

IEBU/SBU Board Meeting Minutes
October 4, 2022
(Approved on January 3, 2023)

Meeting Called to order by Clark Cosby, President, at 6:00 PM.

In Attendance:

Clark Cosby, President
Gary Teale, Secretary
Rich Hobson, Treasurer
Efrain Rosadovelasquez, member-at-large
James Whiteley, Past President
Bob Francis, Assignor

Not able to attend:

Kevin Gawenit, Vice-President
Ryan Olson, member-at-large
Kerry Kelly, Assignor

Approval of Board meeting minutes for September 14, 2022

- James Whiteley moved to approve the minutes.
- Efrain Rosadovelasquez seconded the motion.
- Minutes approved unanimously with spelling correction to James Whiteley's last name and rewording of SIYB and Legion contract negotiation section.

Assignor's Report (Bob Francis)

- INW Fall ball is scheduled to be done by the weekend of October 15-16. Most games have been covered with one umpire.
- A number of umpires have now switched over to officiating other fall sports.
- There remains a few senior men's games and several college club games.
- Baseball game assignments will end soon and not begin again until mid-March 2023.

Treasurer's Report (Rich Hobson)

- September payments have been disbursed.
- New Equipment supply is adequate, some used equipment available, but the supply is somewhat low.
- Rich will be out of town from October 14-21.

Old Business

- **American Legion contract renegotiation.**
 - Clark shared email from Legion representative regarding contract renegotiation.
 - Clark will set up a team to negotiate the new Legion contract.
 - The general feeling was that fees need to be competitive with other tournaments (\$80/game?) to have quality umpires available.
 - Rich suggests eliminating the travel fee for Legion.
 - Rich suggests a one year or two year deal.

- **SIYB Contract:** Rich reports that Kent Schultz (of SIYB) is aware that there will be a revisiting of the IEBU/SIYB contract.
- **Confirmation of Treasurer's role and compensation:** Rich will send the secretary a copy of the Treasurer Compensation Agreement which will need to be approved and signed. (That agreement is an addendum to these minutes. See Below.)

- **Addressing the Umpire Shortage**
 - Gary updated the board on progress to date on the plan to recruit and retain umpires. He has contacted several people to invite them to be part of a working group to work on the issue. Those who have responded and agreed to work with the group include Paul Sorensen, Frank Wintersteen, Dwaine Schettler, Jim McCoy and Dave Jemes.
 - Efrain and Gary reported the main takeaways from their meeting and presented the need for a more defined "intake" process when interacting with prospective new umpires. There was discussion around this and general agreement to go ahead and develop an "Orientation Package" for new umpires and criteria for people to be the "greeters" for the new recruits. James Whiteley indicated a strong interest in working with Efrain on this.
 - Clark noted that the people who would be responsible for meeting with new/prospective umpires would need to know that their role is limited to primarily a social one, and they would not be involved in training, evaluation or assigning.
 - There was also discussion around the maintenance and updating of the website. Perhaps that responsibility could be shifted from Will Hyatt to the board secretary whose role is focused on association communications.
 - Gary mentioned that a theme that has emerged from his meetings so far is concerns about professionalism and disharmony between members of the association. Discussion continued on how to build better camaraderie within the group.
 - Rich reported that a number of officials are unwilling to work PONY games. We have 74 active and ready umpires at this time, while only 27 of them worked REC games in September.
 - Gary will meet with Rich Hobson and Kerry Kelly to obtain more data regarding our current umpires in order to prepare more in-depth surveys regarding umpire satisfaction and possible recruiting strategies.

It was suggested that Clark and Gary develop an agenda for subsequent meetings and that those be sent out one week before each meeting by the secretary with a confirmation of date, time and location.

Meeting adjourned at 7:45 PM.

Next Meeting: Tuesday, November 1, at 6:00 PM, Location the Hive, 2904 E Sprague.

Note: Free parking is available behind the building. (Entry Code: 104991) The meeting will officially start at 6:00 but we encourage all to arrive close to 5:30 to get the social pleasantries out of the way before beginning the official meeting right at 6:00.

INLAND EMPIRE BASEBALL UMPIRES (dba SPOKANE BASEBALL UMPIRES)

Treasurer Agreement

This Agreement made and entered into by and between Inland Empire Baseball Umpires (IEBU) and Rich Hobson (Treasurer), hereinafter referred to individually as "Party" and collectively as "Parties". This contract replaces any and all such agreements(s) previously executed by the Parties for services associated with the position.

Section 1 – Term

This Agreement shall be effective January 1, 2022 and shall remain in effect until terminated by either Party, subject to providing thirty (30) days prior written notice to the other Party. No supplement, modification, or amendment to this agreement shall be valid unless the same is in writing and signed by all Parties.

Section 2 – Responsibilities of the Treasurer

1. Shall report to the IEBU Executive Board and assist as required to create an environment that promotes excellence in the performance of all IEBU members.
2. Work with WIAA/WOA to ensure all school contests officiated by IEBU have proper game & travel fees recorded and have been properly verified for officials to be paid.
3. Shall maintain a reconciliation of WOA invoices for IEBU commission payments.
4. Assist in providing information to maintain an accurate count of IEBU membership to be provided to WOA, and reconcile said counts with WOA invoices.
5. Invoice and collect fees from all other sanctioned leagues and tournaments IEBU provides services to. Maintain all necessary setups in Arbiter to facilitate the proper billing and payment of scheduled games.
6. Issue checks or direct deposit entries to officials for games noted in #5 above. Issue checks or debit card payments for all other IEBU financial obligations.
7. Maintain all necessary financial records for IEBU. Provide a summary report at regularly scheduled board meetings.
8. Prepare and submit Washington State L&I and B&O reports as required. Submit appropriate payment with reports.
9. Create IRS form 1099's for all games paid by IEBU for appropriate years. Prepare and deliver information to IRS.
10. Provide a complete financial report to the IEBU Board at the end of the fiscal year, including reconciliation detail for all paid staff earnings.
11. Ensure IRS form 990 is filed each year in a timely manner to meet IRS deadlines.
12. Make records available upon request for audit committee review, or upon IEBU board approved request for any member to review.
13. Assist in developing an annual budget for IEBU.
14. Advise the IEBU Board on all other financial issues.

Section 3 – Fee for Service

Fee for service will be \$3,600 annual base + 2% of game fees earned by officials. Monthly disbursement of funds shall be at the discretion of the Treasurer. All payments made shall be reviewed and signed by an authorized board member prior to disbursement. All expenses necessary to carry out the duties of the Treasurer's position are solely the responsibility of the Treasurer.

Section 4 – Subcontracting

The Treasurer shall not sub-contract any duties associated with the Treasurer’s position without express permission of the IEBU Board of Directors. If sub-contracting is permitted by the Board then compensation of said sub-contractor shall be deducted from the compensation of the Treasurer.

Section 5 – Independent Contractor

The Treasurer acknowledges that he is and shall remain an Independent Contractor for the duration of this agreement. All taxes, fee for service or otherwise are the sole responsibility of the Treasurer.

Section 6 – Standards of Conduct

As a representative of IEBU the Treasurer shall abide by the same code of conduct expected of the membership.

_____ Date: _____
Rich Hobson, IEBU Treasurer

_____ Date: _____
Clark Cosby, IEBU Board President