

Minutes of 2014 Annual EMSOA Business Meeting

Eastern Massachusetts Soccer Officials' Association
Minutes of 2014 Annual Business Meeting
Sunday, March 22, 2015
Crowne Plaza Hotel, 320 Washington St, Newton, MA

Present:

Executive Board: Bruce Anderson, Ric Beaudoin, Wayne Brown, Tim Butler, Paul Campbell, Randy Ellis, Mike Kelly, Ed Rae, Calvin G. Perry, Joel Perry, Frederick Rich, Bob Ringuette, Tom Stagliano, Roger Stone, and Rich Valle.

Delegates: Juan Aguilar, Jeffrey Blonder, Andy Boyce, William Carey, Jeff Cooper, Marty Ford, Steve Leahy, Jim Livingston, Ken Moore, Martin Manuelian, John Schoenthaler, and Bob Stowell.

Other Members: None

Absent

Executive Board: Colm Desmond, Ron Cocuzzo, Walter Mortimer, Mike Pelletier, Jim Quinn, Peter Robinson, and Cheryl Welsh.

Delegates: Dennis Alves, Len Connolly, Rich Dargan, Matt DeNapoli, Don Hussey, Dennis LaVersa, Bruce Mackey, Elie Nassif, Steve Nunes, Tommy O' Connor, Larry Poirier, Francis Roberts, Matt Stein, and Michael Wallace.

The meeting was called to order by President Tom Stagliano at 5:37 PM. Tom gave some opening remarks to thank all of the people who have worked throughout the year to make the organization of EMSOA function smoothly.

The minutes of the Business Meeting on January 25, 2014 at the Needham VFW were presented. There were no comments about the minutes and they were approved unanimously.

Rich Valle reported that, as EMSOA Interpreter, he organized an on-field mentoring session for new referees at the North Andover High School and conducted five sessions of the mandatory Rules Interpretation meeting.

Treasurer's Report (see attachment to these minutes) was presented. There was a question about why the administrative expenses have been going up year-over-year. In 2014 there were some extraordinary expenses including a \$800 fee for filing an application with the IRS for non-profit status and a \$1000 expense for audio-visual equipment which is available to all chapters and will be used for many years to come. Roger Stone stated that the Financial Oversight Committee has reviewed all the expenses and considers the administrative expenses to be reasonable and justified. In 2014, EMSOA paid for members to be on two Arbiter lists: the EMSO list and the City-of-Boston list. Efforts are being made to pay for only one list in 2015. A motion was made to approve the Treasurer's Report. The motion passed unanimously.

MEMBERSHIP REPORT:

As of January 1, 2015 there were
633 Active and Inactive Members, consisting of
598 Active members
34 Inactive members
1 Member on Military Active Duty
In addition, there were 33 Retired Life Members.

72 members failed to attend the Rules Interpretation meeting without asking to be excused.
225 members failed to attend any of the regular chapter meetings.

In 2014, 67 New Members joined. At the beginning of 2014, there were 618 Active and Inactive members. That means that EMSOA gained 15 more members than members who resigned, moved away or were removed from membership. The assignors have indicated that the slight gain in membership does not meet the need for referees. There was some discussion about how to grow the membership but no plan for future action was developed.

COMMITTEE REPORTS

Judiciary Committee: Ric Beaudoin commented on the committee's handling of one bad situation where two officials had a strong disagreement on the field. Bad language was used which was loud enough for both coaches and both teams to hear. In the end, one referee went home and the other finished the game. Both referees were reprimanded and fined. As of the date of the Business Meeting, neither referee had paid the fine. (1:18:50)

Financial Oversight and Audit Committee: Roger Stone reported that the committee had several accomplishments. Most important, the committee oversaw the process of getting EMSOA registered with the IRS as a 501(c)6 non-profit organization. The legal work for the application was done free of charge by a major law firm. The committee reviews the monthly report provided by the Treasurer. Occasionally, the committee requests back up information about selected purchases. No problems have been found. Recently, the committee has retained an accounting firm to assist with the filing of Form 990 (the non-profit equivalent to Form 1040) with the IRS. After Form 990 is filed, it will be available to the public. A future goal of the committee is to obtain Directors and Officers liability insurance. Another future goal is the development of a formal budget for EMSOA. There was a question about why EMSOA's bank account never goes below \$20,000. The answer was that EMSOA, like any other prudent organization, does have and should have a reserve to handle the unknown unknowns.

Appeals Committee: Paul Campbell reported that the committee handled appeals from several people who were removed from membership in the Spring of 2014 for failure to pay dues by March 1 as specified in the ByLaws. With one exception, the appeals of all were granted. The committee wants to retain members as much as possible.

Assessment Program: Ed Rae reported the assessment program has improved significantly in the past few years but more improvements should be implemented. The assessment program is focused on new members, those with less than 5 years of experience. There was a question of what action should a member take if he feels that another referee is performing in a sub-standard manner. The answer was the any member can bring a complaint to the Executive Board and the Board through the Assessment Program can investigate the complaint.

MIAA Representative: Cal Perry reported on information from MIAA.

- The concussion awareness training requirement will remain in effect indefinitely. All referees have to take the course after June 1st of each year and completion is valid until June 1st of the following year. A new website for the course is <http://nfhslearn.com>.
- MIAA wants all referees to have both the Student Disqualification form and the Coach Disqualification form with them at every game at every level.
- Cal re-wrote Section 77 of the MIAA Handbook to make it more coherent. Unfortunately, Cal's version has not replaced the old wording in the latest version of the MIAA Handbook.
- Games fees will go up \$1/game for soccer referees for the 2015 and 2016 seasons.
- There was a request that soccer officials allow a wrist band which promotes breast cancer awareness. Cal advised MIAA that such a band is a hazard and soccer referees should not allow it. A pink flexible band like the captain's band worn on the arm or shin is OK.
- Pre-season red cards are counted toward the season's card count for the player and the school. Pre-season yellow cards are forgotten once the season starts. The referee must record all cards on the game roster at all games (pre-season, in-season and post-season) at all levels.

MISOA Representative: Rich Valle reported that

- MISOA wants the time-out rule to be written into the MIAA Handbook.
- MISOA is supporting bills dealing with assault on game official and liability of game officials (House Bill 1045 and 1364) which have been introduced into the current session of the Mass. legislature. Similar bills have become law in several other states. Similar bills have been filed in past sessions of the Mass. legislature and died without coming to a vote.
- Bob Ringuette recommends that the following people be considered as the next person nominated by EMSOA for the MISOA Hall of Fame: Skippy Mortimer, Tom Stagliano, Wayne Brown, or Ed Rae.
- MISOA is concerned that the training of new officials is very inconsistent across the state. MISOA want to see minimum standard for the training of new officials created and adhered to.

COMMUNICATIONS (2:13:29)

Meeting with Assignors and Related Arbiter Issues: Tom Stagliano

In March 2009, Roy Condon and Pat Donovan came to the Executive Board and recommended that EMSOA pay for all of its members to be listed on the ArbiterSport.com web site. The assignors were starting to use the web site to assign games and needed to collect a per referee fee to pay the organization which ran the web site. It was much easier for EMSOA to pay the fee as a single payment as a benefit to all the members rather than the assignors collecting the fee from each referee individually. Since that time, EMSOA has been paying the fee and Roy Condon has done the administrative work.

In the past few years, almost all the assignors have moved their assigning to Arbiter and EMSOA has paid a single fee for all members who use e-mail. As the usage of the EMSO list on Arbiter has grown, Roy has found the administrative task to be a burden. One way for Roy to reduce his task was to break the EMSO list into several lists; which list would have its own administrator. The problem with that approach is that many EMSOA referees work for more than assignor. If a referee were on several lists, a fee would be charged for every list the referee was on. EMSOA only wants to pay one fee per member. Last year there was another development. Chris Jordan became the assignor for the City of Boston. He found it necessary to set up another Arbiter list. EMSOA found itself in the position of paying the fee for some referees to be on two lists.

After many conversations with the assignors including a dinner meeting of the EMSOA Board of Directors with several of the assignors, there developed a general understanding that there would be

only one list and the administrator would be neither an assignor nor a referee. As of a week before the Business Meeting, there was the expectation that Bill Carey would be the administrator and Roy would assist Bill in learning the system and the City of Boston list would be folded into the EMSO list.

Criminal Background Checks of Game Officials – Tom Stagliano

In February, there was an article in the *Boston Globe* urging that criminal background check (CORI) be done for all high school game officials. Tom was interviewed by phone by a *Globe* reporter for the article. Tom expressed his opinion (a) that the MIAA organize the process of doing the check, (b) that officials who already worked for schools which did background checks not be checked again, and (c) that officials who worked multiple sports not be checked multiple times. The article in the paper supported the first part of Tom's opinion and was mute on the other parts. Recently, MIAA has stated that they will do background checks and will have a meeting of the officers of all the boards of all the sports to discuss a process for doing the background checks. The date of the meeting has not been set yet. MIAA has stated that they want to do a check that is more extensive than CORI. CORI is a check of only Massachusetts records. The MIAA statement seems to indicate that they want a check of records in multiple states.

The cost of the background check is also an issue that needs to be resolved. The MISOA board has voted in favor of the background check but does not believe the referees should pay for the cost of the checks.

OLD BUSINESS

None

NEW BUSINESS

Election of Officers: The term of the following offices expired at the end of 2014 and election to file the offices was held during this meeting. All of the offices listed below were filled by unanimous consent of all attending the meeting:

EMSOA Interpreter: (2 year term, 2015-2016) Richard Valle

Secretary/Treasurer: (3 year term, 2015-2017) Frederick Rich

Director of Assessment, North: (3 year term, 2015-2017) Michael Pelletier

Director of Assessment, South: (3 year term, 2015-2017) Walter Mortimer

CHANGES TO THE BY-LAWS:

The following changes were proposed by the Executive Board or a member. The Executive Board recommends that each change be accepted or rejected as stated:

1. The following change was proposed by Jeffrey Blonder:

Add to Article III, Section I Paragraph F (Duties of the Secretary-Treasurer) the following:

The Secretary-Treasurer shall provide to the membership a written report detailing income and expenses. This report shall consist of a listing of all income including the number of paid dues members by type and a detail listing of all expenses over \$100.00. This report shall be delivered to

the entire membership during its annual interpretation meetings and an updated report be delivered during the last regular season meetings of each chapter and during the annual meeting.

The Executive Board recommends that this change not be adopted.

The purpose of the change is to increase the visibility and controls on the usage of EMSOA funds in order to decrease the likelihood of misappropriation of fund in the future.

After discussion of the impact of this change and the new financial controls put in place in the past 3 years, Mr. Blonder withdrew this proposal.

2. The following change was proposed by Frederick Rich:

Add to Article II, Section II - Categories of Members, Section B, the wording shown in **bold face** font.

*Inactive Membership is open to any Active Member in good standing who requests such status in writing to the Executive Board **prior to August 15. Half of the dues will be re-funded for inactive members who paid full dues.** An inactive member may not accept any game assignment during the year he/she is inactive. Anyone who has been an inactive member for more than two (2) years and wishes to return to being an active member must be re-tested in a manner approved by the Judiciary Committee.*

The Executive Board recommends that this change be adopted.

The purpose of the change is to make it clear that inactive membership status must be requested before the season starts. Inactive members pay half of the active member dues and are not required to attend the Rules Interpretation Meeting:

This change was accepted by a vote of 24 in favor and 4 opposed.

3. The following change was proposed by Frederick Rich:

Add paragraphs E and F (shown below) to Article III, Section III - Executive Board

E. The Executive Board may hold a virtual meeting by electronic media as needed. A quorum, consisting of a simple majority, must participate in the virtual meeting.

F. The Secretary/Treasurer will provide minutes of the meeting to all Executive Board members not later than the next scheduled Executive Board meeting.

The Executive Board recommends that this change be adopted.

The purpose of the change is to make it possible to hold an Executive Board meeting via telephone or Skype or another other electronic medium that allows full participation of those

attending the virtual meeting when it is inconvenient or impossible to hold a face-to-face meeting of the Executive Board within a given time span.

This change was accepted by a vote of 28 in favor and 1 opposed.

4. The following change was proposed by Jeffrey Cooper

Add wording to Article II, Section IV – Chapters, paragraph C – to specify the length of term of the chapter officers. After some discussion, the wording of the change was re-arranged with the approval of Jeffrey Cooper to be as shown with **bold face font**:

*C. Each Chapter will elect a Chapter President, who will also become a voting member of the EMSOA Board of Directors. **The length of the term of the Chapter President will be the same as the length of the term of the EMSOA President and Vice-President.** Each Chapter will elect a Chapter Interpreter who will coordinate with the Interpreter of the EMSOA. **The length of the term of the Chapter Interpreter will be the same as the length of the term of the EMSOA Interpreter.***

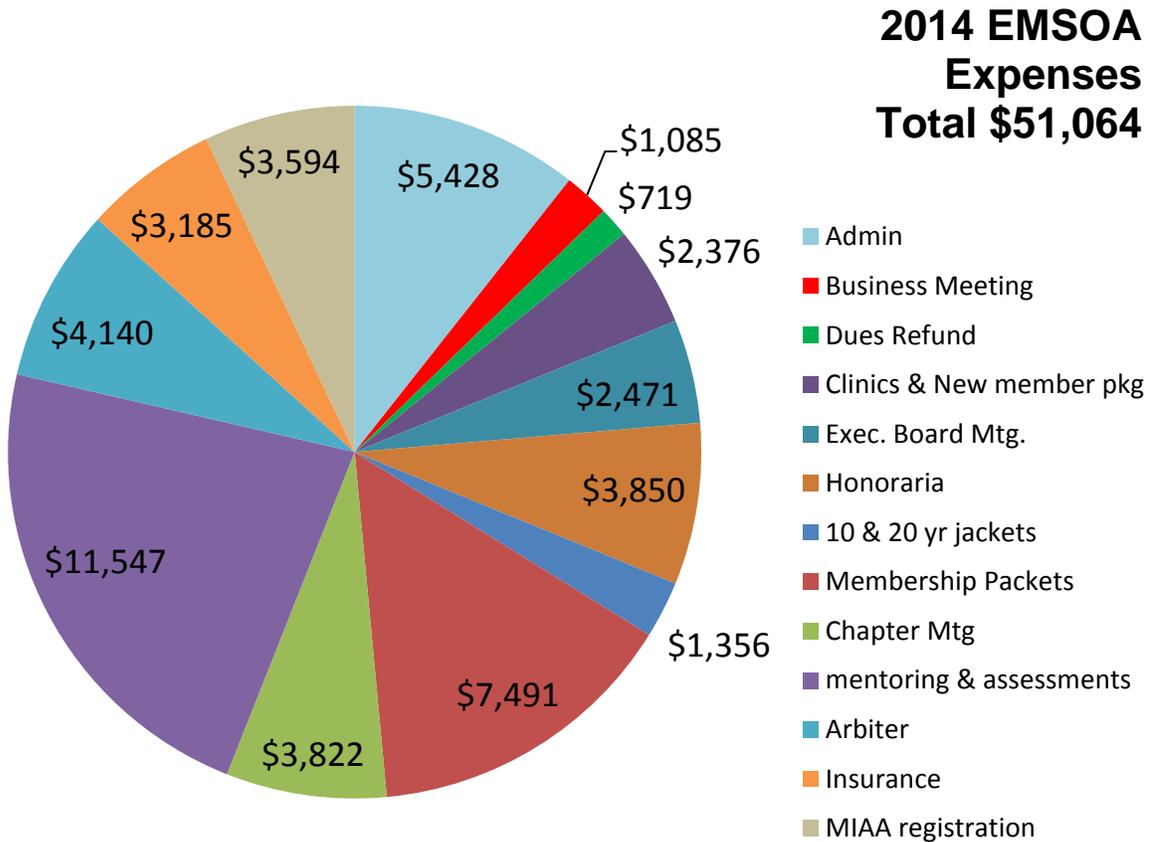
This change was accepted by unanimous consent.

The meeting was adjourned at 7:56 pm.

2014 EMSOA Treasurer's Report

2014 Expenses

| | |
|------------------------------------|----------|
| Administrative Expenses | \$5,428 |
| Business Meeting | \$1,085 |
| Dues Refund | \$719 |
| Clinics Cost & New member packages | \$2,376 |
| Executive Board Meeting Expenses | \$2,471 |
| Honoraria | \$3,850 |
| 10 & 20 year jackets | \$1,356 |
| Membership Packets | \$7,491 |
| Chapter Meeting Expenses | \$3,822 |
| Mentoring & assessments | \$11,547 |
| ArbiterSports.com | \$4,140 |
| Insurance | \$3,185 |
| MIAA registration | \$3,594 |
| Total | \$51,064 |



2014 EMSOA Income

| | |
|-----------|----------|
| 2014 Dues | \$7,359 |
| Fine | \$1,034 |
| Clinics | \$7,669 |
| 2015 Dues | \$34,119 |
| Other | \$0 |

