



Pierce County Soccer Referees Association

PCSRA Board Meeting Minutes

October 10, 2016

LOCATION: Tower Lanes 6323 6th Ave. Tacoma, WA 98406

TYPE OF MEETING: Regular Board Meeting

MEETING CALLED TO ORDER: 7:04 PM

I. BOARD ATTENDANCE: Vice President/ Director of Judicial, JJ Synder; Treasurer, Laci Moyer; Secretary, Michael Taft; Director of Officiating, Joe Tomkins (skype); Director of Education/Training, Cindy Moore; Directors at Large, Ed Littleton, Pat Firestone, Max Mojarab and Jonathan Isenberg (arrived at 7:45).

A. Board Member Absence: none

President Darin Tugman on approved leave of absence until 12/12/2016

Youth Representative: Lance Slichko

Guest Attendance: none

II. AUDIENCES FROM THE MEMBERSHIP/PUBLIC: None (*Members of the audience may comment on any item on the agenda or a matter concerning PCSRA. Each person will be allowed three (3) minutes to speak with additional time allotted up to no more than five (5) minutes at the discretion of the Board President. A group with a designated speaker will have a total of five (5) minutes to speak.*)

III. APPROVAL OF BOARD MINUTES: September 12, 2016 Minutes. Ayes 7
Abstentions 0 Nays 0

IV. DIRECTOR AND COMMITTEE REPORTS:

A. Director Reports

1.) President – JJ and Richard Meeks (President of SKCSRA) meet for three hours last week discussing the operations of the two Boards. JJ ask the question if the PCSRA Board was placing too much time on Resolutions and resulting in a lack of

focus by the Board on referee services. That maybe the Board was too focused on being politically correct and operationally perfect. JJ was asking for input into the number of Board and training meetings. Regarding the Membership meetings which are mostly training meetings the following points were raised:

- SKCSRA has the highest attendance in years because of focus on working with referees.
- Duration and number of the Membership meetings. PCSRA meets every month for two hours and SKCSRA meets for an hour six months of the year.
- Is it possible to combine Board and Membership meetings on the same day? SKCSRA tried it and it did not work but what about PCSRA, is it something to consider?
- JJ stated that technically the Board is made up of volunteers and we have a lot to do as a Board but as volunteers we all have outside concerns that need out attendance. That Joe and Laci, although paid are also volunteers.
- Mentoring, there is a committee of two or more that is supposed to decide on a mentoring plan for PCSRA shouldn't the Board decide what the method and content of the plan should be?
- JJ concluded with he wanted a discussion on the Board focus and general thoughts on how we, as a Board, are doing.

Director at Large Littleton suggested that since we have two separate rooms that we could possibly combine the monthly membership and Board meetings. JJ responded that it was possible but SKCSRA said it caused problems for them as members could become disruptive but the concept still needs to be considered for PCSRA.

Director at Large Firestone said the Board spends an incredible amount of time on the legalize language of Resolutions (too much Whereas) and the mechanics instead of referee services. She stated she has not done it that way for any non-profit. There is a lot of work needed in categorizing referees.

Treasure Moyer said she agreed with some of the things said but not all of what has been said. She stated that since coming to the Board she believed the Board should be doing more for the referees especially the younger and new referees. She quit refereeing last year because of the abuse (coaches & parents) and some referees, like her, just do not want to put up with it and quit. That is the reasons were hurting for referees, so PCSRA needs to become more involved.

Director at Large Firestone stated she was losing youth referees to Jimmy Jones because they get paid every two weeks and do not have to wait for last month's work to get paid.

Treasurer Moyer responded that this is currently being worked on and in the foreseeable future the referees will be paid weekly. To which Director of Officiating Tomkins confirmed it will happen sooner than later for youth matches. Treasurer Moyer said that they (Tomkins and her) were working to have the clubs pay electronically which would also help in getting referees who do youth games paid quicker.

Director at Large Mojarab asked what the issue on getting paid electronically was. To which Treasurer Moyer responded that it was due to a Ridgestar software issue.

Director of Education/Training Moore said that for years at Tri-Ads she has had the clients pre-pay so the referees do not have to wait for pay and maintain a pass through status with the state. Vice-President Synder said that the Kitsap uses an escrow account for their prepayments. Director of Education/Training Moore continued to say that since SKCSRA has joined Tri-Ads they have greatly increased the attendance at the membership meetings. She holds a similar position in both associations as in PCSRA. They hold their membership/ training meetings from August through February (7 months). And these meetings focus on current issues. She also went on to say that the SHCSRA mentoring program is getting feedback from referees, especially the younger ones who do not like being mentored. That mentors were coming up at half time or whenever, introducing themselves and telling the referee(s) they were being mentored, given three good points and three two work on then leaving. At her clinics parents are asking where and at what fields there will be mentors for new young referees to provide a safety net for the referees. She said that she and Mike used to work with clients, clubs; to work with coaches and parents abusing referees, otherwise referees will not work there games as they will get a reputation of problem teams.

Director at Large Mojarab asked the Director of Education/Training Moore why the training and payments to referees were as they were since she has been on the Board for a number of years. Laci responded to Max by addressing the B&O tax issue.

Secretary Taft responded to the original question put forth by Vice President Synder by stating: PCSRA is not a non-profit but a business licensed by the state and pays all taxes associated with a licensed business in the state; the PCSRA constitution says who and what we are; the By-Laws set forth how PCSRA operates; and both the Constitution and By-Laws say what is not covered by federal and state law is covered by Robert's Rules of Order. That the proposal to set forth a calendar was an effort to give notice not only to Board Members but to the general membership of events and meetings to attend by posting on the web site under what's new. The By-Laws require sending notices one month in advance if a membership meeting is going to be canceled. If that is decision of the Board then act within the establish procedures or change the By-Laws. The By-Laws are very flexible; the Board just needs to act. As for the formality of the meetings, Robert's Rules of Order provide that unless the Board alters the procedures put forth in Robert's Rules of Order the procedures stand.

Vice President Synder concluded with: yes the Constitution. By-Laws and Robert Rules of Order are critical but has the focus been on getting everything legalist made us lose our sight on assisting referees. Back in time referees came to meetings to get checks and he understands the need to be at five meetings but currently we only need two hours of training and need to plan when to get our numbers up. Maybe PCSRA shoots a bulk email out reminding referees of meetings would help. As for mentoring maybe the Board and not a committee should determine the direction of mentoring. The SKCSRA Board meets and determines which referees and what direction of mentoring should take. PCSRA needs to build relationships with clubs regarding mentors. What are the referee's goals, just about the money, to upgrade or just maintain referee status?

Secretary Taft asked if PCSRA was stay with the 8:30 ending time and JJ responded saying why not clubs and PCS can do their business in an hour. PCSRA needed to be more focused.

JJ requested the Board consider what was discussed and said the Board needs to define its focus. The topics will be up for discussion and follow up at the next meeting.

2.) Treasurer Report – JJ question was does PCSRA charge the clubs for use of the website when posting tournament games? The answer was no we do not. IT was discussed that we might charge a set fee or by clicks but either way

some sort of charge should be made for use of the web site for posting and reporting match reports which are used in generating tax info. JJ asked if there was a reduction in Ridgestar fees when high school went to Arbiter. Again the answer was no because PCSRA still fell in the “clicks” band width but that was to be checked and brought back at the next meeting and the cost for small side games. (the rest of this discussion could not be understood as here were three Board members speaking over each other and at the same time) JJ asked again that PCSRA determine what the direction should be regarding charges, should clubs pay per player? JJ also concluded that the current method of calculating the club admin fee needs to be changed.

Director of Officiating Tomkins said fees are based up usage and suggested that it be reviewed to which JJ assigned the task to Dave Miller and Pat Firestone.

Treasurer Moyer announced that Harbor Clubs will pay the six (\$6.00) bridge tolls and it will be included in the game fee, if you have to cross the bridge to a game in the Harbor. A question about “referee poaching” was briefly discussed and dismissed as not really relevant.

- 4.) Director of Officiating – as filed, match report authorities now loaded
- 5.) Secretary’s Report – as filed, no questions
- 6.) Director of Referee Development – no report, open position
- 7.) Director of Education/Training – as filed, no questions

B. Committee Reports

1.) Compensation Committee – formed with Tomkins as chair, JJ Synder, Laci Moyer and Max Mojarab as members. Meeting date and location yet to be determined.

2.) Budget Committee – has not met, Director at Large Mojarab asked questions regarding the B&O tax and workers compensation insurance. The reason for the accounts was explained by the Treasurer.

The three options presented by the Treasurer were presented to get the discussion started about how the 2017 budget should look like. There was limited discussion on the club fee (4%) for the Director of Officiating, but

absent any Committee Report, information data and lack of proposals from the Board the Vice-President directed the Board Members to be prepared to discuss and possibly adopt a 2017 Budget at the November Board Meeting. To make any and all Budget proposals to all Board Members and to access if Arbiter fees were going up.

V. OLD BUSINESS

1. Resolution 2016-21PCSRA Referee Agreement (tabled 09/12/2016, 10/10/2016)
2. Resolution 2016-29 Board Member Attendance, Revision of Resolution 2016-05. (tabled 10/10/2016)
3. Resolution 2016-30 2017 Budget. (tabled 10/10/2016)

VI. NEW BUSINESS

VII. BOARD ISSUES/COMMENTS

- Vice-President JJ Synder – Report on the PCS Meeting is: full coverage at six clubs; inquired about coaches auditing a referee recertification clinic and if pay fees be able to referee mod games; FME president is leaving for Texas; STU is giving grants(starter uniform kits) to youth to become referees to ensure game coverage question if fully certified and training adequate;
- Director of Education/Training Cindy Moore – Gig Harbor, Fircrest and Lakewood all have sent out handouts to parents/coaches on treatment of referees. The do's and do not's regarding expectable behavior. Cindy and Mike had in the past held quarterly meetings with assignors so these types of issues could be addressed.

VII. EXECUTIVE SESSION - None

VLL. ADJOURNMENT – 8:47 PM

