

Eastern Massachusetts Soccer Officials' Association
Minutes of 2018 Annual Business Meeting
Sunday, January 27, 2019
VFW Post 2498, 20 Junction St, Needham, MA

Present:

Executive Board: Jeff Cooper, Jim Quinn, Frederick Rich, Tim Butler, Fred A. Corey, Jim Livingston, Ed Rae, Tom Stagliano, Cheryl Welsh

Chapter Officers & Delegates:

(South) Mike Kelley, Randy Ellis, Bill Adams, Joe D'Amico Dennis LaVersa, Jack Mitchell, Ken Moore

(West) Wayne Brown, Bill Carey, Tom Fletcher, Chris Brown, Ben Galvani

(North) Ric Beaudoin, Steve Dileo, Dan Favreau, Joe Gencorelli, Ron Kern, Marty Manuelian, James Ryser, Brad Shores, Aldo Tramontozzi, Ed Hyde

Absent

Executive Board: Kevin Canty, Colm Desmond, Mary Fitzgerald, Bruce Mackey, Walter Mortimer, Mike Pelletier, Roger Stone

Chapter Officers & Delegates:

(South) Juan Aguilar, Pat Donovan

(West) Denis Allen, John Lyons, Charlie Mahoney, Meghan Lund, John Schoenthaler, Ron Yankum

(North) Fred M. Corey

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

REPORT OF THE PRESIDENT – Jeff Cooper

Jeff congratulated Mary Fitzgerald and Joel Perry on being selected as MIAA soccer officials of the year.

MINUTES OF ANNUAL BUSINESS MEETING on Sunday, January 7, 2018 – The minutes were approved as written by unanimous vote. The minutes have been on the EMSOA web site since last year.

ELECTION OF OFFICERS

EMSOA Interpreter (2 years) – Fred Corey was elected by a unanimous vote of the delegates.

West Director of Assessment (3 years) – Jim Livingston was by a unanimous vote of the delegates.

REPORT OF THE SECRETARY/TREASURER was presented by Frederick Rich

Membership Report

Membership Report

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

2018 Financial Report

The full financial report for 2018 with comparisons to past years is in the Appendix of these minutes. The report is given in both table format and in graphs.

EMSOA INTERPRETER’S REPORT – Fred Corey

- Fred stated that one of his goals has been to have the Interpretation Meetings earlier. In the past the season had already started when the Meeting occurred. In 2018, the Meetings were mostly done before Labor Day. Fred is concerned about the members who do not attend the Interpretation Meetings and will work with the Board to address this issue.
- Fred wants to get all the members to understand that there are games for every member regardless of age or physical fitness and every referee should work all the games he/she wants.
- Fred has created a new examine for new members that is now the examine to be given at all the new member clinics.

- Fred will be sending an e-mail message to all assignors and chapter interpreters to get their feedback on what should be discussed at this year's Interpretation Meetings.
- Fred has asked the Chapter Presidents who set the agenda of the Interpretation Meetings to make his presentation the first item on the agenda.

COMMITTEE REPORTS

Financial Oversight and Audit Committee – Wayne Brown gave the report due to the absence of Roger Stone.

- Wayne thanked the Secretary/Treasurer for the job he has done and his communications with the committee.
- A true financial audit of the EMSOA books is not appropriate due to the small size of EMSOA. Spot checks of the EMSOA expenses have been done by the committee. The committee has engaged AAF CPAs, at no cost to EMSOA, to generate a statement of financial fitness of EMSOA.
- The committee is looking into doing some cash management. Some of the EMSOA funds could be invested in short term securities such as Certificates of Deposit.

Jeff Cooper requested that a record of the spot checks of the EMSOA finances done by the committee be created and maintained. Wayne mentioned that the IRS Form 990 which EMSOA has filed every year for the past few years is a public record available to anyone.

Judiciary Committee – Ric Beaudoin presented the report

- The committee has handled a few issues during the year. None were major issues. The details of the issues are not given due to privacy.
- The committee has been comparing the EMSOA list of members in good standing with the MIAA list of members of EMSOA. The differences will be addressed in the coming year.
- In response to a question, Ric stated that the committee does not take any action after investigating an incident. Instead the committee make a recommendation to the Executive Board and the Board may take an action.

Appeals Committee – Cheryl Welsh presented the report

- Most of the appeals handled by the committee involved dues payments. All such appeals were granted.
- There are no appeals pending.

Assessment Program – Ed Rae presented the report

- The EMSOA assessment program is not a method of grading a referee's performance. Instead the program aims to provide useful information to referees to help improve their performance. This is a coaching program which is more objective than comments from team coaches or parents. This is not a mentoring program because there is not an interaction over weeks or month between the referee and the assessor.
- Because the intent of the EMSOA program is to assist and not grade the referee, a recommendation is made to change the name of the program in the By Laws.

- The aim of the EMSOA program is to improve the quality of the referee's performance. In turn, a referee who is confident in his/her performance is a happy referee and a referee who will stay with EMSOA.

MISOA Representative – Tom Stagliano presented the report

- MISOA is the combination of the 7 Boards of soccer referees across the state. It meets 3 time each year. The next meeting is a week after this Business Meeting.
- Ric Beaudoin was appointed to be the state Interpreter and he interacts with MIAA.
- MISOA has recommended that the old NISOA shirt be the primary shirt for all 7 Boards. The EMSOA Executive Board has adopted this recommendation with the addition that other shirt style may be worn if both referees on the field are wearing the same style shirt.
- MISOA handled the liability insurance for all referees of the 7 boards. Some investigation has been done to clarify what the insurance covers.
- MISOA is working on legislation on Beacon Hill to make assault of a sports official a specific form of assault under the laws of Massachusetts.

MIAA Representative – Ric Beaudoin presented the report.

- Ric sat in on the MIAA Game Committee where issues such as schools not want to play the last game of the season because it might prevent the school from being in the post season tournament.
- Ric will be part of the MIAA Soccer Committee which will hear from schools who had games and/or issues that may violate the MIAA standard of conduct. Most of the members of the Soccer Committee are coaches and AD's from all over the state. The Soccer Committee meets three time each year.
- Reporting to MIAA by the schools of scores, cards and incidents for varsity games is done on the honor system.

North Chapter – Ric Beaudoin presented the report.

- Two assignors in the North Chapter's area resigned from assigning and have been replaced by assignors from the West and Boston area. The new assignors did not know the referees and the referees did not know the assignors. Overall the transition went well although a couple of referees resigned because they were not assigned the games they thought they should be assigned and a few other referees were unhappy.
- The Fall meetings are already scheduled and are listed on the EMSOA web site.
- The chapter is going to sponsor a boot camp of about 2 hours physical fitness training each day for a week in August to improve the fitness of members.

West Chapter – Wayne Brown presented the report

- The Interpretation Meeting will be 9/3. The chapter meetings will be 9/24 and 10/29. The location has not been determined yet, but it will be outside Route 128.
- Attendance at meeting in 2018 was down from previous years. The location in Newton was part of the problem. Member had trouble getting to the location.

South Chapter – Mike Kelley presented the report

- The plan is to have meetings at Hanover High School again in 2019 on Wednesdays. The arrangements with the Town have not been made yet.
- The South Chapter is planning 2 new member clinics. One in April and one in August.

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.

- Changes were proposed to Article II, Section I, Para. I about accepting experienced NISOA or USSF referees without requiring attendance at a full clinic. The meeting discussed the proposal and recommended some wording changes. The proposal was accepted with the wording changes.
- The addition of Para. D to Article II, Section II was proposed to make it easier for an EMSOA member who resigned up to 5 year easier to re-join. The proposal was accepted with the wording changes.
- It was proposed to change the name of the Assessment Program to Development Program. The title of Directors of Assessment would change to Directors of Development. The act of doing an assessment would change to field observation. This will require many small changes throughout the By Laws. The purpose of the proposed change is to adopt name which more accurately described the current program but not change the program. The proposal was accepted with the wording changes made by the meeting.
- A change to Article III, Section VI, Para. C was proposed to make the number of required for a member to attend be changed from 3 to 2. This should have been changed last year when the number of meeting was changed from 4 to 3. The proposal was accepted.

2019 Budget: The Budget presented earlier in the meeting is a tentative budget. The Financial Oversight Committee will develop a final budget for 2019 and present its budget to the Executive Board at a future date for final approval.

There was a discussion about whether the paper version of the membership directory is still being created at a cost of about \$1,000. There are members who want the paper copy and there are members who do not have smart phones to lookup information when they are on the field. There are few requests for the paper directory each year and someday the paper directory will cease to exist.

Rule Books: Fred Corey proposed that rule books be provided to all members every year instead of every third year. Fred want a sense of the Business Meeting about whether to continue the existing policy or to change to buying rule books every year. A sense of the delegate only at the meeting was 14 in favor of getting a rule book each year and 2 not in favor.

State Patch: Ric Beaudoin requested if the members would be willing to have one patch for all soccer referees in the state instead of each association getting their own patches. The sense of the meeting was 15 in favor of a single state-wide patch and 7 not in favor.

National Video: NFHS produces a video that explains the new rules and point of emphasis for the year. It was request by one of the meeting attendees that the video be put on the EMSOA web site.

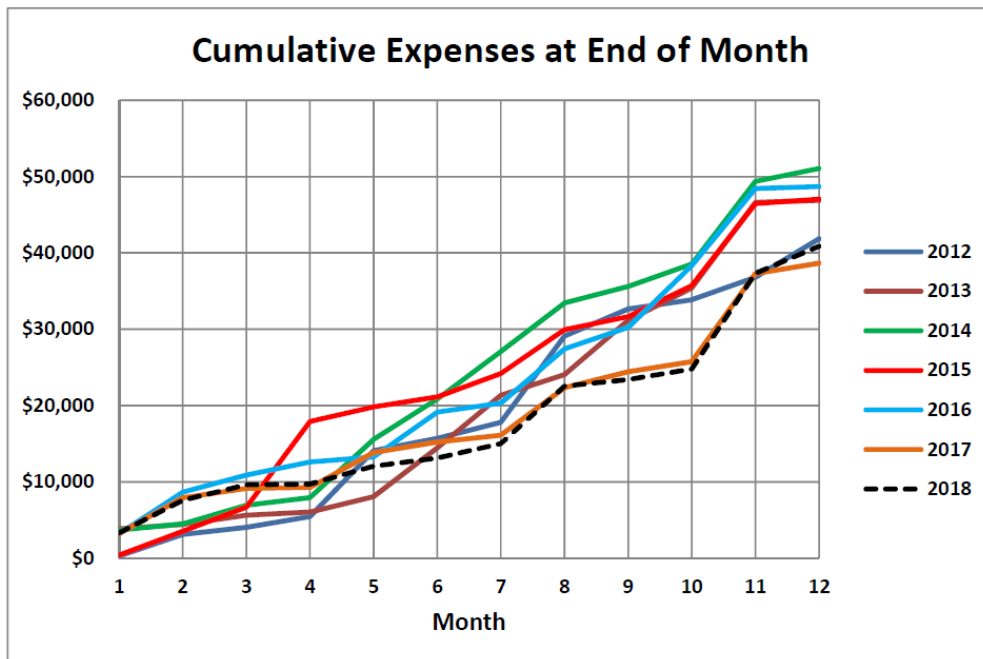
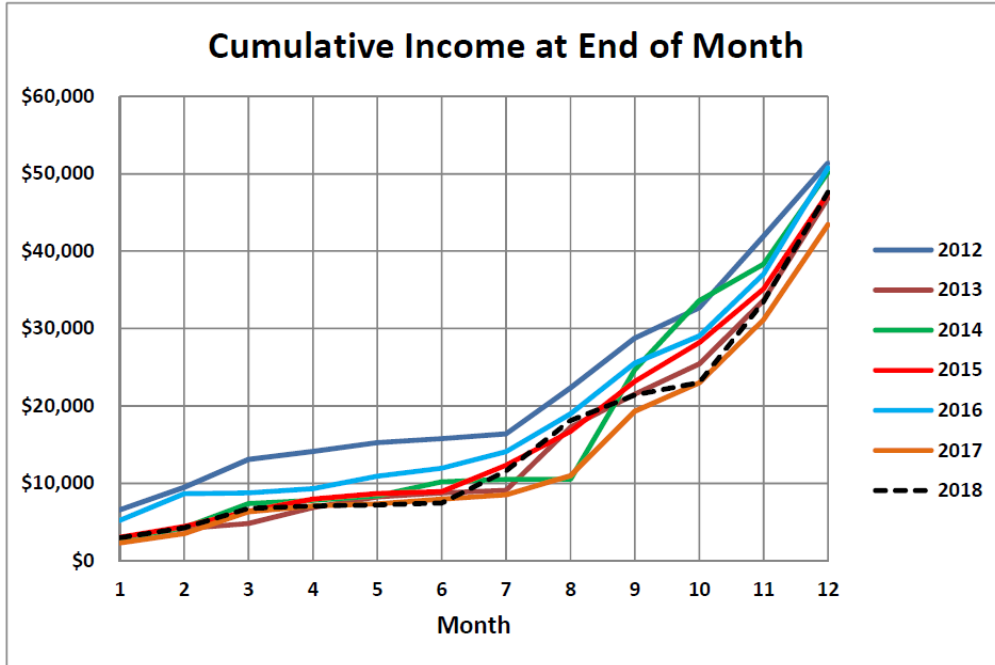
ADJOURNMENT: The meeting was adjourned at 4:00 PM.

I attest that these minutes represent a reasonably faithful record of the transactions of the Annual Business Meeting of EMSOA for 2018.

Frederick Rich, EMSOA Secretary/Treasurer

Appendices:

Financial Report:



Budget for 2019

Income	
Dues	\$45,000
Clinics	\$5,050
Fines	\$0
Other	\$386
Total Income	\$50,436

Expenses	
Admin	\$3,000
Business Meeting	\$1,000
Dues Refund	\$500
Clinics and New Member Packages	\$3,000
Exec. Board Meetings	\$1,225
Honoraria	\$4,000
10 & 20 yr Jackets	\$2,000
Membership Packets	\$2,500
Chapter Meetings	\$3,000
Referee Development	\$10,000
Arbiter	\$4,500
Insurance	\$2,800
Donations & Other	\$0
Rulebooks	\$6,000
Recruitment	\$1,000
Total Expenses	\$44,525

Approved **CHANGES** to the EMSOA By Laws

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

ARTICLE II: MEMBERSHIP

Section I: Regular Membership and Dues

- I. An official seeking membership who can show evidence from a legitimate (non-high school) soccer association of advanced membership (e.g. NISOA **or USSF 7 or 6 or higher or USSF 8 who have been the center referee in 20 or more U14 and above games**) may attain membership by attending a minimum 3-hour course of study and passing a written examination (passing grade of 80%) and participate in a field trial, as available. The focus of the course will be MIAA rules and the dual system. The candidate must pay all applicable dues and testing fees. All of the above requirements must be met by the last day of August. All clinics will be approved by the Judiciary Committee and announced in advance.

Section II: Categories of Members

- D. **A former member who has been inactive as a NFHS soccer official for five (5) years or less and who wishes to return to being an active member, must be re-tested in a manner approved by the Judiciary Committee. The former member will only pay dues for the current year in order to be a member in good standing.**

ARTICLE III: ORGANIZATIONAL STRUCTURE

Section I: Officers

- A. The officers shall consist of a PRESIDENT, VICE-PRESIDENT, SECRETARY/TREASURER, INTERPRETER and **three (3) DIRECTORS OF DEVELOPMENT (one for each Chapter)**, and shall be elected by the delegates at the Annual Meeting.
- E. The PRESIDENT, VICE-PRESIDENT, and INTERPRETER will serve a two (2) year term. The SECRETARY/TREASURER and DIRECTORS OF **DEVELOPMENT** will serve a three (3) year term. Terms of office shall begin at the conclusion of the Annual Business Meeting.
- H. There will be a DIRECTOR OF **DEVELOPMENT** 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 **field observations** will not necessarily be done by the Director of **Development** for that Chapter but could be conducted by EMSOA members appointed by

the Director of Development. The person that conducts the **field observation** would be paid for the **field observation** per the fee approved by the Executive Board.

Section III: The Executive Board

A. The Executive Board shall consist of the members of the Board of Directors, the EMSOA Interpreter, the Directors of **Development**, 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.

Section VI: Meetings

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

Section IX: Development

A. The purpose of the EMSOA **Development** Program is to improve and upgrade the quality of officiating in our association by:

1. Assisting the new official to learn the mechanics of officiating;
2. Identifying potential varsity officials;
3. Upgrading experienced varsity officials.

B. **Field observations** for members should be available upon request to the **Chapter DIRECTOR OF DEVELOPMENT**. The request may be made by contacting the **Chapter DIRECTOR OF DEVELOPMENT** in writing. Officials should request a **field observation** in this manner **PRIOR** to becoming a varsity official.

C. The **DEVELOPMENT** Program will consist of **two (2)** phases:

1. All new officials will work at least one (1) Junior Varsity **or Varsity** game with a designated **field observer**/official who will give verbal feedback to the new official regarding signals, mechanics, positioning, game control, and selection of calls. A written **field observation** will be sent to the **CHAPTER DIRECTOR OF DEVELOPMENT** who will send a copy to the observed official.
2. **Field observations** will be available to all Varsity officials, upon written request to the **CHAPTER DIRECTOR OF DEVELOPMENT**, to assist an official to improve performance.

D. Commissioners and the Executive Board may request the **DIRECTORS OF DEVELOPMENT** to **observe** an official to improve his/her skills. Any official so

designated will be notified by the **CHAPTER DIRECTOR OF DEVELOPMENT**. The official **may suggest** the game to be **observed**.

E. Funding for the program will essentially be from the EMSOA as a service to its members, but may be partially borne by the individuals being **observed**.