

IEBU/SBU Board Meeting Minutes

Tuesday, September 5, 2023

(Draft)

5:30 Gathering, snacks and socialization

6:00 Call to Order

Attending:

Kevin Wellington
Clark Cosby
Kevin Gawenit
Gary Teale
Efrain Rosadovelasquez
Frank Wintersteen
Rich Hobson

Guests:

Larry Randall
Rob Bartlett

Unable to Attend

Bob Francis
Kerry Kelly

Approval of Board meeting minutes for July 12, 2023.

Gary Teale moved that the minutes from the July 12th Meeting be approved. Frank Wintersteen seconded. Motion was approved unanimously.

Assignor's Report (Bob Francis/Kerry Kelly)

Fall schedule has been entered and we are starting to assign. IF you want to use a location or 2 for training we need to shore it up as the season is only 5 weeks long. All games are on Saturdays and Sundays. There are over 300 games!

There is a new Diversity training that everyone will need to complete next year on the WOA Central Hub. It will be included in the requirements to be certificated. It is about an hour long and there are quizzes on the information throughout the presentation.

AD's are starting to enter their games for next year and there are quite a few new AD's as well.

Once the season is over we will consolidate reports for the December meeting for the past season.

Last meeting I brought up the idea of paying a veteran a stipend (of like \$5 or whatever) when they work training games with 1 year (the 1st year ump would receive \$5 less to balance it out). Rich says that Basketball does it and can speak more about it tonight. I would suggest maybe we do that on Pony tournaments?

Hopefully we have another banner year of recruits that stick around as well!

Treasurer's Report (Rich Hobson)

- Rich reported that Brandon Harmon, Gonzaga University Associate Head Baseball Coach, has requested that the umpire fees for the 2024 4-week GU Summer Tournament be set at \$90.00/game. The motion to authorize Rich to finalize the contract with that fee amount was approved unanimously.
- Rich explained that the 2023 revenues are up from 2022(+\$101,083), due primarily to increased slots being assigned. However, expenses are also up over last year (+\$102,104), leaving the organization with a surplus slightly smaller than at the same time last year.
- Overall equity for the organization has increased by approximately \$3,120 over that last 12 month period.
- SBU continues to be fiscally stable.

Old Business

- Independent Contractor's Agreement (Lawyer Revised-see attached). There was considerable discussion around this document:
 - Operationally should the agreement be signed each year, or only once?
 - Rich questioned the overall enforceability of the agreement.
 - Eliminate section 10/Carpooling? Discussion-tabled until we confirm with a lawyer the implications of section 10.
 - Social media section needed?
 - The agreement will be reviewed at the next meeting.
 - It was moved to pay the attorney the \$430.00 charge for revising the agreement. Motion was approved unanimously
- Recruiting Plan Update (Gary)
 - RefSpokane Planning Meeting upcoming (September 19th)
 - Possible Strategies for fall:
 - i. Booths at local college job fairs
 - ii. Presentations at community organizations (Rotary, Lions, etc.)
 - iii. Presentations at school parent meetings
 - iv. Checking in with Intramural Directors
 - Survey to all 1st year umpires requesting feedback re 1st year experience
 - Re-contacting all non-responsive inquiries in 2023
- Mentoring Program Update (EZ)
 - Mentoring meeting has been scheduled for November
 - It was suggested that we include mentors at the trainers orientation so that they are consistent with the training philosophy
- Evaluation Program Discussion (Frank/Larry)
 - SBU Evaluation Program Elements (draft) shared with the group. To be discussed further at the next meeting.
 - Larry reported that he evaluated 17 umpires this year. He generally likes the current SBU form, but would like it if it was more user friendly and shareable.
 - Coordination between training and evaluation program will be essential in the future.

New Business

- Year-End Member Survey-Gary asked that board members bring to the next meeting questions to be included in the survey

- Clark requested payment of a \$500 scholarship to Rob Bartlett for attending umpire training camp. Motion approved unanimously.

Agenda Items for next meeting

- 2024 Contract-Rich requested a negotiating committee be established in October for:
 - SIYB
 - American Legion
 - Men's League
- 2024 training schedule and outline
- Stipend for Lead Trainer Position
 - Job description/Roles & Responsibilities/funding level
- Stipend for Evaluator/per game and/or set fee?

8:40 Adjourn