

Eastern Massachusetts Soccer Officials' Association

Minutes of 2019 Annual Business Meeting
Sunday, January 25, 2020
VFW Post 2498, 20 Junction St, Needham, MA

Present:

Executive Board: Jeff Cooper, Jim Quinn, Frederick Rich, Fred A. Corey, Walter Mortimer, Jim Livingston, Ed Rae, Roger Stone, Tom Stagliano, Cheryl Welsh

Chapter Officers & Delegates:

(South) Mike Kelley, Randy Ellis, Joe D'Amico Juan Aguilar, Jack Mitchell, Ken Moore, David Roth, Maynard Sangster

(West) Wayne Brown, Peter DeNatale, Ben Galvani, Jeff Kearney, Richard Oasis, Cara Pember, Stephen Vitale

(North) Mike Borislow, Alan Hoehl, Ed Hyde, Ron Kern, Peter Loges, Marty Manuelian, Ben Reed, James Ryser, Keady Segel, Aldo Tramontozzi,

Absent

Executive Board: Tim Butler, Kevin Canty, Colm Desmond, Tom Fletcher, Bruce Mackey, Mike Pelletier,

Chapter Officers & Delegates:

(South) Ed Ahearn, Robert Goodwin, Michael Ferrini, Dennis LaVersa

(West) Bill Carey, Charlie Mahoney, Daniel Murphy, John Schoenthaler

(North) Ric Beaudoin,

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

MINUTES OF ANNUAL BUSINESS MEETING on Sunday, January 27, 2019 –.

There were several typo's in the minutes which were pointed out. The typo's will be corrected and the minutes will be re-posted on the EMSOA web site. The minutes were accepted by unanimous vote.

REPORT OF THE PRESIDENT – Jeff Cooper

Jeff used his time to express his thanks for all the support given to him during his three years as President. He also commented on the 40 years of service to EMSOA by Mike Kelly. Mike will be stepping down from all EMSOA offices after this Business Meeting. Mike was

presented with the gift of a wrist watch with the EMSOA logo on its face as a token of EMSOA's appreciation for his service.

ELECTION OF OFFICERS

EMSOA President (2 years): Jim Quinn was the only person nominated for the position. He was elected by unanimous vote. After this election Cheryl Welsh presented Jeff with a wrist watch with the EMSOA logo and said a few words to express the organization's appreciation of Jeff's service. Jim said a few words to express his appreciation for being elected President.

Due to a misunderstanding, Jeff left the head table after Jim Quinn was elected and let Jim Quinn preside over the remainder of the meeting. Later in the meeting, one of the delegates pointed out that according to the By Laws, Jim's term of office did not begin until the end of the Business meeting. As a result, Jeff returned to the head table and presided over the remainder of the meeting.

EMSOA Vice President (2 years): David Roth and Cheryl Welsh were nominated for the position. David Roth made a few comments about his background in soccer and other high school sports. Cheryl Welsh made a few comments about her experiences in many EMSOA leadership positions and soccer field work. Wayne Brown made some comments about the history of EMSOA and the tradition of rotating the Vice President and President positions among the three chapters since 1989. In response to a delegate's question, Jim Quinn reviewed the history of who has been the President and Vice President recently.

One of the delegates that the election of officers and the EMSOA By Laws were not compliant with Massachusetts law regarding non-profits in many sections. With regard to the election, he stated that officers who receive compensation from the organization are not allowed to vote in the election of President and Vice President. It was at this point in the meeting that Jeff Cooper returned as presiding officer of the meeting.

The vote was taken by ballots written on scraps of paper without the name of the person casting the ballot. The result of the vote given after the Membership report was given. This allowed the counting of ballots to be done while these reports were given. After the ballots were cast, the result was a tie plus there was one vote for "Cheryl Roth" which was determined to be an invalid. It was decided to repeat the vote. The result of the second ballot was 18 votes for David Roth and 14 votes for Cheryl Welsh. David Roth was elected to be the EMSOA Vice President for the next 2 years.

REPORT OF THE SECRETARY/TREASURER was presented by Frederick Rich

Membership Report

As of	1-Jan-20	01-Jan-19	01-Jan-18	01-Jan-17	01-Jan-16	01-Jan-15
Active Members	541	560	552	586	592	598
Inactive Members	33	34	34	45	33	34
Military Duty	0	0	0	2	2	1
Total Membership	574	594	586	633	627	633
Retired Life Members	56	48	38	36	33	33
Members who failed to attend Rules Mtg w/o being excused (Many were inactive but failed to inform EMSOA.)	63	75	77	28	61	72
New Members	46	66	32	72	61	69
Members who have not paid dues as of Jan 1	143	80	96	128	89	72

Those attending the meeting had several questions about how to interpret the above chart. There was also discussion about problems related to recruitment and retention.

2018 Financial Report

The report was presented to the meeting. Some questions were asked and answered. The full financial report for 2019 with comparisons to past years is in the Appendix of these minutes. The report is given in both table format (as part of the 2020 Budget table) and in graphs. For 2019, expenditures exceeded income and EMSOA's unrestricted net assets decreased by \$3,509. The total of unrestricted net assets for all years is well above zero. Starting with 2014 when EMSOA started filing income tax returns (Form 990), the total unrestricted net assets at the end of 2019 are \$17,720. Starting from the beginning of EMSOA, the total net assets are not clearly defined but are about \$27,000.

At the end of the Financial Report, the Jeff Cooper requested that the Business Meeting approve the removal of Jeff Cooper, Joel Perry, Tom Staglinao and Cheryl Welsh from authority to sign checks for EMSOA and to add David Roth to the authority to sign checks. Jim Quinn and Frederick Rich will continue to have authority to sign checks.

EMSOA INTERPRETER'S REPORT – Fred Corey

Fred had to leave the meeting early and did not pass along a report for someone else to read.

COMMITTEE REPORTS

Financial Oversight and Audit Committee – Roger Stone

Roger reviewed some history of the EMSOA finances. Nine years ago, the person who was Secretary/Treasurer at that time stole \$10,000 from EMSOA. Some of that money was recovered. The incident showed that the financial controls of EMSOA were lax. The FinCom was created at that time to oversee the financial activities of EMSOA and recommend changes. One of the changes was obtaining status with the IRS as a 501(c)6 non-profit corporation (a membership organization). EMSOA is obligated to operate under the “prudent man” rule. All the members, not just the Executive Board, are obligated to maintain the integrity of the organization. All members have a right to question the actions of the organization to ensure the proper running of the organization.

One of the financial changes taken in 2019 was obtaining a credit card to replace the debit card that has been used in past years for purchases. There is unlimited risk with a debit card. The risk of unauthorized transaction is limited with a credit card.

Besides cash assets, EMSOA owns a video projector, a screen and a loud speaker. The biggest asset of EMSOA is its membership which is documented as a list on the EMSOA web site and a list on ArbiterSports.com. The membership list should never be used for personal gain.

Judiciary Committee – Ric Beaudoin

Ric was absent and did not pass along a report for someone else to read.

Appeals Committee – Cheryl Welsh presented the report

The Committee received several requests from former members that they be allowed to rejoin EMSOA. The Committee has approved all appeals this year. Usually the granting of an appeal has conditions such as requiring paying back dues.

Referee Development Program – Ed Rae presented the report

EMSOA has recently renamed the program from an Assessment Program to a Development Program because EMSOA’s goal is to improve the skills of the referees. Our referees have to deal with complaints from player, coaches and parents because their expectations are not being met. According to the rule book, this is “dissent” but it goes beyond that. The skill we need to give to our referees is to prevent dissent but being aware of the actions on the field and outside the field and dealing with the situation immediately and appropriately. That means managing people and it does not mean calling fouls and giving cards. The official develop program tries to give new referees suggestions on how to manage people without whistles and cards. The senior referees among us must help junior referees develop the skills needed to manage people.

MISOA Representative – Tom Stagliano presented the report

Tom explained that the Mass. Interscholastic Soccer Officials Association (MISOA) was formed as a joint effort of the seven soccer official’s association in order to provide

communications between MIAA and the soccer referee community. Tom is representative from EMSOA to MISOA. Ric Beaudoin was chosen by MISOA to be the State Interpreter. The liability insurance for all the referees in all the boards is purchased by MISOA. Tom is working as the MISOA representative to the state legislature to get a law which will make assault of a sport official or harassment of an official a crime. MISOA has created and distributed to a MISOA patch to be worn by officials working post-season games.

MIAA Representative – Cheryl Welsh presented the report.

Cheryl Welsh and Ric Beaudoin are representative for soccer referees to the MIAA. The next meeting of all the representatives to MIAA will have a meeting February 4th with MIAA. If any referee has a concern about what happened in the post season games, the representative can present the concerns to MIAA. Phil Vaccaro has left MIAA and has been replaced by Ron Pearl.

North Chapter – With the absence of Ric Beaudoin, no report was given.

West Chapter – Wayne Brown presented the report

The West Chapter meetings in 2019 ran well. In 2020, the meeting will have the same format with Ed Rae providing 90 minutes of instruction. Wayne thanked the other officers of the West Chapter for their support.

South Chapter – Mike Kelley presented the report

The meetings for 2020 will again be held at Hanover High School. There will be one or two new officers for the South Chapter to replace those who are stepping down including Mike himself.

COMMUNICATIONS: None

UNFINISHED BUSINESS: None

NEW BUSINESS:

Changes to By Laws: Jim Quinn presented the proposed changes. See the appendix for the changes as accepted by the meeting.

- Last year the name of program for observing and assisting new referees from “Assessment” to “Referee Development.” The new name provided a better description what we have been doing. However, we did not change the description of the program in the By Laws. This year, the Executive Board proposed a major re-write of Article III, Section IX of the By Law.
 - There were a lot of questions about the detail of the new version of Article III, Section IX. Some of the questions were answered by Jim. Other question led to a discussion and suggestions for changing the wording from the wording recommended by the Executive Board. Most of the suggestions were accepted.

- The revised Article III, Section IX with changes made during the discussion was accepted by a unanimous vote.
- The second change recommended by the Executive Board is the section of the By Laws which describe the awarding of Life Membership based on years of service.
 - The major change makes the awarding of Life Membership based on good conduct as well as years of service
 - This change was accepted by the Business Meeting by a unanimous vote after minimal discussion.

2019 Budget: The Budget approved by the Executive Board was presented. Since the budget is a guideline and not binding, the Budget was presented to the Meeting for information only.

Concerns of the Delegates:

- One of the delegates asked about the MIAA request that referees not use social media to comment on games. The intent was to request that referee not make comments on their personal social media pages that could bring discredit to the game. It was suggested that this topic be part of next year’s Rules Interpretation meetings.
- A delegate suggested that the points of emphasis or the differences in rules between NFHS and USSF be put on a laminated, wallet-sized card and distributed to all members.
- Because MIAA has made the varsity fee for 2020 and 2021 86.52 which is not an even dollar amount, the Executive Board recommend that the EMSOA dues for 2021 and 2022 not be exactly based on the varsity fee. Instead, the Executive Board recommends:

\$86.00	Active Member Due
\$43.00	Inactive Member Dues
\$21.50	Active Life member Dues

 The Business Meeting approved the revised dues by a unanimous vote.

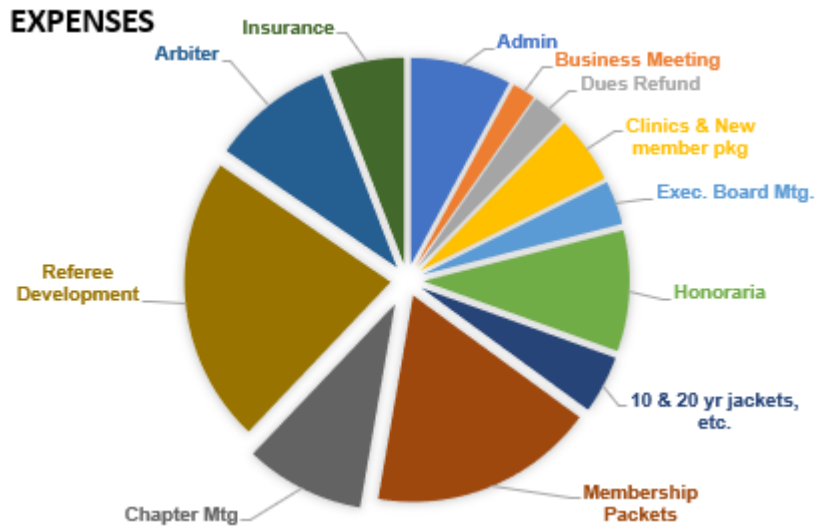
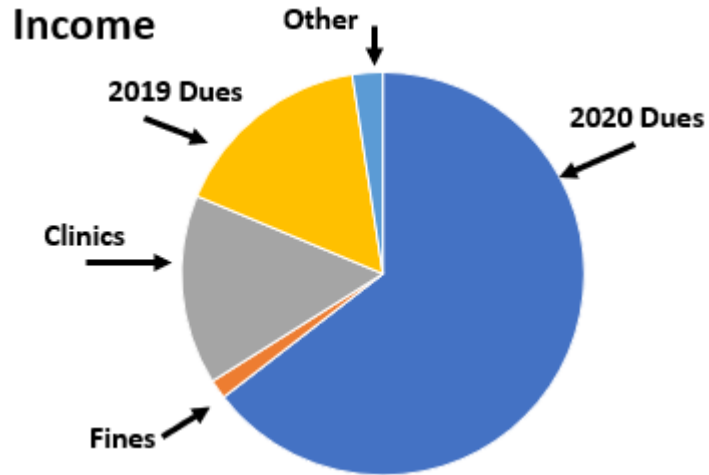
ADJOURNMENT: The meeting was adjourned at 4:10 PM.

I attest that these minutes represent a reasonably faithful record of the transactions of the Annual Business Meeting of EMSOA for 2019.

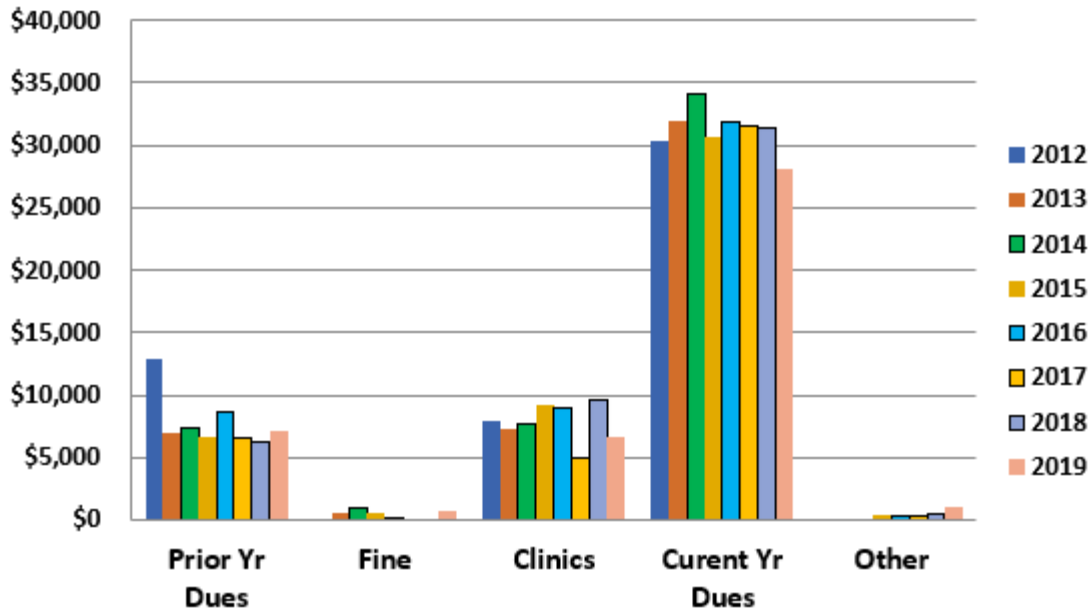
Frederick Rich, EMSOA Secretary/Treasurer

Appendices:

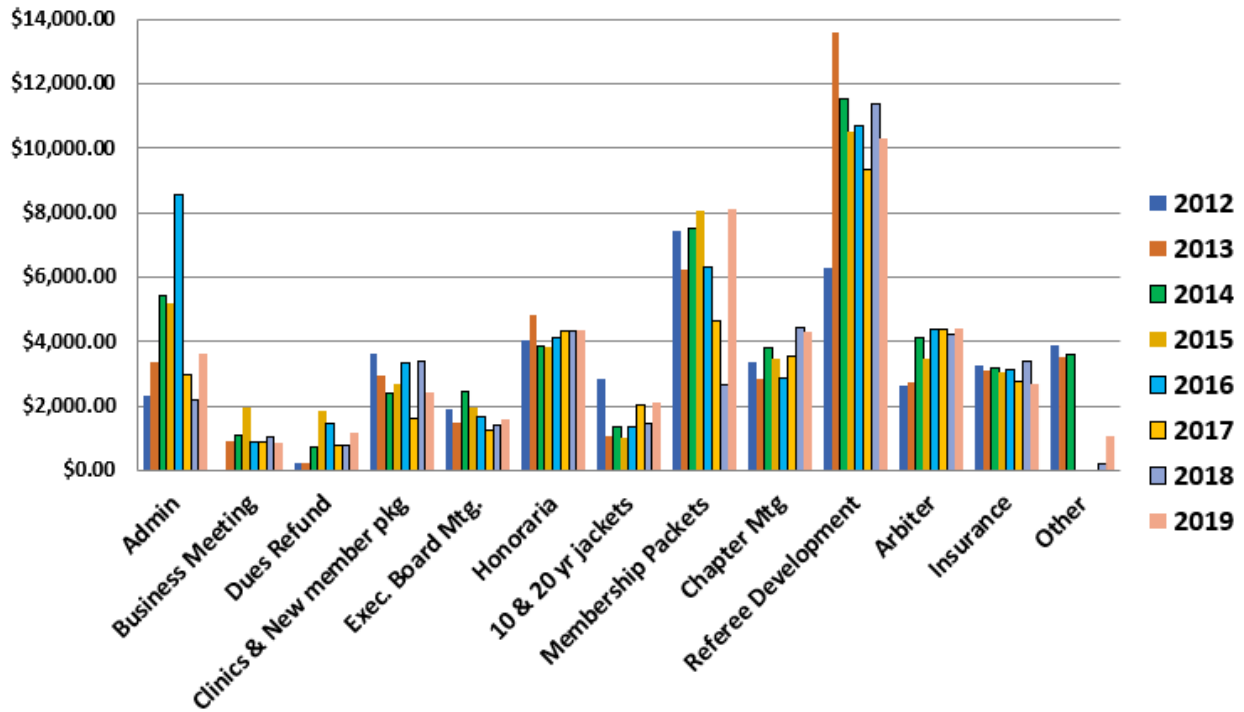
Financial Report:



EMSOA Income at End of Year



EMSOA Expenses at End of Year



2020 Budget

Income

Dues	\$45,000
Clinics	\$5,040
Fines	\$0
Other	\$386

Total Income \$50,426

Expenses

Admin	\$3,000
Business Meeting	\$1,000
Dues Refund	\$500
Clinics and New Member Packages	\$3,000
Exec. Board Meetings	\$1,225
Honoraria	\$4,350
10 & 20 yr Jackets	\$2,000
Membership Packets (Excluding Rulebooks)	\$2,500
Chapter Meetings	
North	\$1,500
West	\$2,000
South	\$1,000
Referee Development	\$10,000
Arbiter	\$4,500
Insurance	\$2,800
Donations & Other	\$0
Rulebooks	\$6,000
Recruitment	\$1,000

Total Expenses \$46,375

Approved CHANGES to the EMSOA By Laws

(Changes are shown in **bold**.)

Article III, Section IX Referee Development

- A. The purpose of the EMSOA Referee Development Program is to improve the quality of officiating in the EMSOA by:
 - 1. Assisting new officials to learn the mechanics of officiating **Massachusetts high school soccer**.
 - 2. **Assisting all officials to work harmoniously as members of a referee team.**
- B. **Observations of referee teams will be scheduled and provided by the Directors of Development. Such observations may be assigned by a Director of Development to a veteran, experienced EMSOA referee.**
- C. **A high priority in assigning development observers will be to have each new member official observed at least once in his or her first season. This may be achieved either by an off-field observer, or by an on-field referee partner. The observer/official will give verbal feedback to the official regarding signals, mechanics, positioning, game control, and selection of calls.**
- D. **For any and all observations of an EMSOA Referee, the observer will send an electronic copy of the observation using the approved form to the appropriate Director of Development who will forward the electronic copy to each referee observed.**
- E. **Requests for an observation of a referee's work in order to improve their performance may be made by any EMSOA referee directly to the appropriate Director of Development.**
- F. The EMSOA Executive Board may request a Director of Development to observe an official to improve their skills. Any official so designated will be notified by the appropriate Director of Referee Development. The official may choose the game to be observed. **Commissioners wishing to have officials observed should make the request to the official who can then choose to access the system or not.**
- G. Funding for the program will be **from EMSOA as a service to its members.**

Article II, Section II

- 2. **Years of Service Life Membership: May be awarded to** members having 25 or more years of service as an active member of EMSOA in good standing **whose career reflects favorably on the Association.** The Executive Board shall bring the achievement of Life Membership to the attention of the full EMSOA membership.