





# WHY THE MERGER?

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- **Survey Data** - Both State Associations conducted surveys with their memberships on what they were doing well and areas of improvement. After reviewing the results, it became clear that we could address many of those issues by merging
- **Rewrite Constitution to favor all members** - Opportunity to rewrite constitution, bylaws, policies, etc. to reflect the greater flexibility our members have been asking for
- **Confusion on Split** - No one has ever understood why we are split. Unify the state and connect all communities, irrespective of geography or population
- **Minimize Travel** - For those that wish, minimize travel locally and outside of Ohio due to greater membership numbers
- **Big Tent** - Opportunity to operate a 'Big Tent' concept to eliminate the fractured soccer landscape in Ohio and create a new entity that will revolutionize soccer in Ohio.
- **Competition** - Greater level of competition for Clubs and potential for substantial growth for leagues
- **Grassroots & Rec Focus** - More focus/attention to Grassroots & Recreational soccer growth and connecting communities through soccer





# WHY THE MERGER?

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- **Consistency** - State-wide Consistency in application of policies/bylaws/etc.
- **Bridge the Gap between Cultural Differences** - Address the cultural differences in our members so that the smaller community-based leagues/clubs feel as much a part of the new Association as the larger city/ districtwide leagues and clubs
- **Unique time in history** - Many youth sports groups are struggling financially. Opportunity to emerge from COVID-19 crisis in a position of strength due to combining of assets
- **Membership Growth** - Combined membership will increase to 90,000+ players with growth potential in excess of 125,000 players. The benefit/value proposition to potential sponsors on becoming one of the largest State Association in the Midwest and the country. These are resources to be re-invested back in our membership
- **Serve Needs** - Greater ability to serve the needs of the membership
- **Staff Experience** - Capitalize on additional staffing, expertise & experience
- **Combined Assets** - Combined assets will allow us to further invest in programming and growing the game





# INTEGRATION TEAM



**Skip Gilbert**



**Drew Hiatt**



**Tom Condone**



**Jen Fickett**



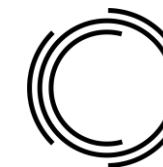
**Tom Turner**



**Gordon Henderson**



**Bill Glaze**



**Brad Stinson**



**Jordan LaRocca**





# TIME INVESTMENT: APRIL - NOW

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<b>Meetings</b>	<b>143 Hours</b> x Integration Team Members
<b>Research &amp; Creation</b>	<b>120+ Hours</b> x Integration Team Members
<b>People Involved</b>	<b>11 Core People + 23 Board Members</b> + Many Others Talked to for Reference



# WHAT DOES THE MERGER TIMELINE LOOK LIKE?

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- Member vote to agreement of merger for Ohio North on November 30 and Ohio South on December 1. Filing with the State of the Ohio Soccer Association (OSA) in mid December
- Hiring of CEO to oversee the new organization. CEO has full operational control over staff and programming
- Both Ohio South and Ohio North will remain operational through Spring 2021 and conduct programming as normal. This includes leagues and tournaments.
- In addition, teams in NCS/State Cup and Presidents Cup will qualify for Regionals/Nationals still as Ohio South and Ohio North
- At the same time, OSA will be open for registration and programming by February 2021 for the 2021 – 2022 season
- Both offices will be retained through and after the merger.
- A transitional Board of Directors will serve until the first member meeting of the Ohio Soccer Association in March 2021. The first Board of Directors will be elected at that time by the members; leagues and clubs.
- Transitional board will model the make up of the new organization board





# SUCCESS WHEN WE GET THERE?

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- **Innovative & Progressive** - Ability for the staff to be innovative & progressive as a united organization
- **Strategic Board** - The Board can be more strategically focused on growing the State & let the office run the operations of the State
- **Voice & Values** - Leagues & Clubs will feel that their voice is being heard & will feel a greater value from affiliating with their State Association
- **Reimagined State Association** - Become an innovative State Association with a professional staff with double the resources to best serve the membership. Identifying and thinking differently on “who should” and “who could” be our members
- **Competition** - Better overall competition for the Clubs & Leagues by uniting the membership
- **”Big Tent”** - “Big Tent” concept uniting a fractured soccer landscape





# OSA MEMBERS





# WHO WILL OUR MEMBERS BE?

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- The membership of OSA is open to all soccer organizations:
- **Full Members** (voting) are leagues and clubs. Currently 40 out of the 55 State Associations have clubs as members – we needed to move in that direction.
- **Associate Members** (non-voting) are organizations who may be running leagues or soccer programming but do not require full member benefits (i.e. insurance), but do wish to utilize many of the other member benefits (i.e. registration platforms, risk management, corporate sponsorships, etc. Think Parks & Recreation departments, YMCA's, independent youth organizations, etc.)
- **Affiliate Members** (non-voting). As stated above, the membership will be open to all soccer organizations. This category was created to address any group or organization that may not fit the Full or Associate member category. The focus of the new organization is to be as forward thinking as possible



# MEMBERSHIP VOTING STRUCTURE



## CLUBS

# of Players			Allotted	# of	Aggregate	
From	To	Scale	Votes	Clubs	Vote Count	
1	99	+100	1	110	110	
100	199	+100	2	79	158	
200	499	+300	3	106	318	
500	999	+500	4	1	4	
1000	1499	+500	5	1	5	
1500	1999	+500	6	0	0	
2000	2499	+500	7	1	7	
2500	2999	+500	8	0	0	
3000	3499	+500	9	0	0	
3500	3999	+500	10	0	0	
4000	4499	+500	11	0	0	
4500	4999	+500	12	0	0	
5000	5499	+500	13	0	0	
5500	5999	+500	14	0	0	
6000	6999	+1000	15	0	0	
Note: Additional 1 vote per +1000 players above 7000 players				<b>Total</b>	<b>298</b>	<b>602</b>

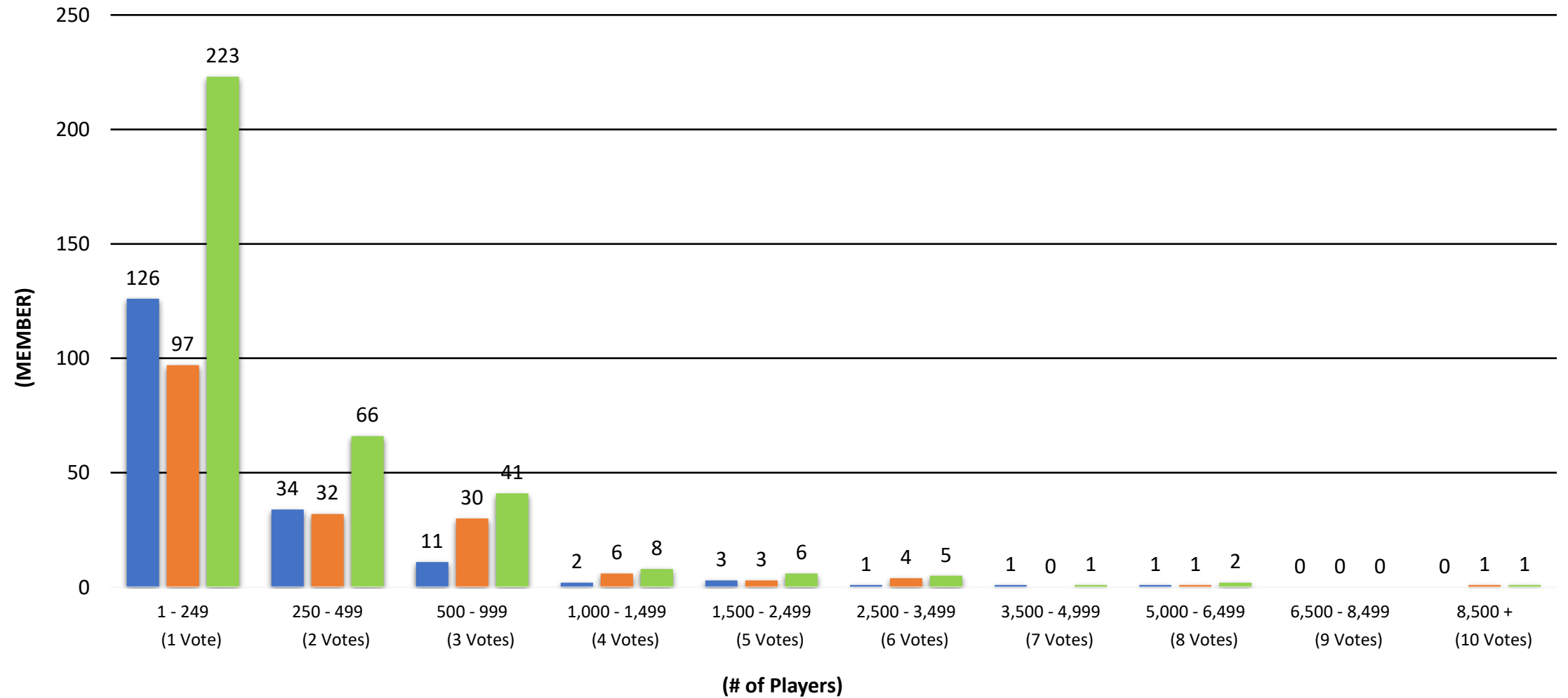
## LEAGUES

# of Players			Allotted	# of	Aggregate	
From	To	Scale	Votes	Leagues	Vote Count	
1	49	+50	1	3	3	
50	99	+50	2	4	8	
100	149	+50	3	1	3	
150	199	+50	4	1	4	
200	249	+50	5	1	5	
250	349	+100	6	2	12	
350	499	+150	7	9	63	
500	999	+500	8	14	112	
1000	1499	+500	9	7	63	
1500	2499	+1000	10	5	50	
2500	3499	+1000	11	4	44	
3500	4499	+1000	12	1	12	
4500	5499	+1000	13	0	0	
5500	6499	+1000	14	2	28	
6500	7499	+1000	15	0	0	
7500	8499	+1000	16	0	0	
8500	9499	+1000	17	0	0	
9500	10499	+1000	18	0	0	
10500	11499	+1000	19	0	0	
11500	12499	+1000	20	1	20	
Note: Additional 1 vote per +1000 players above 12500 players				<b>Total</b>	<b>55</b>	<b>427</b>



# ASSOCIATION MEMBER SIZE

Ohio North
Ohio South
Both Organizations





# OSA TRANSITIONAL BOARD

# OSA BOARD STRUCTURE



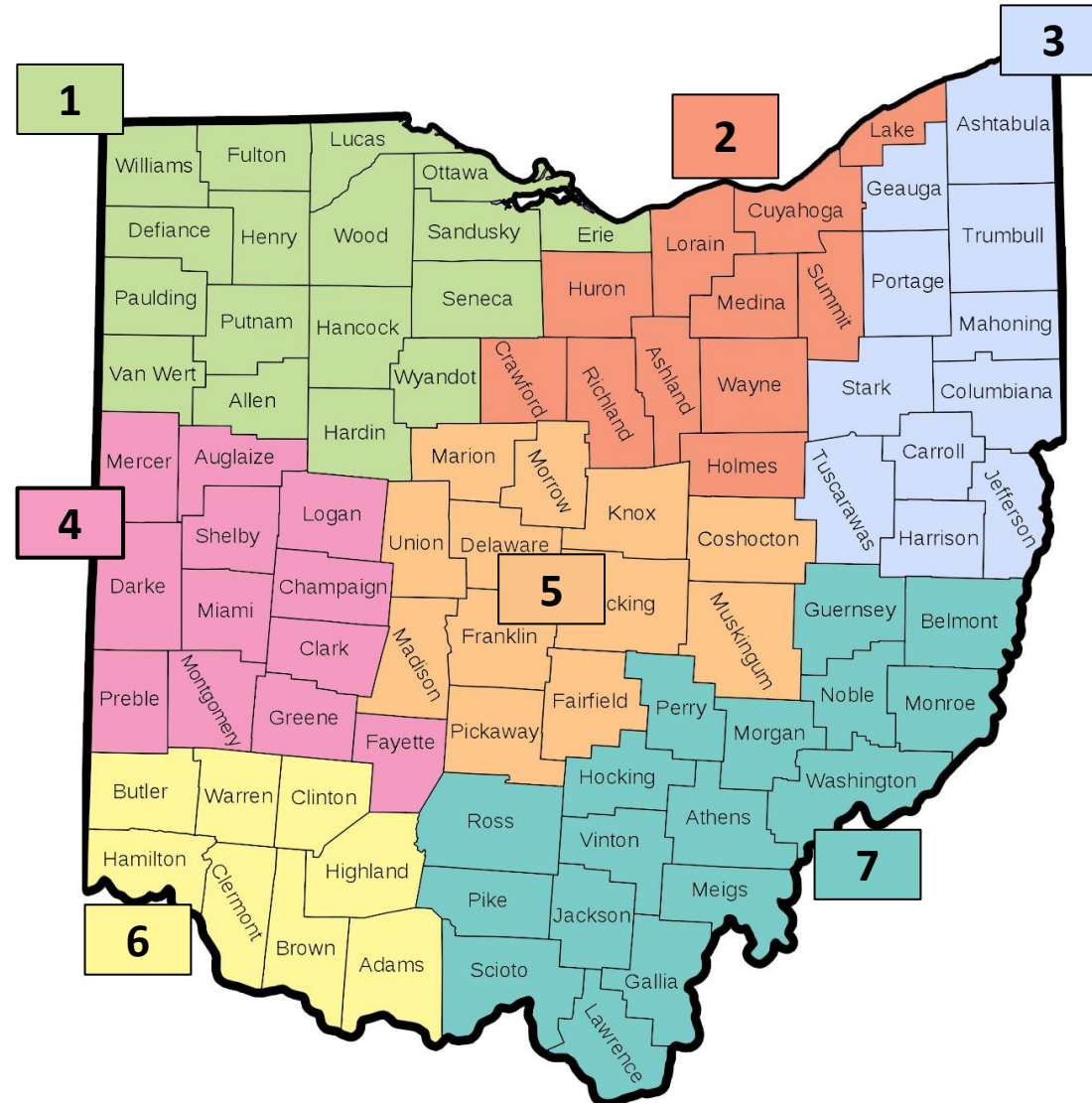
<b>11 Member Board</b>
President/ Secretary
Vice President / Treasurer
District 1 Director
District 2 Director
District 3 Director
District 4 Director
District 5 Director
District 6 Director
District 7 Director
Independent Director
Independent Director

## Composition of 11 Member Board (all members have 1 vote) :

- **One (1) President**
  - Elected in a statewide election by membership
  - 3-year term
- **One (1) Vice President**
  - Elected in a statewide election by membership
  - 3-year term
- **Seven (7) District Directors**
  - There will be seven Districts. Each was created with geography, population and culture in mind
  - Each District Director shall be elected by majority vote of those Full Members eligible to vote for a respective District Director.
  - 3-year term
- **Two (2) Independent Directors**
  - Independent Directors are appointed by the Board from a recommendation of the CEO
  - 2-year term



# OSA - DISTRICT MAP





# TRANSITIONAL BOARD

POSITION	BOARD MEMBER
President	John Ruffolo
Vice President	Paul R. Emhoff
District Director – District 1	Paul Holdgate
District Director – District 2	Tom Pickett
District Director – District 3	Scott MacMillan
District Director – District 4	Cheryl Henderson
District Director – District 5	Jim Sturm
District Director – District 6	Craig Manahan
District Director – District 7	Greg Hirschauer
Independent Director	Mohamood Razack
Independent Director	Ron Gedrich





# CODE OF REGULATIONS





# WHAT ARE THE CODE OF REGULATIONS?

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- Ohio North called their foundational document their bylaws. Ohio South referred to a constitution. Ohio Revised Code for non-profits indicates that these should be called an organization's Code of Regulations.
- This statutory terminology, even though different for both organizations, seemed to be the way to go to avoid confusion for its members
- With information and survey results from both organizations, the merger gave the integration team, and both boards, the opportunity to re-write and create a model state association that is based on its members' needs rather than over regulation; simple, flexible, & inclusive