

### **Roll Call:**

The following Board Members were in attendance for the meeting:

Randy Hodges (President)  
Dean Wruck (Secretary/Treasurer)  
George Demetriou (Crew Chief)  
Mark Bradley (Crew Chief)  
Tim Firks (Crew Chief)  
DJ Bremser (Crew Chief-elect)  
Nathan McCrary (Crew Chief-elect)

The following Board Members WERE NOT IN ATTENDANCE for the meeting:

Kaylinda Bunnell (Vice President)  
James Bunnell (Member At-Large)  
Mark Van Gampleare (Crew Chief)  
Dave Tyree (Crew Chief)  
Craig Cox (Crew Chief)  
Bob Pace (Crew Chief)

## **Key Items Discussed**

### **Old Business**

The meeting started with Randy Hodges welcoming everybody and discussing the meeting meetings that he sent out for review. It was noted that the minutes for the last meeting needed the date to be fixed.

### **Financial Report**

Randy started the discussion by going over a spreadsheet that was created to show future spending. There was a discussion on discretionary and non-discretionary spending. The main discussion points were the spending at the Master Clinic and subsidizing the banquet. It was suggested the Master Clinic could be hosted in Pueblo and George stated that we need to be able to explain to why we are having the association subsidize the banquet when everyone does not attend and if we cannot afford to subsidize we should not. At current expenditure rates the association will be in a deficit within a couple of years. Randy stated this is not something we want to do. This led to a discussion on whether dues need to be raised. George stated that if we are going to raise dues we need to do it only once. Randy said that if we keep our expenses the same and raise the fees to \$30 we will still be at a deficit, \$35 will put us at a surplus. Tim stated

that while the banquet was enjoyable not sure that we need to have one that costs as much as it has. It was stated that last year's was pretty similar, but it could be done for less money. There was then a question of whether the assignor's fee looked correct. Randy stated that it was correct at \$17.50 per member. Mark Bradley said that we do not need to provide food at the Master Clinic and that it would be more economical to have the banquet at the church while having it catered. George brought up the fact that feedback has shown that having the Master Clinic mid-week is not preferred and moving it to a Saturday or Sunday would limit the what would need to be provided. We provide food since having it during the week it lasts from 5-8pm and it wasn't a good idea to expect members to go straight from work to the meeting and not provide food. He suggested we should ask the members what they prefer and we could leave this open until we find out what the members want. We could also throw out having a clinic further south. Randy stated that if we lower the clinic expense to zero and the banquet expense to \$250-\$500 we would not have a deficit. The board thought that seemed acceptable for door prizes and raffles. Randy stated that the local dues have been at \$25 for a long time and asked if we thought it should be raised to \$30. Tim stated that with reinstating the assignor's fees back to where they used to be a raise in local fees may be natural. George stated that the fees have not gone up much in the time that he has been in the association, in fact they were \$20 when he joined. He also stated that we are the only association that pays the assignor. There was then a discussion on what exactly the assignor gets for the duties he has to perform and other areas dues and how they compensate their assignors. There was a suggestion to ask the schools to pay more for all that the assignor has to do. Randy stated that we need to get the notice out soon for paying local dues. Dean stated that we don't need money right now, but need to send out soon so members don't end up having to pay twice in a year. Tim stated we should keep it at \$25 for this year and look at raising it next year. George put a motion to vote at keeping fees at \$25 for 2025, Tim seconded the motion. The vote was unanimous. Randy stated dues will be \$25 for 2024, Dean will send out a notice with a due date of 31 Jan 25. Scott Samsel joined the conference at a later time and this topic was revisited. Scott was asked if he thought his compensation was fair and Scott stated that it was fairly solid and he did not want local dues to be raised. Randy stated that we want to make sure that the assignor is fairly compensated and we can keep the dues at \$25.

Randy thanked both Craig Cox and Dave Tyree for their service to the board and the association. Craig especially has went above and beyond working as President for the State Association and has paid his dues. Everyone should reach out to them and thank them if they can.

## **New Business**

**Parks and Recreation:** We have a contract with the city that started in the Fall and runs through the spring. Dean stated there has been a raise in Arbiter fees and that because we pay many members multiple games this change does not cause a loss in revenue, the rates we charge are not correct. Randy stated that is something we will bring up in the next contract. Mark Bradley is working on training. Mark stated we have 150 on our tracker and we have 25 names of individuals who have shown interest this year. We anticipate delivering 20 or more new officials this year. The P&R season starts the 3<sup>rd</sup> week of March. He has asked crew chiefs for

volunteers and received no response as of yet. He will look for volunteers to help in training. Randy stated that training will start at the end of February and the season will go to the first week of May.

**Sister Crews:** With the addition of an extra crew chief there will be 9 crews this year. This will necessitate a different situation with sister crews than in the past. There was a discussion on the multiple variables that could be used with a decision that have crews that work together in a 2-2-2-3 format seemed to be the one that would probably work best. George stated that Scott thinks that will work and so did he, if there was someone who would rather stay alone that can be accommodated. Tim stated that the sister crew concept did not affect what happened. Scott said that sister crews should not both have 2 Varsity games on the same night. Randy ended the discussion by saying that the intent is for your sister crew to help you out if needed and we will have the vote for sister crews at the first meeting in 2025, we don't need to know that until the draft.

**Draft and Freezes:** With 9 crews and 3 new crew chiefs the general thought was there will be no freezes. George stated it would not be fair to the new crew chiefs to have freezes and Tim said with adding a 9<sup>th</sup> crew chief it is not logical to have freezes. Randy proposed to randomly generate the draft order and the results were:

1. Firks
2. Bradley
3. Mark VanGamplere
4. George
5. McCrary
6. Hodges
7. Pace
8. Kaylinda
9. DJ

**Number of Returning Officials:** The maximum number of games we can handle on a Friday night is number of varsity capable officials times .85 divided by 5 to account for missed weeks with a 5 person crew. Mark and Randy looked at number of officials we have that are Varsity capable and that is 90, leaving 15 as max number of games the association can handle. George stated that seemed reasonable, he thinks 90 is too high a number. We need a definition of a Varsity official that goes beyond guys that worked because we had no one else. It should be guys that we would feel comfortable putting on the field. We get enough mistakes from good officials, once we put out marginal guys it will hit our reputation. Randy said these are good points and asked what do we do with 4 to 30 year guys that honestly should not be working varsity games. George then stated that in theory, adding a crew will dilute the quality of a crew and if we take on more games we will put ourselves in a bad position. Randy agreed saying we will be diluting the quality of the second crew on a given night. George said it could be the first crew also, on a statistical basis though it is negligible. The main impact will be on secondary games. As the assignor, Scott said that in the past 13 was the number of games he saw as maximum, if we pushed to 14 we would have a few guys that should not be out there. In his

opinion we might be able to do 14, but 15 is too many. While we don't want guys out there that don't belong, we also do not want those that should be out there home on a Friday night either. George feels the 14 is right. Additionally, the AD of Arkansas Valley Association (AVA) has resigned and at the same time their most Sr and best official is retiring. The viability of the AVA is in question. If they are unable to work the one game we count on them for the slack will have to be taken by Pueblo and CS. If that area association goes under we might get 4 or 5 officials and we would have to work something out for them to work the games in the south. It's too early to tell you how it is going to work out, but we need to monitor that situation. Mark said looking at the numbers if you do 3 games per sister crew, that leaves 5 games for the sister crew of 3, or we leave one for Scott to assign. Dean asked if 14 was the norm. Scott and George both agreed that 14 is the norm. Mark said that we need to commit as Crew Chiefs to not just throw someone in and leave it open and go to Scott or the sister crew and fill the slot. Randy stated that does take Crew Chiefs to be willing to put the best crews on the field and that is the way it has to work. We will work with 14 as a max.

**Game Fees:** Randy discussed this topic with Scott before the meeting. We went from \$45 to \$60 on Middle Schools games this year and based the P&R fees on that. There is a \$5 increase across the board next year. Tim stated the \$60 is good, but there is confusion on the travel pay. Randy asked if we can get the travel stipend within the city. Scott expressed that he does not believe the schools will go for \$70 for a little over an hour. Tim said that he is not saying we are well compensated, but having it for some games and not others is confusing. Scott stated he has told the schools that we were raising fees and we could ask for more, but it will cause disparity between the Middle School and P&R games. Dean stated that we have raised the fees the last 2 years and maybe we should leave it for this year and readdress across the board next year.

**Review of the Season:** It was asked of the board what went well this season and what didn't. Dean stated that having the ability to watch the meetings online was a welcome addition. Randy stated that there was disparity in the responses from those that watched online. Dean said that he thought there was going to be some sort of test and Tim said there are ways to embed questions into the video. It was stated that would cost money, and Tim responded that he wasn't sure of the cost, except it will definitely cost someone time. George stated that he didn't think it was worth chasing after, it is on the member's conscience to watch if they say they have. Randy stated this is the position that he has taken, he wants to trust people without being super diligent. Tim stated that he can continue to record and post meetings, as long as he is in town for the meeting.

**Meeting Dates:** According to By laws we have to have 3 meetings in addition to the draft. We will have one in May, one before the season starts and one in December. There was a question as to when in the board thought the draft should take place. Nobody stated we should change the date timeframe. Randy will put together some dates and send them out. Randy asked if we wanted to do off season training with the membership. George stated that we can do it either way and sometimes video doesn't work on streaming. Randy stated if we did it virtually we will get better attendance. George said we should go for a February, March and April meeting virtually.

There was then a motion to end the meeting and it was seconded.