

IEBU/SBU Board Meeting Minutes

Tuesday, November 7, 2023

5:30 Gathering, snacks and socialization

6:00 Call to Order

In Attendance:

Kevin Wellington

Clark Cosby

Kevin Gawenit

Gary Teale

Efrain Rosadovelasquez

Frank Wintersteen

Rich Hobson

Bob Francis

Kerry Kelly

Approval of Board meeting minutes for September 05, 2023.

Motion to approve, Gary Teale, seconded by EZ, motion passed unanimously

Assignor's Report (Bob Francis/Kerry Kelly)

Bob Francis: Schools are starting to enter games for next season. Potential new client, National Championship Sports, with tournament July 26-28 at Merkel. There is a new Diversity training in WOA for certification.

Kerry felt that the scheduling went better than previous years. Kerry is suggesting that we change the accept/decline time frame from 72 hours to 24 hours.

Discussion around late breaking game changes, which requires umpires to check their email daily.

General agreement from the group that this change from 72 to 24 hours for accept/decline is appropriate.

Should there be fines for excessive turnbacks? Rich will prepare a report of the turnbacks from previous years for future discussion at a later meeting.

Treasurer's Report (Rich Hobson)

School 2022: 756 games, 1,269 slots, 122 unassigned

School 2023: 904 games, 1,533 slots, 167 unassigned

Rec 2022: 1818 games, 2796 slots, 115 unassigned

Rec 2023: 2299 games, 3783 slots, 310 unassigned

Fees 2022: \$291,160

Fees 2023: \$443,151

(Subject to correction by Rich)

Distributed Financial Report as of 10/31/2023, There is a year to date operating surplus. Organization continues to be financially stable.

Receivables/Uniforms= Slightly over \$2,000

Net income down slightly from last year, due primarily to ratio between assigner/treasurer fees (%) and WIAA fees (flat). This may continue to result in diminishing surpluses over the next several years.

Old Business

- Independent Contractor's Agreement: Suggested Revisions
 - Revision: delete last six words in section 3
 - Annual signing of the Contractor Agreement
 - Set up Custom field for contractor agreement managed by Board Secretary
 - Delete Section 10
 - Include Authorization to use work product clause
 - Add Social Media Guidelines/not policy (see WOA policy and SBO guidelines)
 - + Non-retribution section? (see WOA policies)
 - Delete paragraph # 3, section 12
 - Add "WOA policies" after ByLaws
- Recruiting Plan Update (Gary)
 - Rich suggests a pro-rated support for RefSpokane based on organization level/# of officials
- Mentoring Program Update (EZ)
 - EZ submitted several names for review
 - Discussion around mentor qualities, people skills, experience, humility
 - Email, online resource for answering questions through the SBU website.
 - Purpose of the Mentoring Program: To improve retention of new umpires
 - Mentors should be checking in with newbies during the first few weeks of assignments
 - EZ to follow up with Kerry and Bob on potential mentors
- Evaluation Program (Clark)
 - Clark has maintained contact with Larry, coordinating with training program
 - Frank W. volunteered to be an evaluator
 - Key to evaluation is that they are consistent, same form, inter-rater reliability (Kevin G.)
 - Include explanation addendum to the evaluation form
 - Who do we identify as part of the evaluation team, skills, knowledge, etc.

New Business

- 2024 Contract-Rich requested a negotiating committee be established in October for:
 - SIYB: Add \$4 to current league fees
 - American Legion: Increase fees to \$85, and time limit (no new inning after 2 hr) for AA and A (with fee reduction)
 - Men's League: \$85/7, 120/9
 - NW Local: \$90
 - National Championship Sports: Same as SIYB Tournament fees? Kevin, let's use this as leverage to up our fees for other organizations. \$85 for 8U, up by \$5 for each successive age group.
 - Negotiating Committee Members: Kevin G., Kerry

Tabled until next meeting:

- 2024 training schedule and outline
 - Handed out draft schedule-tabled until next meeting
- Stipend for Lead Trainer Position-Tabled until next meeting
 - Job description/Roles & Responsibilities/funding level
- Stipend for Evaluator/per game and/or set fee?-Tabled until next meeting
- Budget for 2024
- **Next Meeting: Tuesday, December 4, 2023**

8:15 Adjourned