

**IEBU/SBU Board Meeting Minutes**  
**August 23, 2022**  
**(Approved, September 14, 2022)**

**Meeting Called to order by Clark Cosby, President, at 6:35 PM.**

**In Attendance:**

Clark Cosby, Interim President  
Rich Hobson, Treasurer  
Gary Teale, Secretary  
Efrain Rosadovelasquez, member-at-large  
Ryan Olson, member-at-large  
James Whitely, Past President (via Zoom)  
Bob Francis, Assignor  
Kerry Kelly, Assignor

**Not Present:** Kevin Gawenit, Vice-President

**Old Business**

**1. Review of previous meeting in March, 2022**

- a. Acceptance of resignation of Will Hyatt as Board VP
- b. Clark Cosby explained his "Executive Decision" to add/replace board members from the list of people who had volunteered to be on the board. This decision was made because no elections were held in June of 2022 due to Covid.
- c. Confirmation of the vote at the last board meeting to change the approach to how the treasurer is paid. Previously the stipend was an annual amount. Now, it directly ties a portion of the stipend to game activity, plus provides compensation during the off months where there is still a responsibility for filing tax returns, reconciling checking accounts, etc. The math provided for a slight overall decrease based on 2019 game counts. Any increases in treasurer compensation would be directly tied to increased game activity.

**2. 2023 Election of Board Positions**

- a. The President and one at-large positions will be open for election in 2023
- b. As per the Association's by-laws the election is to take place the final regular meeting in 2023. It was suggested that this final regular meeting take place in early August when there is a lull in umpiring activities.

**Treasurer's Report**

1. **Financial Statements:** Rich Hobson presented the balance sheet with a prior year comparison and the year-to date income statement. Those both indicated that the association's financial position is stable. Rich also explained the need for a reasonable reserve to handle typical cash-flow fluctuations.
2. **Accounts Receivable:** Rich presented an overview of our current accounts receivable situation. Nearly all of the organizations owing us money are current with their payments. Only one organization is more than 30 days past due. It was suggested that this organization has been problematic in the past and not be worked with again unless payment is received up front. There were some individuals who were past due on their payments for equipment purchase and some of these accounts go back several

years. Rich will try to collect these past due amounts, but we may need to write some off as uncollectible

3. **Decrease in Revenue due to WOA changeover to direct payments to umpires:** Rich explained how the change with umpires now being paid directly by WOA will reduce the association's revenues from assignment fees.
4. **Potential revenue increase:** Having more assignment slots "filled" would result in an increase in the amount of association revenues.
5. **Next Day Pay for Tournaments:** Rich also addressed the request to provide next day payroll for tournaments. He agreed to do it for the 4 major tournaments held each year. (3) SIYB + (1) ALB. Next day payments for the remaining tournaments would be by special request subject to the \$3 fee.

## New Business

### 1. Addressing the Umpire Shortage

- a. Kerry Kelly brought up the issue of ageing umpires, umpire burnout, umpire harassment, loss of revenue, and overall difficulty in having enough umpires to fill all the available assignments.
- b. It was agreed that we need to step up our efforts in retaining and recruiting umpires.
- c. Gary Teale was assigned the task of developing a draft Retention and Recruiting Strategic Plan to be presented at the next board meeting.

### 2. 2023 Compensation/Game Fees

- a. Rich Hobson noted the need for renegotiation of some contracts and/or memos of understanding with organizations (Legion, SIYB, etc.) and tournaments.
- b. Clark Cosby stated the need to establish a game fees structure for 2023 based on various criteria (game level, travel fees, etc.)
- c. Clark Cosby will appoint a group to establish a game fees structure for 2023

### 3. Assignors' Concerns

- a. Kerry Kelly expressed concern about the number of turnbacks and the delayed acceptance of assignments by some umpires.
- b. There was discussion around fines for excessive turnbacks vs incentives for games accepted. It was generally agreed that incentives would be more effective.

### 4. Coach/Player Conduct in Men's League: Discussion focused on handling serious (bench clearing) conflict situations in men's league games.

### 5. Scholarship Award: Gerritt Nelson has requested financial assistance to attend the MLB tryout camp in New York in September. A formal motion was made to approve \$500 for Gerritt's travel expenses to the MLB tryout camp. After a brief discussion regarding the benefits to the organization that this special grant would provide (future training possibilities, organizational reputation, etc.), the motion was approved.

### 6. Assignor Retirement: Bob Francis indicated that he plans to retire as the main assignor by next year. He recommends that a replacement for his position be found and is willing spend the upcoming year training the new person. It was also recommended that a job description be prepared for the position and a set of qualifications and skills be established. Clark Cosby, Bob Francis and Kerry Kelley volunteered to be on the interview/hiring committee.

**Meeting adjourned at 9:25 PM.**

**Next Meeting: Wednesday, September 14, at 6:00 PM, Location The Hive, 2904 E Sprague, Room Events B, Code 864237.**