

Minutes of the 2016 EMSOA Annual Business Meeting

Eastern Massachusetts Soccer Officials' Association
Minutes of 2015 Annual Business Meeting
Saturday, January 22, 2017
VFW Post 2498, 20 Junction St, Needham, MA

Present:

Executive Board: Ric Beaudoin, Tim Butler, Jeff Cooper, Colm Desmond, Marty Ford, Mike Kelley, Walter Mortimer, Mike Pelletier, Calvin Perry, Jim Quinn, Frederick Rich, Tom Stagliano, Roger Stone, Rich Valle

Delegates:

(South) Juan Aguilar, Don Fredericks, Dennis LaVersa, Dan McGarry, Bob Stowell, Robert Thielker
(West) Jim Livingston

(North) Bruce Anderson, Joe D'Amico, Peter Jackson, Bruce Mackey, Martin Manuelian, Rick Shaffer, Ashley Stevens, Cheryl Welsh, Kevin Wells

Other Members: Ron Cocuzzo

Absent

Executive Board: Wayne Brown, Bill Carey, Randy Ellis, Kevin Canty, Ed Rae

Delegates:

(South) Matt DeNapoli, Pat Donovan, Janet Sullivan

(West) None

(North) None

The meeting was called to order by Acting President Jeff Cooper at 1:35 pm.

Minutes of the Business Meeting on January 10, 2016 were presented and accepted unanimously without discussion.

Report of the Acting President: Jeff thanked everyone for a 2016 season that went well. Two EMSOA officers have resigned: Joel Perry resigned as President and Peter Robinson resigned as West Chapter Director of Assessments. EMSOA members Jeff Kearney and Cara Pember were honored as MIAA soccer referees of the year for 2016. Recruiting has again lagged behind the need for new referees. For the first time, a budget for EMSOA for 2017 has been developed and will be presented later.

Confirmation of Executive Board Action to fill Vacancy: The Executive Board appointed Jeff Cooper to complete the term of the President pending the confirmation of this Business Meeting. The voting members of the meeting voted unanimously to confirm Jeff as President for the remainder of the term.

With Jeff's accession to President, the Vice-President's office is vacant. The Executive Board

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recommended that Mike Kelley fill the remaining term of the Vice President. The voting members of the meeting voted unanimously to confirm Mike as Vice-President for the remainder of the term.

ELECTION OF OFFICERS:

EMSOA Interpreter (full 2 year term): The Executive Board nominated Fred Corey. The voting members of the meeting voted unanimously to elect Fred.

It was announced that the Executive Board appointed Jim Livingston as the West Chapter Director of Assessment.

REPORT OF THE SECRETARY/TREASURER:

Membership Report

	As of	Jan 1, 2017	Jan 1, 2016	Jan 1, 2015
Active Members		586	592	598
Inactive Members		45	33	34
Military Duty		2	2	1
Total Membership		633	627	633
Retired Life Members		36	33	33
Member failed to attend Rules Mtg w/o being excused (Many were inactive but failed to inform EMSOA.)		28	61	72
New Members		72	61	69
Members who have not paid dues as of Jan 1		128	89	72

Financial Report

Expenses

Admin	\$8,536
Business Meeting	\$886
Dues Refund	\$1,454
Clinics & New member pkg	\$3,353
Exec. Board Mtg.	\$1,656
Honoraria	\$4,100
10 & 20 yr jackets	\$1,367
Membership Packets	\$6,308
Chapter Mtg	\$2,851
Mentoring & assessments	\$10,676
Arbiter	\$4,362
Insurance	\$3,145
MIAA registration	\$0
Total	\$48,693

Income

Prior Yr Dues	\$8,636
Current Yr Dues	\$31,903
Fine	\$240
Clinics	\$9,013
Other	\$402
Total	\$50,194

Change in unrestricted net assets \$1,501

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EMSOA INTERPRETER'S REPORT: Rich Valle

- There were jamborees in the North, West and South. There were several experience referees who help to train some of the new referees.
- Rich did presentations at 5 Rules Interpretation Meetings. Of 586 active members, all but 76 members attended the Rules meetings. Despite the good turn-out, the number of member who asked to be excused is higher than it should be.
- Rich went to 6 chapter meeting to present information about the basic mechanics of the two man system. The slides from those presentations are on the web site. The number of chapter meetings this year was reduced from 3 to 2 to encourage members to attend at least one chapter meeting Rich is concerned that approximately half of the active members did not even one of the chapter meeting
- Rich attended the MISOA meetings during the year.
- During the season, Rich responded to 25 or 30 e-mail messages from members and commissioner about how rules applied on the field.
- Rich recommends that the EMSOA web site and Arbiter be used more to get the message about rules, interpretations and mechanics get out to the members.
- Rich recommends that instructions for how to do a one-man system be developed and presented to the membership.

COMMITTEE REPORTS:

Financial Oversight and Audit Committee – Roger Stone

- Over the past 4 years, EMSOA has moved from being organized as a club to an official non-profit organization recognized by the IRS and has adopted standard accounting practices.
- The committee is working to acquire Directors' & Officers' insurance.
- The committee has worked with the Treasurer and Executive Board to develop a budget for 2017.

Judiciary Committee - Ric Beaudoin

- There was a lack of incidents that required the attention of the committee
- The committee helped the Secretary to make those who did not attend the Rules meeting without asking to be excused aware of the penalty and to pay the fine.

Appeals Committee – Cheryl Welsh

The committee had very few issues to deal with during the year and at the time of the meeting, there were no issues.

Assessment Program – Mike Pelletier and Walter Mortimer

In the North, 82 referees were assessed. All assessments were done by observation from the touchline. In the South, there were 13 single assessments and 14 double assessments. Walter recommends that a method of communicating with the assignor be developed.

MISOA Representative – Tom Stagliano

Tom took over the position of representing EMSOA on the MISOA board from Bob Ringuette in the middle of 2016. In addition to Tom's position, EMSOA is also represented by Cal Perry who is the State Rules Interpreter and attend the MIAA Soccer Committee meetings. MISOA has been trying for several

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year to get state legislation to make assault on a game official a criminal offense. So far, the effort has been unsuccessful, but MISOA is still working on this issues. Because USSF is changing the soccer referee shirt with 2017 as a transition year and 2018 the full implementation year. MISOA passed a resolution that all MA high school soccer referee association should change their recommend uniform shirt to the college shirt since that style has not changed in many years and is unlike to change any time soon. The next MISOA meeting will be the morning of the Super Bowl (Feb 5).

MIAA Representative – Cal Perry

Cal has been the representative of the high school soccer referees on the MIAA soccer committee for several years. This past year, MIAA asked that a female official be added to the committee. Cal recommended Cheryl Welsh and she has become the second member of the soccer officials' community to sit on the MIAA committee. Cal related that MISOA and MIAA would like to see the training of new referees standardized. Cal and Rich Valle are giving MISOA personnel all of the training material that they have collected in the past 20 years, but it is unclear who will pull all the material together in a modern format.

North Chapter – Ric Beaudoin

Ric thanked Rich Valle for all of his efforts over the years to help the North Chapter. Because of the large number of members who come to the North Chapter, there will be two Rule Interpretation meeting (again) for 2017. Ric Beaudoin is nominating Len Connolly for the MIAA referee of the year.

West Chapter

Tom Stagliano spoke for Wayne Brown who could not come due to illness. Meetings for 2017 will continue to be held at the Crown Plaza Hotel in Newton. Ed Rae will hold a new member clinic in March.

South Chapter – Mike Kelley

Chapter meeting in 2017 will continue to be held at Hanover High School.

COMMUNICATIONS

Update on Uniforms

Jeff Cooper mentioned that the Executive Board will be working on a policy update on uniform shirts due to the change being made by USSF.

Update on NFHS Rule Books

Jeff Cooper mentioned that the Executive Board has decided to provide rule books to current every 3 years. New members will receive a new rule book when they join. In the 2 years that rule books are not given to the members, a printed listing of updates to the rule book will be included in the membership packets given out at the Rules Interpretation meetings. Also, copies of the comparisons between USSF, NCAA and NFHS will be in the packets.

UNFINISHED BUSINESS: None

NEW BUSINESS

Changes to By Laws – Jeff Cooper & Frederick Rich

(The text of the change are in the appendix to these minutes.)

- Shirt Policy as set in the By-Laws is very specific. The recommended change makes the shirt policy dependent on the action of the Executive Board. This make the policy much easier to change and can be changed at any time of the year. The change to ARTICLE IV, Section II, Para. A. was approved by a vote of 29 to 1.

The other changes are mostly technical changes.

- The Board of Directors is not the same as the Executive Board, but the By-Laws do not clearly make the distinction. The changes will make the distinction clear. Legally, the Board of Directors is responsible for the actions of the organization; the Executive Board is not. The change to ARTICLE I, Sections III and IV was approved unanimously.
- The next change addresses how a vacancy is filled. When the vacancy of the West Chapter Dir. of Assessment occurred, the President and the Executive Board found that the By-Laws were unclear. Also, the By-Laws made the Executive Board the approving authority for filling the vacancy although the Dir. of Assessment had been elected by the Annual Business meeting. The changes to ARTICLE III, Section I, Para. D and H were approved unanimously after minor changes in the wording presented to this meeting had been corrected.
- The next change addresses when the Board of Director meeting and what their duties are. The present By Laws is very specific about when the meeting will occur. The change will make the date of the meeting and the number of meeting per year more flexible. The only specified duty of the Board of Directors is to appoint a Parliamentarian. That is being moved from the section about the Executive Board to the section about the Board of Directors. The change to ARTICLE III, Section II, Para B., D and E were approved unanimously.
- The section which describes the composition of the Executive Board has not included the Appeals Committee as part of the Board. For many years, the Executive Board has acted as if the Appeals Committee is part of the Executive Board. The change will specifically include the Appeals Committee members on the Executive Board. The change also eliminates the position of Executive Advisor which was created a few years ago to retain Bob Ringuette's knowledge and guidance. Now that he has resigned, there is no need for the position. The change to ARTICLE III, Section III, Para. A and G were approved unanimously.

2017 Budget – Roger Stone

Roger Stone presented the budget for 2017 which the Executive Board adopted at its last meeting. This will be the first year that a budget has been adopted. The budget is shown in the appendix. The adoption of a budget will improve the financial management of the organization. The plan calls for a small surplus at the end of the year to be added to the surplus that has been built up over the past several year. A prudent, long term financial plan is to have the accumulated surplus be approximately equal to one year of operating expense. This will protect the organization if there is a disastrous year financially sometime in the future.

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Jeff closed the meeting with comments that recruiting and retention will be the most important activity of the Executive Board in 2017.

The meeting was adjourned at 3:15 pm.

I attest that these minutes represent a reasonably faithful record of the transactions of the Annual Business Meeting of EMSOA for 2016.

Frederick Rich, EMSOA Secretary/Treasurer

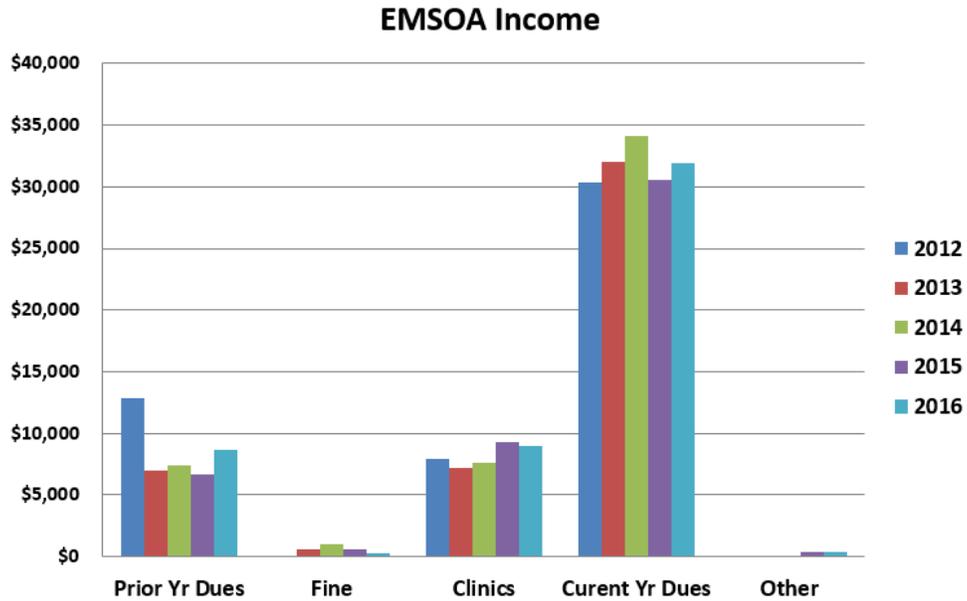
Recruiting and Retention – Jeff Cooper

Adjournment

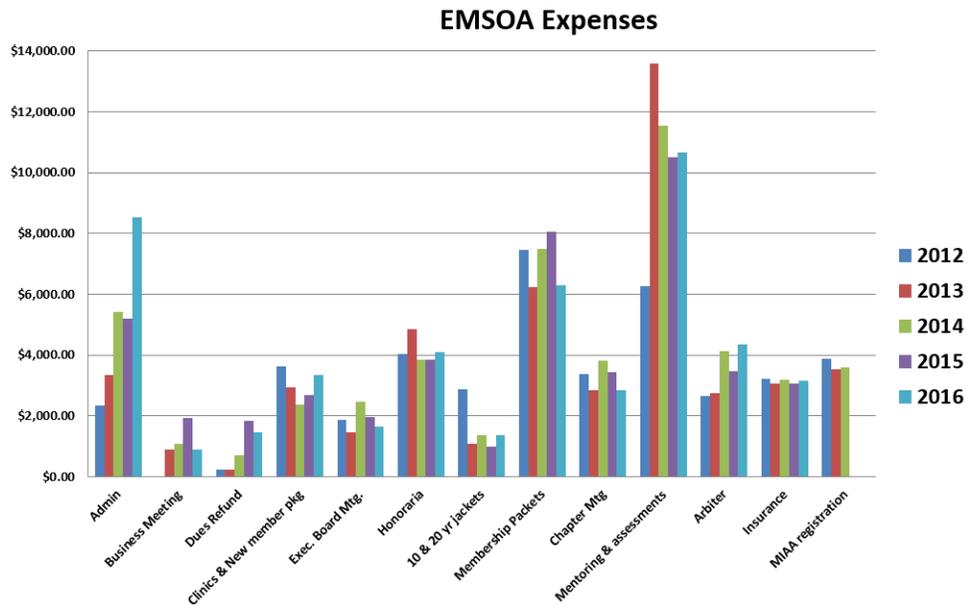
APPENDIX

Financial Report Charts

Income by Category for the past 5 years:

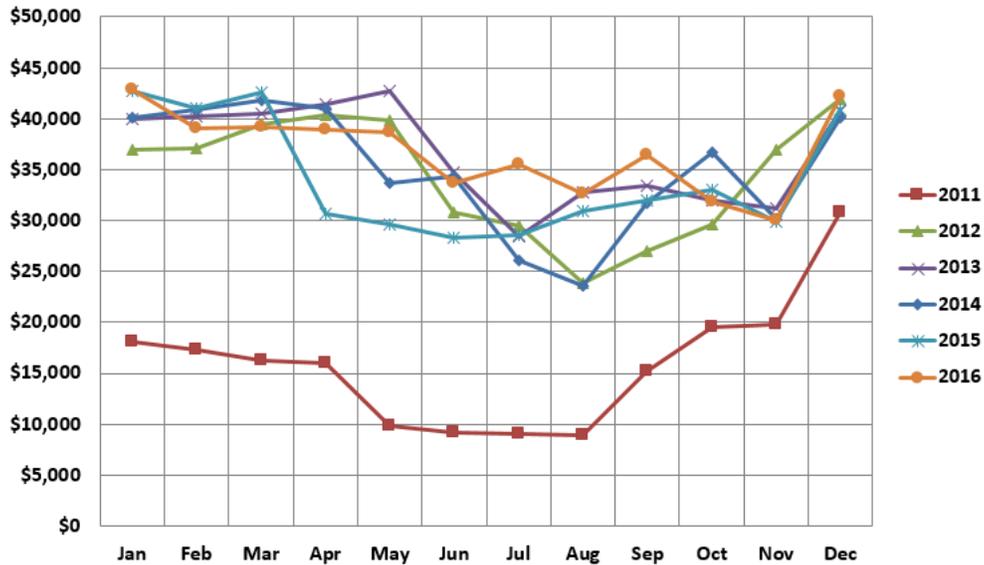


Expenditures by Category for the past 5 years:



Balance of the EMSOA checking account at the end of each month over the past 6 years.

Balance in EMSOA Checking Account at End of Month



CHANGES TO THE BY-LAWS

New text of ARTICLE IV: Section II:

- A. The official uniform for EMSOA referees shall be set forth by the EMSOA Executive Board and identified in the Policy document.

The change to ARTICLE I, Sections III, Para. A, and Section IV, Para. A.:

Section III: Corporation Seal

- A. The directors, hereafter referred to as the Board of Directors, may adopt and alter the seal of the Corporation.

Section IV: Fiscal Year

- A. The fiscal year of the Corporation shall, unless otherwise decided by the Board of Directors, end on December 31 in each year.

The changes to ARTICLE III, Section I, Para. D and H:

ARTICLE III: ORGANIZATIONAL STRUCTURE

Section I: Officers

- D. Any vacancy of an office elected by the Annual Business Meeting which occurs during the year may be filled by the President until the next meeting of the Executive Board. At the next Executive Board meeting, the Board shall fill the position until the next Annual Business Meeting. The Annual Business Meeting shall fill the position for the remainder of the term of office.

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H. There will be a DIRECTOR OF ASSESSMENT in each local chapter (North, South, West and Other) who shall be selected from résumés submitted to Chapter Presidents and passed on to the Executive Board for recommendation to the Annual Business Meeting. A stipend will be paid for administration as approved by the Executive Board. It should be understood that assessments will not necessarily be done by the Director of Assessment for that Chapter but could be conducted by EMSOA members appointed by the Director of Assessment. The person that conducts the assessment would be paid for the assessment per the fee approved by the Executive Board.

Changes to ARTICLE III, Section II:

B. The Board of Directors shall meet at least once per year and more often as necessary. A quorum shall consist of a simple majority.

(New) D. The Board of Directors shall appoint a Parliamentarian to serve for a period stated by the Board of Directors.

(New) E. Any vacancy of a position filled by the Board of Directors may be filled by the President until the next Meeting of the Board of Directors.

Changes ARTICLE III, Section III:

A. The Executive Board shall consist of the members of the Board of Directors, the EMSOA Interpreter, the Directors of Assessment, the members of the Appeals Committee, the members of the Judiciary Committee, Chapter representatives (one representative/chapter who may also hold another chapter position), the members of the Financial Oversight and Audit Committee and the Parliamentarian

G. The Executive Board shall appoint one of its members to be a representative to MISOA for a two year term

2017 Budget

Income		Expenses	
Dues	\$40,400	Admin	\$5,000
Fee for Late Payment of dues	\$400	Business Meetings	\$1,000
Clinic Fees	\$9,920	Dues Refund	\$1,300
Fines	\$0	Clinics & New Member Pkgs	\$3,500
Other	\$0	Exec. Board Meetings	\$1,300
Total Income	\$50,720	Honoraria	\$4,100
		10 & 20 Yr Jackets	\$1,500
		Membership Packets	\$6,500
		Chapter Meetings	\$3,000
		Mentoring & Assessments	\$7,500
		Arbiter	\$4,500
		Insurance	\$400
		Rule Books	\$6,000
		Recruitment	\$1,100
		Total Expenses	\$46,700