



STSR State Referee Committee Meeting
October 17, 2009
San Antonio

- I Meeting called to order by SRA Eells at 1100h.
SRA Steve Eells Present
Operations Manager (Ops Mgr) Michael Day Present
SDA Randy Francis Present
SDI Bob Mohler Present
SAC Raymond Lalgee Absent
SYRA Paul Hooks Present
District I North Rep Ruben Arredondo Present
District I Central Rep Roland Larranaga Absent
District I South Rep Magdy Kotb Present
District II Rep Diana Esquivel Present
District III Rep Paul Stansberry Present
District IV A Rep Earle McCants Present
District IV B Rep Narciso Palomera Present
District V Rep Sergio Vega Present
Treasurer Ernie Begnaud Present
Risk Management Officer Michelle Maloney Present
Guests welcomed

- II Approve Minutes of July 18, 2009
Reviewed and approved unanimously

- III State Referee Administrator Report:
New SAC appointee Raymond Lalgee announced. Unprecedented strength of STSR attributed to solid financial organization, improved administration via the smooth operating website, stability of leadership, and wealth of volunteer participation at all levels. The referee quality continues to impress with numerous high level assignments and favorable comments from observers of the game. The budget process has been successful in predicting need and planning of fund allocation. Uncommon referee abuse is well addressed and rare misconduct investigated and adjudicated. Concern about continued presence of unsanctioned leagues in South Texas is raised, with the lack of liability coverage for referees participating in such matches. Absence of medical coverage for STSR referees confirmed. The SRA notes the near completion of his first two year term, and stands in nomination for another term.

- IV Directors Reports

SAC Raymond Laglee reports in absentia by Eells:

- Expanded assignor vision as agents of referee retention and mentorship
- Re-registration of 42 of 125 (2009) assignors is down from 188 (2008)
- Assignor mentor needs recognized
- SAC will develop program for level 7, 6 and 5 referees to be referee mentors as part of annual recertification process
- Hierarchy of assignors by district to organize and recruit assignors for registration contemplated

SDA Randy Francis reports:

- District Directors reviewed
- Assessor grades reviewed
- New on-line reporting noted
- Collation of coach complaints about referees sought with HFA as pilot to learn items for new teaching points of emphasis

SDI Bob Mohler reports:

- Clinic number history presented
- Net revenue positive for clinic presentation
- Book expenditures presently low with manuals sent from USSF

SYRA Paul Hooks reports:

- High level appointments for youth clinics noted
- ODP event 2/21 in SA planned with need for referee nominations
- USYS referee break away not pursued, as USSF makes amends to youth programs
- STYSA meeting Kerrville 2/12-2/14 announced with assignors particularly invited

V

Treasurer Ernie Begnaud reports:

- Financial summary outlined
- Increase of USSF fees have allowed stable cash flow
- High rate of payment for services noted
- Diminished utilization of checks with online system for payments
- Detailed report enclosed

VI

District Representatives Reports

- IA Ruben Arrendondo - Difficulty with credit card payment on line related
- IB Absent
- IC Magdy Kotb - Observing referees for rapport with STSR. Grade 7 upgrade clinic requested
- II Diana Esquivel - Spanish clinics requested. Mentorship for groups continues with physical and classroom training assisted by Jasen Anno
- III Paul Stansberry – New assessor population reported. Decrease in club AR use decreased youth referee population experience. Spanish instruction in progress
- IVA Earle McCants - Monthly referee meetings for instruction on going

IVB Narcisso Palomero - high cost of registration noted. HINI concerns raised. STSR website guidelines for HINI noted
V Sergio Vega – Activities of Jair Marufo used by poster to publicize El Paso referee association. Spanish classes popular. High levels of unsanctioned leagues and referee work noted. Youth league reimbursement problem persists

- VII Operations Manager Michael Day reports:
Operating system stats presented. 2009 referee registrations stable. Diminished check reimbursements laudable. Majority of 2010 recertifications pending. Retro-active refunds not allowed after 7/1 of certification year. New equipment purchases outlined. Website updates recognized with info for each user organized by tabs. Massive enhancements deployed, much based on customer feedback. Risk management program completed. All data automated except for positive outcomes. Equipment accountability detailed.
- VIII Old Business – None
- IV New Business
- A. Presentation of 2010 Budget (Eells) - Income ahead of budget. Plan on twice a year meetings of SRC with teleconference in between. Increase in assessment budget added. Budget decrease for instruction planned. SRA funds decreased. \$90,000 to be sent to USSF. Operations expenditures under target. Referee development funds for travel to tournaments and activities unchanged. Surplus for 2009 about \$25,000 with \$59,000 anticipated for 2010. Reserve funds of \$40,000 possibly to be augmented. Extra activities to be funded (see below). No capital expenditures budgeted as yet.
 - B. Discussion of Directors/Officers Insurance (Eells) - Coverage from K&K insurance for \$2,000,000 directors and officers policy presented and approved. Cost \$1100 for \$2,000,000 coverage including attorney's fees. Hooks motion/Francis second.
 - C. Risk Management Program/Risk Management Committee (Maloney) - Details of program reviewed. Results to date favorable to referee community. Cost to STSR \$7,000 per year for current population.
 - D. Risk Management Policy Update (Day) - Procedural corrections to handbook of STSR amended to reflect current process on website. Palomera motion/Hooks second.
 - E. Privacy policy for SRC members on website information (Mohler) - Formalization of permission by STSR officials to include personal contact information on STSR website by e-mail from the SRA requested. Choices include creating an STSR address for each official e.g. DistrictIIIRep@stsr.org
 - F. Discussion of marketing potential STSR programming (Eells) –Commercial development of current program discussed. Purchase of rights to intellectual contributions thus far thought prudent. Both original author and subsequent author need contractual sale for STSR to legally own the program. Moved and seconded to purchase from original author prior property rights. Unanimously approved. Esquivel motion/McCants second. Cost estimated at \$3,000 to \$5,000. Moved and seconded to acquire attorney services to create such a

purchase agreement. Unanimously approved. Esquivel motion/Vega second. Subsequent author (Ops Mgr) agrees to cede property rights of current STSR software authorship in return for current employment contract over a period not to exceed thirty months. Should that process be completed, proposals for marketing this product may be entertained. A licensing of the program as a service with fee per referee versus licensing for use of program was explained. Further research and marketing authorized by SRC to be reported in ongoing fashion by SRA.

- G. Discussion of Operations Manager salary (Eells) - In recognition of service excellence by Michael Day in service to STSR, it is moved and seconded that the Ops Mgr salary be increased to \$2500 per month. Unanimously approved. Stansberry motion/Francis second.
- H. Discussion of possibility of providing ATRs at clinics (Stansberry) - The value of Advice to Referees (ATR) as a tool to referees was acknowledged, especially with the demands of the recertification examination for Grade 08. To encourage acquisition of this tool, STSR will make sale of ATR at the discounted price of \$2 available on the website at the time of recertification registration. This purchase to be completed at the time of the clinic by supply of ATR to the referee by the instructor. Motion to offer this service approved. Stansberry motion/Francis second.
- I. Treasurer reports need for SSN of contracted individuals. Moved and seconded that failure to produce same in event of over \$600 reimbursement will result in failure to reimburse further.
- J. Motion by Stansberry to purchase and distribute the Velcro sticky back patches for all Referee badges, second by Francis. Motion approved.
- K. Motion to approve budget 2010 approved. Palomera motion/Esquivel second.
- L. Future SRC meeting - Time duration of meeting discussed. Next meeting by teleconference in Feb/March time frame.

X Adjourned at 1650h.

Respectfully submitted,

Paul Stansberry
District Three Rep

Attachments:
Minute notes July 18, 2009
2010 Budget Presentation