

Minutes of the 2015 Annual EMSOA Business Meeting

Eastern Massachusetts Soccer Officials' Association
Minutes of 2015 Annual Business Meeting
Saturday, January 10, 2016
VFW Post 2498, 20 Junction St, Needham, MA

Present:

Executive Board: Ric Beaudoin, Tim Butler, Colm Desmond, Ron Cocuzzo, Jeff Cooper, Randy Ellis, Mike Kelly, Walter Mortimer, Mike Pelletier, Calvin G. Perry, Joel Perry, Jim Quinn, Ed Rae, Peter Robinson, Frederick Rich, Bob Ringuette, Tom Stagliano, Roger Stone, and Rich Valle.

Auxiliary Board Member Present: Mary Fitzgerald

Delegates:

(North) Bruce Anderson, Len Connolly, Helmut Floesser, Marty Ford, Bruce Mackey, Martin Manuelian, Phil Ronan, Rick Shaffer

(West) Dennis Alves, William Carey, Jim Livingston, Phil Keegan, Steve Nunes, John Schoenthaler, Matt Stein,

(South) Juan Aguilar, Joe Cabral, Joe D'Amico, Matt DeNapoli, Carmine Fuccillo, Dennis LaVersa, Ken Moore, Bob Stowell,

Other Members: None

Absent

Executive Board: Wayne Brown, Paul Campbell, and Cheryl Welsh.

Delegates:

(North) Jackie Chee

(West) Larry Poirier, Mike Wallace

(South) Rich Dargan,

The meeting was called to order by President Tom Stagliano at 1:30 pm. Tom open the meeting with an announcement that Cheryl Welch's father had recently died and she could not attend. Condolence cards were provided for those attending to sign. After the meeting, the cards were sent to her.

Minutes of the Business Meeting on March 22, 2015 were presented and accepted unanimously without discussion.

EMSOA Interpreter's Report – Rich Valle stated that he had conducted 5 sessions of the mandatory Rules Interpretation meeting to go over the minor changes to the NFHS rules, NFHS and MIAA points of emphasis and other issues. Rich also attended several chapter meeting which seemed to be well run. As part of the effort to recruit and train new members, Mary Fitzgerald was introduced as a new Executive Board member for the new positions of Director of Recruiting and Retention.

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FINANCIAL REPORT:

Frederick Rich presented the report. The summary of the number is presented below. In addition, the summary is given in the back of these minutes as charts which show both this year's financial number and the same number for previous years. The charts allow the member attending to see the trends over the past 4 years. In addition, a listing of all expenses was provided at the meeting for anyone who wished to obtain a copy of all expenses. All expenses and income are review monthly by the Audit and Financial Oversight Committee. The balance of the EMSOA checking account was at a minimum of approximately \$22,000 in mid-summer and was at a maximum of approximately \$42,000 in January after most dues were collected. The financial guideline for a non-profit is to have financial reserves equal to one year's spending. EMSOA has approximately 40% of one year's spending for a reserve. This is significantly less than the guide line.

The Financial Report was accepted by unanimous vote.

Expenses		Income	
Admin	\$5,208.98	2015 Dues	\$6,649.50
Business Meeting	\$1,932.16	Fines	\$546.00
Dues Refund	\$1,832.50	Clinics	\$9,261.00
Clinics & New member pkg	\$2,699.75	2016 Dues	\$30,587.45
Exec. Board Mtg.	\$1,976.02	<u>Other</u>	<u>\$420.00</u>
Honoraria	\$3,850.00	Total	\$47,463.95
10 & 20 year jackets	\$992.90		
Membership Packets	\$8,060.62		
Chapter Meetings	\$3,449.64	Change in unrestricted	
Mentoring & Assessments	\$10,520.00	net assets	\$406.88
Arbiter	\$3,479.50		
Insurance	\$3,055.00		
<u>MIAA registration</u>	<u>\$0.00</u>		
Total	\$47,057.07		

MEMBERSHIP REPORT – Frederick Rich

Membership Report

	as of Jan 1, 2016	as of Jan 1, 2015
Active Members	592	598
Inactive Members	33	34
Military Duty	2	1
Total Membership	627	633
Retired Life Members	33	33
Member failed to attend Rules Mtg w/o being excused (Many were inactive but failed to inform EMSOA.)	61	72
New Members	61	69
Members who have not paid dues as of Jan 1, 2016	89	72

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There was a lot of discussion about recruiting and retention of referees. The steps taken to inform existing members of their need to pay was explained, including involving the assignors in late February to prompt the referees who will be coming back but have been tardy about paying. The recruiting of new referees is a concern that has led to the creation of the new position of Director of Recruiting and Retention which is presently held Mary Fitzgerald.

COMMITTEE REPORTS

Judiciary Committee: Ric Beaudoin reported that there were three incidents that the committee investigated. The investigations were initiated by complaints originating with or endorsed by a school Athletic Director or a higher level school official. In all cases, the committee did not find that any EMSOA referee acted in an inappropriate manner.

Financial Oversight and Audit Committee: Roger Stone reported that the committee makes sure that appropriate policies and procedures are followed. The committee has advocated that the association's finances be recorded using QuickBook which will be used starting with the 2016 financial year. The accounting firm of Alexander, Aronson and Finney was engaged to review the association's finances for the past 3 year and to file Form 990 with the IRS for these year. In 2014, the law firm of LeClair, Ryan help get EMSOA registered with the IRS and will be available if needed in the future. In summary, the committee is pleased with the state of the financial management of the association.

Appeals Committee: Ron Cocuzzo stated that the committee makes decisions about situations regarding members. Most of the appeals this year involved members who had been removed from membership and requested to return to membership without going again to a new member clinic. The decision has been based on the past record of the appealing member and the reason for not complying with the EMSOA rules. In some cases, the committee feels that the person appealing has not made a good faith effort to follow the rules and their appeal has been rejected. In many case, the committee approves the appeal with a restriction that any future violation of the EMSOA rules will result in a removal without appeal.

Assessment Program: Ed Rae mentioned that the process was re-organized a few years ago with a Director of Assessment in each chapter and assessors who had taken a course on assessing that Ed ran. The re-organization has resulted in a great improvement of the assessment program. The biggest problem has been the increase in games without an increase in referees. That has led to a loss of available assessors because they are working games instead of doing assessments. Ed thanked the three Directors of Assessment – Peter Robinson, Walter Mortimer and Mike Pelletier – for doing a great job with limited resources. Each of the Directors of Assessment had a few words to say which tended to verify Ed's statements. There was also a discussion about the fact that assessments are training and not used to advance or punish a referee.

Walter Mortimer requested that a moment of silence be done to remember George Cataldo, a long-time member and past EMSOA President, who passed away a few week before the Annual Business Meeting. The moment of silence was observed.

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MIAA Representative: Cal Perry stated that there has been a lot of turn-over in the past year on the MIAA Soccer Committee. Cal is still a member of the MIAA Soccer Committee and he will communicate any issue any EMSOA member want discussed by the committee. The next committee meetings are in February and May.

MISOA Representative: Bob Ringuette stated that MISOA has been backing bills in the Massachusetts legislature which deal with assaults on game officials (H.1589) and civil liabilities of game officials (H.1585). Both bills have passed both the House and Senate on first reading and are now in the House Judiciary Committee for final mark-up. All referees are encourage to contact their state representative and senators and express their interest in these bills. The more members of the legislature hear from citizens about these bills, the better are the chances that they will be enacted.

Tom Stagliano is the EMSOA nominate for 2016 for the MISOA Hall of Fame.

Chapter Reports: The North Chapter held 2 Rules Interpretation Meeting at the beginning of the season. The West and South each held one Rules Interpretation Meeting plus 3 regular chapter meetings.

The South Chapter meetings were held at Hanover High School and will be held there in 2016.

The West Chapter meetings were held at the Crown Plaza Hotel in Newton and will be held there in 2016.

The North Chapter meeting were held at Kitty's Restaurant in North Reading and will be held there in 2016. The North Chapter is planning to have a meeting for just high school coaches to discuss issues with the chapter President and Interpreter. The North Chapter has provided referee for the 2015 North Shore All-Star games at Manchester-Essex; the referees did the games without getting a fee in order to generate good will with the schools.

COMMUNICATIONS: None

UNFINISHED BUSINESS: None

NEW BUSINESS:

Election of EMSOA Officers:

As the outgoing President, Tom Stagliano made a few comments about things that have happened in the past 2 years. He has worked to increase the interaction between the EMSOA Executive Board and the assignors. The EMSOA list on Arbitersports.com is now under the control of EMSOA and is being managed by Bill Carey. Tom hope that someday, the EMSOA list will be expanded to include referees from all the MISOA boards.

Prior to the election of officers, a gift of a pad-folio and pen with Tom's name and title of EMSOA President from 2014 – 2016 was given to Tom. Tom thanked all the member of EMSOA for the privilege of serving as Vice President and President of EMSOA

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Election of Director of Assessment for West Chapter (3 year term):

The Executive Board nominated Peter Robinson to continue as Dir. Of Assessment for the West Chapter. There were no other nominations. Peter was elected by a vote of 42 to 1 (Peter cast the one nay vote.)

Election of EMSOA Vice President (2 year term):

The Executive Board nominated Jeff Cooper for Vice-President. There were no other nominations. Jeff was elected by a unanimous vote.

Election of EMSOA President (2 year term):

The Executive Board nominated Joel Perry for President. There were no other nominations. Joel was elected by a unanimous vote. At this point Joel assume the chair of the meeting.

Proposed Changes to the EMSOA By-Laws

There are two sets of Bylaw change to be considered. Both have been approved by the Executive Board.

First Set of Bylaw Changes:

Change to ARTICLE III: ORGANIZATIONAL STRUCTURE, Section VI: Meetings

C. Every active member is REQUIRED TO ATTEND TWO (2) MEETINGS each year as follows:

1. All active members ARE REQUIRED to attend one of the sessions of the Rules Interpretation Meeting held at various dates and locations at the beginning of the high school soccer season.

a. An active member may be excused from attending the Rule Interpretation Meeting if the member provides a written explanation to the Secretary/Treasurer explaining why the member is unable to attend any of the sessions. The excuse must be received not later than 10 days after the last session of the Rules Interpretation Meeting. The excused member must certify in writing that he/she has read all educational materials posted on the EMSOA web site related to NFHS and MIAA rules and the review of current procedures and points of emphasis for the upcoming season.

b. An active member who does not attend the Rules Interpretation Meeting and has not been excused will be required to pay a fine of one varsity fee plus read all educational materials posted on the EMSOA web site related to NFHS and MIAA rules and the review of current procedures and points of emphasis for the upcoming season. The Secretary/Treasurer will send a written notice of these requirements to the unexcused members not sooner than 10 days and not later than 15 day after the last session of the Rules Interpretation Meeting.

c. If the unexcused member has not paid the fine and stated that he/she has read the material by 25 days after the last session of the Rules Interpretation Meeting. The Secretary/Treasurer will inform all EMSOA assignors that the member is in violation of the Bylaws, should not be assigned to post-season games and may be subject to removal from membership.

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d. If the unexcused member has not paid the fine and stated that he/she has read the material by 35 days after the last session of the Rules Interpretation Meeting. The Secretary/Treasurer shall recommend to the Executive Board at its next meeting, that the member be removed from membership. If the Executive Board does remove the member from membership, the Secretary/Treasurer will promptly inform him/her that he/she is no long a member.

e. The former member may petition the Appeals Committee to be re-instated due to such reasons as the former member provides to the Appeals Committee. If the Appeals Committee grants the appeal and the former member pays the fine, the Appeals Committee will recommend to the Executive Board that the former member be re-instated to membership.

f. Members will be allowed to be excused from the Rules Interpretation Meeting for three (3) years in any five (5) year period. After the third excused absence in a five year period, the Secretary/Treasurer will provide in writing a notice that the member cannot be excused again within the five year period unless granted a waiver by the Executive Board.

2. There shall be two Chapter meetings each year, in addition to the Annual Interpretation Meeting.

a. All Active Members are required to attend one Chapter Meeting each year unless the member has provided the written request prior to the Chapter Meetings to the Secretary/Treasurer to be excused for a reasonable cause. Failure to attend at least one Chapter Meeting each year may result in such penalties as the Executive Board may determine to be appropriate. Removal from membership will be an appropriate penalty.

Impact of Changes:

The revised Section C.1 re-writes the existing section to make the meaning clearer and to make the statements match the actual practices of EMSOA. There is no substantial change in this re-write.

The revision of Section C.2 reduces the number of chapter meetings from 3 to 2 and reduces the number of chapter meeting that members are required to attend from 2 to 1.

Rationale: The change to Section C.1 is recommended to clarify the meaning of the section and make minor changes which match actual practice.

The change to Section C.2 is recommended because attendance at chapter meeting is low compared to the total membership of EMSOA. Some members have told officers that part of the reason is that there are too many meetings with insufficient value to the meetings. The reduction of face-to-face meetings can be partially compensated for with online training.

Discussion;

There were several questions how this change in the number of meeting would be executed. There was a concern that fewer meeting means few opportunities to network with fellow officials. Other state that they have heard officials say they learned nothing in the chapter meeting. It was suggested that an effort be made to make the meeting of different chapters to be on different weeks as well as different days as much as possible. There was a suggestion that the formal part of the meeting be reduced in length (perhaps 45 minutes). At the end of the formal part of the meeting there would be a question and answer period between the chapter officers and the

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members. Also, at the end of the formal session, officials not interested in the question-and-answer period could leave and get credit for attending.

Decision: The vote was 38 yeas and 5 nays. The change was adopted

Second Set of Bylaw Changes:

Delete the following:

ARTICLE II: MEMBERSHIP, Section I: Regular Membership and Dues, Paragraph F:

All probationary (first year) members shall serve a minimum of one (1) season at the sub-varsity level, unless an exception is granted by the Judiciary Committee.

Rationale: EMSOA has no control over assignments.

Discussion: There was minimal discussion of this change.

Decision: The change was adopted by a unanimous vote.

Deleted the following:

ARTICLE III: ORGANIZATIONAL STRUCTURE, Section IX: Assessment, Paragraph C.2

Junior varsity officials who wish to be upgraded to Varsity level shall notify the Directors of Assessment prior to becoming a Varsity official. The Directors of Assessment will seek a Varsity assignment for that official, who will then be assessed by an assigned assessor/official. A passing assessment will allow the EMSOA to designate that official a Varsity official for the coming season, and the League Commissioners/Assigners will be duly notified.

Rationale: EMSOA has no control over assignments.

Discussion: There was no discussion.

Decision: The change was adopted by a unanimous vote.

Delete the following:

ARTICLE IV: CODE OF ETHICS, Section III: Suggested Ethics for Schools regarding Game Assignments,

- A. Whereas each official of the EMSOA is contracted to give prior notice and sufficient reason for cancellation of a game assignment, the EMSOA needs to establish a memorandum of agreement to address mutual concerns between EMSOA officials and schools with regards to postponements and the rescheduling of game assignments
- B. All EMSOA officials given less than one (1) school day notice of a regularly scheduled game cancellation should receive the FULL game fee for that contest from the school.

Rationale: After many years, EMSOA has done nothing to further the intent of Paragraph A. As an independent contractor, the EMSOA referee can only interact with the Commissioner who is the

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agent of the school. EMSOA has no agreement with any Commissioner or school to require reimbursement for a game canceled on short notice.

Discussion: There was a lot of discussion about B but almost no discussion about A. Many in attendance felt strongly that a statement of like B needs to be published somewhat and the Bylaws is as good a place for this statement as anyplace.

Decision: By a vote of 37 to 6, Paragraph B was excluded from the motion to delete. By a vote of 37 to 6, the removal of Paragraph A was approved.

In the following, change "... are required to ..." to "... should ..."

ARTICLE IV: CODE OF ETHICS, Section IV: Exceptions

A. Inclement Weather - All EMSOA officials assigned to a regularly scheduled game **are required to** contact the HOME SCHOOL, DIRECTLY, at least TWO (2) HOURS prior to the scheduled starting time in order to determine the game status.

(Bold lettering added for emphasis.)

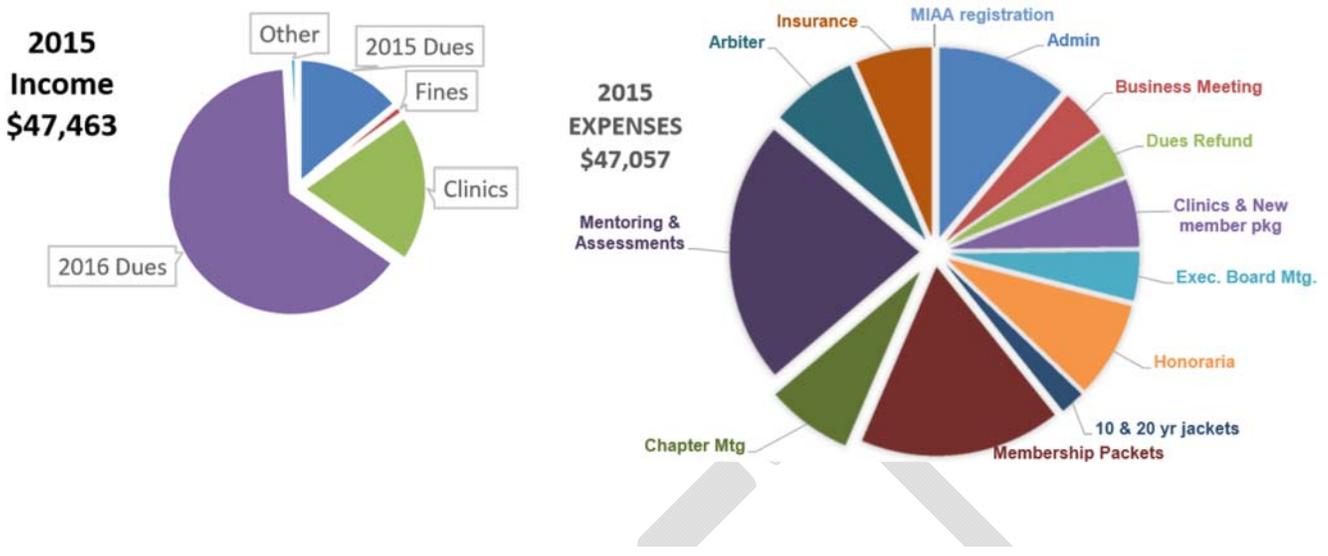
Rationale: EMSOA can only set guidelines for referees' interactions with schools. When this is stated as a requirement, it is unenforceable.

Discussion: There was no discussion of this change.

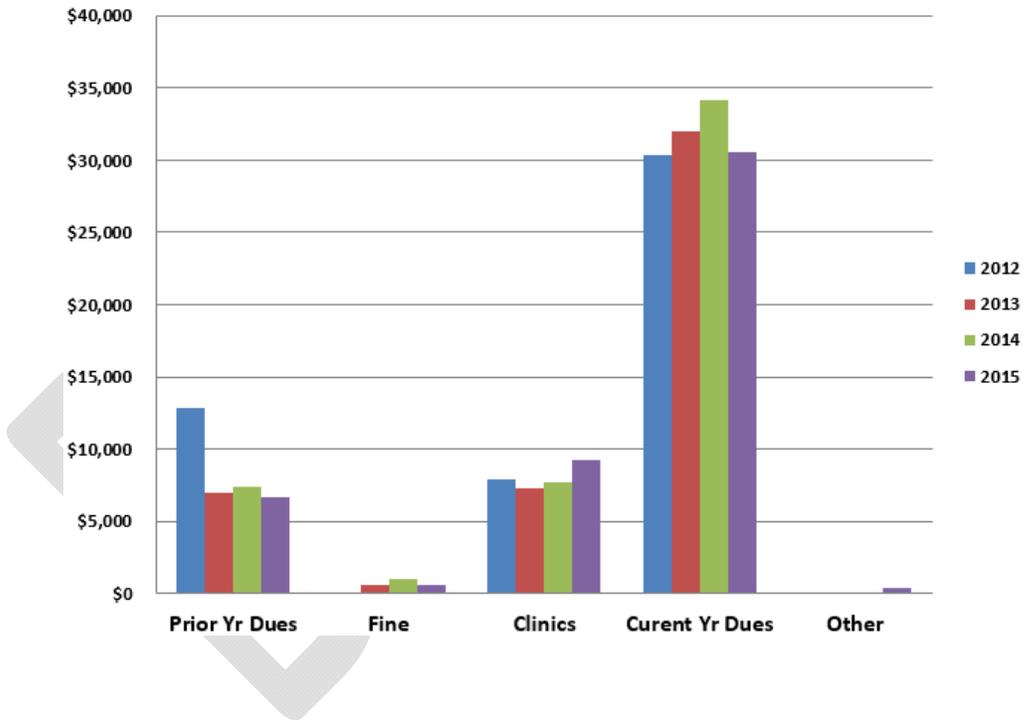
Decision: This change was approved unanimously.

The meeting was adjourned at 3:34 PM.

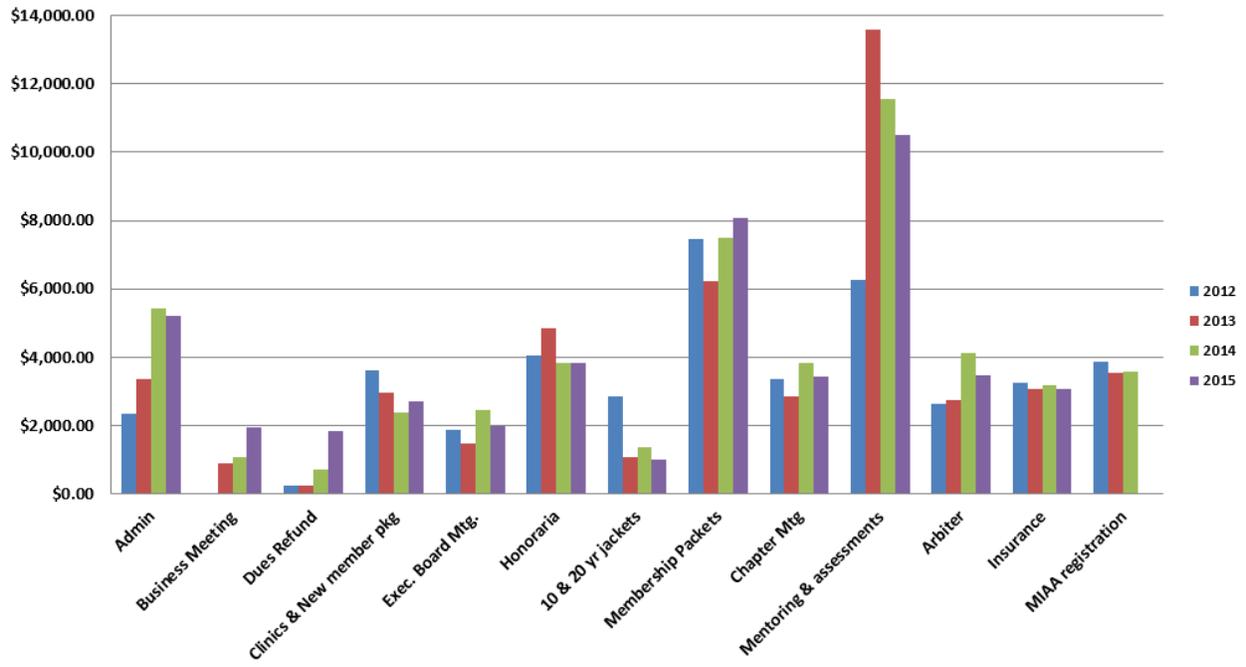
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EMSOA Income



EMSOA Expenses



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