Referee Committee Minutes
April 8, 2020
7:30 PM EST

AGENDA

1. Welcome (Lyn)
    a. Call to Order – 7:32p EST
    b. Roll Call – *Ref Committee introduced themselves. Kris Thorsness and Derek Blazo absent.*
    c. Guest – *Lloyd McDonald, Chief USRowing Nationals*
    d. Staff – *Sarah McAuliff, Events Manager; Susan Smith, Interim CEO*
2. USRowing Update (Susan and Sarah)
    a. Update on Coronavirus –
        i. *Because of coronavirus, USRowing had to take some severe steps including laying off some employees and furloughing others. March, April, May, June are biggest months in terms of our membership; have had to cancel spring junior rowing series and championships. As soon as we canceled the regattas, we knew we would be in trouble for individual memberships – only signed up 25% of what would otherwise be normal. USRowing has applied for federal relief loans (DIDL and PPP which allows to bring back furloughed people and CARES) and those remaining at USRowing have taken significant salary cut. Domestic side of the house out of 21 staff, now has 7 left. Furloughed employees with CARES act can make almost 100% of their salary with unemployment versus keeping them part-time. Jules and James are furloughed because we have no events; we do have a commitment to the referees. Sarah is in events and she will oversee what Jules would have.*
        ii. *Those left are trying new things – webinars, virtual regattas (partnered with Rower's Choice), spring junior season virtual, Rower's Rewards (discounts at national retailers and weekly emails). Working on adding value to membership.*
        iii. *Hoping to get in summer racing, but we just don't know at this point. Will have to wait and see what state and local authorities say. Hoping we can host what was known as Club Nationals. Master's Nationals will not be in Oakland. We are looking at other venues and getting feedback from everybody, including the Referee Committee.*
        iv. *Trials as part of Nationals as of now, but it is our expectation that FISA will cancel MegaWorlds.*
    b. Update on USRowing CEO Search, General Staffing, etc.

i. *Staffing – Zimmer is still on staff on National Team side. Domestic staff – Susan Smith, Interim CEO, Sarah McAuliff (events), Traci Stocker and Samantha Wonderlin (membership), Brett Johnson (events), Chris Chase (youth rowing)*
ii. *CEO Search – Ongoing. Have the first candidates so Board is starting to interview. Search firm thinks this will all take about 6 months; maybe we'll have some clarity around June. Feel like we are about 2/3 of the way there.*

c. Update on Lightweight Initiative – *Looking at what we do with Club Nationals, if Trials doesn't happen, then perhaps increasing some junior rowing. Also are sensitive to how long the days would be. If we can expand the racing, we'll come back and ask about doubling up the jury. If we can do Clubs, there will be a lot of people who want to row. We need to staff appropriately.*
    i. *Lloyd spoke up and said he is very happy to hear Susan say she is committed to including the Chiefs in discussions from the beginning so things are set up properly.*

   We are still getting forms and have thousands who have registered as lightweights and USR is going through the audit process. If we have summer racing, we will try to incorporate lightweights. If we do virtual racing, we will incorporate lightweights again. Virtual racing is using ergs in one's home.

d. Other Items of Interest
    i. *Masters Regional Series has two events still on – NW and SE. Is there a timeline on a decision for these? Susan will have to get back to us on that. Trying to determine when they have to make a go-no go decision. Have to work with state and local authorities and each state is different.*
    ii. *Sarah said she is here to help and she's looking forward to working with the committee more.*
    iii. *Bob spoke up that some junior regattas are hoping to maybe reconstitute and run in June and be USRowing registered events. It would be useful if USR could check with referees before approving as a Registered regatta that there are referees available and willing. Susan said they have asked the insurer about insurance and she said USR has been assured by both insurance organizations that as long as the local authority has given approval, that regattas will be covered.*

3. Update on Nationals and Mega Trials (Lloyd/John/Sarah)
    a. *Lloyd said 'we are planning for what we know' and thinking about what we don't know. Had to defer one meeting because of James, but planning to speak with Sarah next week. 1) Most pressing is decision on Mega Trials. 2) Any changes made to the schedule, Lloyd and Mariah want to be part of, 3) want to participate in revising the regatta packet which needs to be corrected before the regatta. Have talked about how to augment volunteers at the regatta for things like driving launches, helping at control commission and weigh-ins. There won't be much of a trial run at the venue. With John Musial's help and the large number of local officials, we are hopeful.*

       John said he is on the trials side and is moving forward as if, but with the understanding that trials may go away. Therefore he is helping Lloyd and Mariah. Lloyd said regardless, he'd like John to help even if Trials do get dropped.

[Subsequently on 4/9/20, FISA announced that it is canceling 2020 World Sr, U23 and Jr Championships in Bled, SLO and will not be rescheduled. The World Masters Regatta in Linz-Ottensheim, AU, The 2020 World Rowing Beach Sprint Finals and Coastal Championships regattas in Oeiras, POR and the 2020 World Rowing Tour in American Samoa are cancelled on the planned dates but will be in 2021.]

4. Update of Masters' Nationals (Dee/Sarah) – *Oakland has told us they will not be able to host the event. Sarah is working on finding a new location. She will keep Dee, as Chief, and the committee in the loop on her progress. USR is looking at a new location in the East. 99% response to initial inquiry letter asking about participation with only 1 who has said they are not available. Will continue recruiting and communicating with jury as we know more.*
5. Areas of Focus for 2020
    a. IOP Rewrite (Kris) – *Kris is moving forward. About to send out list of deep dive topic teams.*
        i. *One area of deep dive is referee physical requirements to work which will require the lawyers so that topic will be on hold til there is budget for that.*
        ii. *New IOP has been posted to USR website and same is also posted in RefCorp.*
        iii. *There has not been an email yet to the corp saying there is a new IOP.*
        iv. *There is a new link in RefCorp showing requirements for each level.*
    b. 2020 Rule Books - *What is going on with 2020 Rule book mailing? Unknown.* ***ACTION****: Sarah to find out what the current status is on Rule book. Bob asked if we don't have the 2020 books, are we ok with the rank and file using the 2019 Rules? Howard said that the 2020 Rules are published on the website. Bob said it is a practical consideration that we should consider if we go back to racing.* ***ACTION****: If we are not printing new rulebooks, are the 2019 books appropriate for use.*
    c. Referee College Initiatives (Bob/Howard) – *Idea is to reach out to whole referee corp and say college is here. Sensitivity is to newest referees who won't be able to work at all this spring. Objective is to provide an opportunity to reach out to entire corp. Even reaching out to everyone, Howard has said he's gotten really positive feedback to the idea from some experienced and new refs. Dee said what she sees is storytelling of experiences can be very educational and can involve everyone. Practical point right now is figuring out a platform to use. Want to try to put out a communication via one or two channels that can go to whole national referee corp and give people an opportunity to check back in. We've lost the spring season, how can we maintain our connections? We need to make sure we don't lose our newest people and keep them engaged to get through this and hopefully get something positive out of it.*
    d. Selecting Chief/Deputy Chief for National Championships (Lyn) – *Lyn has no update. Derek was interested in helping. As much about how we are going to solicit and look at the process.*
6. Other Issues or Items for Discussion
    a. *Question about who is following up with candidates? Who is following up if someone applies online? Sarah said she is getting all Jules' emails. Not many emails from candidates or newer referees. She doesn't feel qualified to necessarily answer all the questions. Howard recommended sending the messages to the appropriate Regional Coordinator for response.*

b. *Who is answering RefCorp 'Ask Jules' questions? Jess said they are going to Mariah Foster to answer.*
c. *Was the Corp notified of Jules furlough and that Sarah is the new contact? Sarah will send a note to everyone.*

7. Review Committee Action Items from Previous Meetings – *updated status below.*
8. Next Meeting – May 13
9. Adjourn – 9:00p *Jess makes a motion to adjourn. Dee seconds. All in favor.*

ITEM 6

Action Items				
When?	*Who?*	*What?*	*Target Completion*	*Status?*
April 2020		*ACTION: If we are not printing new rulebooks, are the 2019 books appropriate for use?*		
April 2020	*Sarah*	*ACTION: Find out what the current status is on Rule book and report back to Lyn/committee.*	*May*	
April 2020	*Sarah*	*ACTION: Recover Emeritus pins from USRowing (Wik) to use.*		*Open*
February 2020	*Jules*	*ACTION: Provide a USRowing contact for any regatta where there isn't a staff person on-site re: lightweight protocol.*		*HOLD til Junior regattas resume*
February 2020	*Jules*	*ACTION: Jules will pursue viability of what he suggested regarding bringing in evaluators at National Championships*	*2021*	*HOLD til Sept 2020*
February 2020	*Jules*	*ACTION: Jules will provide a report of what has been completed in RefCorp in the past weeks and show what is on the docket at subsequent Ref Committee meetings*	*Ongoing*	*Sarah will share with committee (4.8.20)*
January 2020	*Lyn*	*ACTION: Add RefCorp items to be addressed to agenda*	*May 2020*	*Open*
February 2020	*Lyn & Howard*	*ACTION: Lyn & Howard will work on getting the Chief and Deputy solicitation and selection process set up to be used for 2021 Selection;*	*Before 2021 process begins (Sept 2020)*	*Open*
February 2020	*Lyn & Dee*	*ACTION: Update the process docs for naming Chiefs and Deputies for USRowing events and any other regional administrator is welcome to assist; Need process for selection of referees for national events in 2021 and beyond; For IOP define Chief duties, Deputy duties and a policy/plan for how we select these teams.*	*Before 2021 process begins (Sept 2020)*	*Open*
February 2020	*Howard*	*ACTION: Howard will begin some drafts of Regional Coordinator job descriptions and process outlines.*	*May 2020*	*Open*

January 2020		***ACTION**: Send a clarification note to all Emeritus members about the change of definition of Emeritus*		*Open / Hold*
January 2020	*All Coordinators*	***ACTION**: Check our Emeritus list for deceased members.*		*Open*
December 2019	*Lyn*	***ACTION**: Work with Jules to post our meeting times and participation information on website and also post in RefCorp*	*April*	*Open*
December 2019	*Jules*	***ACTION**: Get our old minutes posted and/or available through RefCorp.*	*Jan*	*Open*
December 2019	*Lyn*	***ACTION:** Set a meeting to decide what we want to do in 2020. What is a realistic task list for 2020? What are our priorities? Then create a roadmap for the year.*		*Open - Made priorities; need roadmap*
December 2019 / October 2020	*Bob?*	***ACTION**: Create materials for a topic next year (2021) on "Stopping a Race" because this is a shared responsibility between Starter and Referee*	*Nov 2020*	*Open*
November 2019	*Committee – Howard (?)*	***ACTION:** Decide next steps regarding Coastal Rules for U.S.; decide if rule change needed for 2021 Rule Book*	*August 2020*	*Open*
December – November 2019	*Elaine*	***ACTION:** Elaine should talk to regional reps about how to recognize retiring refs and what would be appropriate and appreciated. (Answer: a letter from USRowing; Note: this was created back when Julian retired but seems to have been lost including a very nice certificate and some accolades. Jules is not aware of anything. Eric will work with Elaine to try to recapture and bring something back to committee)*		*Open – in progress*
November 2019	*Terry / Mariah*	***ACTION:** Jules will check with RefCorp team to see what sort of living list can be utilized for Recycled gear notices.*		*Open*
November 2019	*Terry*	***ACTION**: Terry will bring recommendation regarding ref badge to January meeting*		*Open*
October 2019	*Jules /Terry*	***ACTION:** fix RefCorps so that every notice from RefCorp does not come from Jules*		*Open*
October 2019	~~*Jules*~~ *Sarah*	***ACTION:** Jules will send a notice to Referee Corp that new IOP is available on USRowing website. (With Board approval item and the struck half line on Emeritus from 12/6 meeting)*	*April*	*Open*
August 2019	*Jules*	***ACTION:** Jules check with other NGBs regarding which have separate policy documents from Rules or included. (Rules of Rowing has lots of non-rules)*		*Open - In progress*

August 2019	*Howard*	***ACTION:*** *Create a google form for IOP deep dive*		*Open*
May 2019	*Jules & Lyn (Chair)*	***ACTION:*** *Ask Patrick if Referees should be considered in Board discussions and we'd like to have a voice when issues affect us. (Lyn: He was not really in favor of this because we have a referee on the Board.)*		*For meeting with PM (5/01, 6/12, 7/17, 9/11, 10/09) Ongoing*
April 2019	*Jules & Lyn*	***ACTION:*** *Send out FISA Liaison nominating letter.*		*Open - MOVED to selection for 2020; (for this year Ron Chen is chairing the subcommittee to do 2020 FISA regatta selections)*
March 2019	*Jules*	***ACTION:*** *Jules send 'newsletter' with meeting notes.*		*Open*
March 2019	~~*Jules*~~ *John M.*	***ACTION:*** ~~*Jules get Emeritus pins from John and send them to Emeritus referees*~~*. Create an Emeritus pin and order them. Find out from John Wik what other certificates etc there are for retiring officials etc.*		*In progress as of 12/10/19*

COMPLETED TASKS

February 2020	*Jules*	***ACTION:*** *Jules will make a change in IOP regarding the USRowing Bylaws and appointing members of this committee and get it to Susan.*		*Complete*
February 2020	*Kris*	***ACTION:*** *Kris send summary to Jules for him to have CEO approve the IOP priorities. Kris copy whole committee on her email to Jules.*	*By Feb 26*	*Complete*
January 2020	*Dee/Derek Lyn / Bob Terry Jules*	***ACTION:*** *Dee and Derek coordinate the coordinator meeting on week of Jan 20 to review national juries; Terry will work on creating the regatta info to accompany selection; Lyn and Bob will work on ground rules; Jules will work on supporting data ASAP.*		*Complete*
January 2020	*All*	***ACTION:*** *Have a meeting on Jan 29 to review coordinator selections, eligibility of referees, jury requirements and then to construct juries.*	*Jan 29*	*Complete*
December 2019	*Howard*	***ACTION:*** *Provide True/False trivia questions rowing-related for White Flag/Red Flag game for clinicians in RefCorp*		*Complete*
December 2019	*Lyn*	***ACTION:*** *Committee Chair will send formal notice and send Emeritus letters to those who were voted.*	*End of Dec*	*Completed*

December 2019	*Terry*	***ACTION:** Terry will make a draft calendar of meetings for 2020. (Main is 2nd Weds of month and extra meeting*		*Complete*
December 2019	*Lyn*	***ACTION:** Committee chair will provide a recommendation of how to notify Emeritus referees.*		*Complete*
December 2019	*Lyn*	***ACTION:** Chair will notify those who were voted in Emeritus at Convention.*		*Complete*
December 2019	*Jess*	***ACTION:** Set up a clinic topic shared sheet in RefCorp to track ideas for 2021 and onward.*		*Complete*
October 2019	*Jules*	***ACTION**: Jules provide lightweight info to committee*		*Complete -See email from Jules 11/13/19*
October 2019	*Jules*	***ACTION:** Jules will forward lightweight task force report for committee to understand and review.*		*See email from Jules 11/13/19 - Complete*
August 2019	*Committee*	***ACTION:** Look at the list of Deep Dive items and let Kris Thorsness know what you'd like to work on*		*Complete*
February 2020	*Jules*	***ACTION**: Jules will follow with committee up on what communication has been done and is planned regarding the lightweight youth protocol*		*Complete*
November 2019	*Howard*	***ACTION:** Howard will proceed making changes to Indoor Rowing Rules document and will forward to Committee when completed (late Nov.) for vote.*		*Complete*
October 2019	*Committee*	***ACTION**: Select Rules clinic topic for 2020.*		*Complete 12/10.*
November 2019	*Dee*	***ACTION:** Dee will update Exec Session doc from 2019 for use at Convention.*		*Completed 12/6.*
October 2019	*Howard / Jules*	***ACTION**: Send rules clinic solicitation for topic to region and other coordinators. Select Rules clinic topic for 2020.*		*Completed Nov.*
October 2019	*Jules*	***ACTION**: Get proposed Rules changes up on website immediately.*		*Completed in Oct.*
September 2019	*Lyn*	***ACTION**: Determine additional time for Committee to meet at Convention.*		*Completed*
August 2019	*Howard*	***ACTION:** Check with Bob on Referee College items for Saturday*		*Completed*
August 2019	*Committee*	***ACTION:** Provide True/False trivia questions rowing-related for White Flag/Red Flag game*		*Completed*
August 2019	*Howard*	***ACTION:** Continue building out the project plan to move forward on Convention planning. Link below for all to monitor progress:* https://docs.google.com/document/d/11POnE5CfLwO-l1_zx_pFWaWHUZrzSOArBhsNz1sz09Y/edit?usp=sharing		*Completed*
April 2019	*Jules*	***ACTION:** Have RefCorps create a report of who is attending clinics and also one for the online clinics.*		*In Progress? Maybe done (12/10) (5/01, 6/12, 7/17, 10/9) – Complete*

April 2019	*Jules*	***ACTION:*** *Provide list of past recruiting events and upcoming.*		*Reported monthly – Ongoing - Complete*
March 2019	*Jules*	***ACTION:*** *Jules please work with the developers and report back how you can track the days and (what type of regatta days) we can revisit this item. [Using current definition of regatta day; what are we trying to measure? – to Deep Dive]*		*In progress - Complete*