvers	6	109.00%	9	14	8	158.62%	5	+4
Dracut	1	19.71%	25	7	6	154.12%	6	+19
Woburn	4	47.06%	21	13	9	138.52%	7	+14
Wakefield	7	111.64%	8	21	14	118.75%	8	0
Newburyport	1	9.78%	28	6	5	114.29%	9	+19
Andover	5	50.76%	20	16	11	106.25%	10	+10
Georgetown	3	16.67%	27	5	2	102.63%	11	+16
North Reading	3	55.00%	17	7	4	101.68%	12	+5

2025 vs 2021: 80% to 100% of Needs

Town	2021 # Refs	2021 Cov%	2021 Rank	2025 # Refs	Ref Change	2025 Cov%	2025 Rank	Rank Change
Wilmington	NA	NA	NA	11	NA	98.00%	13	NA
Peabody	2	62.56%	16	4	2	94.78%	14	+2
North Andover	2	22.50%	24	8	6	91.24%	15	+9
Fishermen	1	16.67%	26	5	4	85.19%	16	+10

*Fishermen = Cape Ann

2025 vs 2021: Less than 80% of Needs

Town	2021 # Refs	2021 Cov%	2021 Rank	2025 # Refs	Ref Change	2025 Cov%	2025 Rank	Rank Change
Swampscott	3	89.13%	11	3	0	77.42%	17	-6
Pentucket	5	182.60%	4	2	-3	73.58%	18	-14
Masco	9	85.58%	12	11	2	64.95%	19	-7
Winthrop	2	37.50%	23	7	5	61.54%	20	+3
Triton	3	100.00%	10	2	-1	51.79%	21	-11
Ipswich	2	52.94%	18	4	2	44.44%	22	-4
Hamilton-Wenham	4	40.38%	22	4	0	43.01%	23	-1
Lawrence	2	271.00%	2	2	0	33.33%	24	-22
Lynn	4	82.29%	14	1	-3	30.30%	25	-11
Marblehead	2	51.08%	19	3	1	22.90%	26	-7
Revere	0	0.00%	29	1	1	10.71%	27	+2
Lynnfield	3	70.00%	15	1	-2	10.45%	28	-13
Methuen	5	83.88%	13	1	-4	2.54%	29	-16
Rockport	0	0.00%	30	0	0	0.00%	30	0
Amesbury	2	181.50%	5	0	-2	0.00%	31	-26
Man-Essex	0	0.00%	31	0	0	0.00%	32	-1

Who's job is it to get referees?



Mass. State Referee Committee?

Responsible for certification, training,
and state-level administration.



ECYSA Board?





Responsible for league management,
compensation, and supporting
initiatives.



Members – Your Org?

Responsible for recruitment,
development, and local program
support.

What can ECYSA do?

-  Continued marketing and social media campaigns.
-  Work with your board and designated contacts.
-  Provide on-field Referee Advisors to support new referees.
-  Suggestions? (Open discussion)

What can or does YOUR Organization do?

- 🔊 Actively promote opportunities to players, coaches, and parents.
- 📁 Subsidize course fees and equipment for new referees.
- 👥 Establish an Intown/Genesis Referee Program to drive certification.
- 👤 Have a Referee Assignor/Coordinator on the Board.
- 💡 Suggestions? (Open discussion)

Curbing Referee Abuse

- 🔧 Everyone is responsible for education and enforcement of standards.
- 🚫 Discipline administered by the Organization.
- 🛡️ Discipline administered by ECYSA.
- 🛡️ Supporting referees with training to manage situations.
- 💡 Suggestions? (Open discussion)

Referee Compensation

Monitoring

ECYSA monitors other leagues on an ongoing basis to remain competitive.

Cost

Continually increasing fees will cause an escalating "bidding war." These costs are borne by our member organizations.

Possible ECYSA Actions

- 📊 Set a minimum team-to-referee ratio to participate (like fields).
- 👤✅ Prioritize assignment of available referees to towns that provide referees.
- 📋 Adopt other league models (e.g., Town assigns G4, Town assigns all ARs, etc.)

Review: Game Operations

Lopsided Scores

Presentation of data on lopsided scores from the past season.



Rescheduling

Review process. Intent is for last-minute changes (use player pass).
High volume in Spring '25.



Field Complaints

Feedback on field conditions, including non-visible lines and PK marks.

Mass Youth Update

- AGM proxy collection process.
- ECYSA loses 2 reps from Mass Youth board (Thank you, Jeff & Janet!).
- Mass Youth Workshop at Gillette: 2/7/26.



Spring '26 Planning




Roster Dates: Registration Opens on 1/21/26 and close on 3/1/26



Non-Residents: New process for non-residents for Spring '26 in MYL.



Winter Workshop: Keith to organize workshop with Town Directors.



Future: WC'26 & ECYSA 50th

Balancing major events and celebrating our 50th Anniversary.

- **World Cup '26:** Games at Foxboro (June 13, 16, 19, 23, 26, 29)
- **Friendship:** Potential conflict (June 13/14)
- **Playoffs:** Potential conflict (June 14-21)
- **MTOC:** Potential conflict (June 26-28)

Questions?

Thank you for attending the ECYSA Annual General Meeting.

www.ecysa.org

Image Sources



https://www.ecysa.org/ECYSA/Sites/Default/file/2017/12/22/ecysa_logo_color_5.png

Source: www.ecysa.org



<https://clubs.bluesombrero.com/portals/51438/contentrotator/contentrotator638452529516481873.png>

Source: clubs.bluesombrero.com



https://www.katebackdrop.co.uk/cdn/shop/products/DR1000_1200x1200_crop_center.jpg?v=161339247

Source: www.katebackdrop.co.uk