

The regular BOD meeting of the Arizona Soccer Association was called to order by President Randy Karg at 10:00 a.m. on Sunday, October 10, 2021.

BOD members present:

Randy Karg, President
Linda Corbett, Vice President
Dan Littlefield, Treasurer
Corbett Hess, Secretary
Joanna Maclean, Director of Tournaments
Collier Hill, Director of Leagues
Jason Hammonds, Director of Development
Liza Merrill, Member at Large
Steven Green, Sargent at Arms
Bob Roesner, District I South
Pat Dunham, District II
Chris Daigle, District IV
Holly Jones, District VII N
John McCafferty, District VII S

BOD Members Absent:

Anthony Sanchez, District I N
Don Hann, District III
Don Thomas, District V

Also present:

Todd Sergi, SRA
Rick Kelsey
Jon Ruzan

Motion: Approve minutes from previous meeting (Roesner/Jones).

Motion approved

Randy then introduced Brad Stinson whom he met 2 years ago just before the COVID shutdown occurred. Brad has worked with numerous corporations as well as US Youth, US Soccer, MLS and various NSA's.

His presentation focused on the structure of a Board of Directors, the appropriate interaction between BOD and CEO and other employees.

He will stress the Association's mission and vision. There may be changes to the Bylaws. ASA needs to "uncomplicate." Mr. Stinson also stressed that change may involve being vulnerable.

He would begin by interviewing all stake holders, possibly during a 2-day BOD retreat.

Mr. Stinson then signed off.

BOD members liked the plan as we believe our BOD needs to come together.

Motion: (Merrill/Corbett) Move forward with the plan.
Motion approved

Todd gave his report, indicating that numbers have not always been accurately reported as guest referees are added to the pool but are often only here in AZ for one weekend. Regional referee numbers are on the rise but 61% are under the age of 19 and 40% of the pool are new referees.

Todd also indicated that it is confusing when different events have different rules. Referee assignors need to know the rules of the event they are assigning. Using technology should be implemented.

Todd will check to see if reciprocity can be granted for 11-year-olds as AYSO allows them. US Soccer begins at 12.

This season has seen an increase in the number of referee abuse cases. How will we keep referees in a hostile working environment?

Pat inquired as to what happens when only one referee shows up with regard to payment. In addition, how are assignors getting paid?

Motion: (Hammonds/Maclean) If a coach is red-carded for abuse or assault towards an official, an automatic \$500 fine will be levied to the club.

Motion: (Corbett/Dunham) Table previous motion.
Motion passed

Suggestion that the discussion concerning this proposed fine should come up at the AGM.

Rick gave his CEO Report indicating that the leagues are scheduled and functioning even though there are issues with the officials as well as with gotsport on the referee side. Dolores is paying the referees using Game Officials. Luis is also helping with leagues.

Gotsport will be in for two days October 13 and 14 to work with ASA on all aspects of the system.

Transition from Rick to Jon Ruzan is going well. There has been some turnover in the office and that will need to be worked out. Jorge Reyes has replaced Garrett and has already introduced a Spanish language channel.

Interviews for a Member Services assistant are scheduled for the week of the 13th also.

Rick indicated that the first notification for the Annual General Meeting had already gone out. BOD members who wish to run either for their current position or for a different position should ensure their names are submitted soon.

It was noted that some BOD members feel there has been a layer of disfunction and do not see a place for themselves at the moment. Is there an option for nominations from the floor given COVID and its restrictions?

Rick expressed his appreciation for the opportunity to work with and for ASA over the past 10 years. He did feel that there had been some questions of integrity that were saddening and hurtful but felt that ASA's brand recognition was at an excellent level both regionally and nationally.

He asked the BOD not to undermine Jon, the staff or the organization.

There was discussion about dates for future BOD meetings. One suggestion was that a ZOOM meeting should take place once a month with an in-office meeting once a quarter.

Motion: (Corbett/Dunham) Executive Session
Motion Passed

Motion: (Corbett/Dunham) Leave Executive Session
Motion Passed

Motion: (Dunham/Jones) Adjourn meeting

Respectfully submitted,

Linda K. Corbett.