Referee Committee Minutes - FINAL
August 31, 2022
7:30 PM EST

AGENDA

1. **Welcome (Lyn)**
    a. **Call to Order** – *7:31pm E*
    b. **Roll Call**
        i. Attendees – *Bob Appleyard, Dee McComb, Derek Blazo, Elaine Roden, Howard Meisner, Jess McAlear, Lyn Wylder, Mike Murphy, Terry Friel Portell*
        ii. Absent – *Eric Weir, Kris Thorsness*
        iii. Staff – *Jules Zane*
        iv. *Jules Zane started the recording of the meeting.*

2. **USRowing Update (Jules)**
    a. **Confidentiality Agreement Update** – *I sent everyone a written email update.*
    b. **Referee Apparel** – *In written email update.*
    c. **Referee Assistant Package Status** – *RegattaPrint will do fulfilment on that.*
    d. **Insurance FAQ** – *In written email update.*
    e. **Update on Annual Convention**
        i. *(Jules) We're working on an in-person convention. The timeline is Q1. We have not determined a location yet. The feedback from a vast majority of members was to be where the members are. That's a likely outcome.*
        ii. *(Terry) Does "where the people are" mean the Mid-Atlantic?*
        iii. *(Jules) Likely. Another important thing to mention was that Sarah and Events were supposed to take the lead on that, but now it's Brett and Education.*
    f. **Rule Changes**
        i. *(Howard) No reminder got sent out.*
        ii. *(Jules) Yeah, it didn't happen today.*
        iii. *(Derek) I think there was one that I wanted to submit, but forgot.*
        iv. *(Lyn) Do you want to extend it so that Derek and Terry have a chance?*
        v. *(Howard) No, the rules are the rules.*
        vi. *(Elaine) Do they have until midnight tonight?*
        vii. *(Dee) Midnight what, East Coast or Pacific?*
        viii. *(Jules) Pacific. We had a proposal that instead of weight classes, we should have height rules.*
        ix. *(Lyn) I can't wait to see us measure people.*

3. **EXECUTIVE SESSION to Update Items from Masters Nationals**
    a. *Elaine **MOVED** to go to Executive Session; seconded by Mike. All in favor. 7:38pm.*
    b. *Elaine **MOVED** to go out of Executive Session; seconded by Dee. All in favor. 8:37pm.*

4. **Referee Awards**
    a. **Julian Wolf, Jack Franklin and Mama Z** – *We have received at least one nomination for each category. The deadline is tomorrow.*
    b. **Longevity**
        i. *(Elaine) The decision was made to give the longevity awards to those still serving. I left it with Jules to talk with the vendor. We were having difficulty contacting NK.*
        ii. *(Jules) I met with NK at Masters Nationals. We had set aside the money to do that as a lump payment. The price that NK came back with was essentially to do the stop watches around $120. Normal price is $150. There are about 115 people. I met with Charlie from NK. I just need to get him a list of people, and then he can come back with an official quote. They don't have them on stock. He has to go to his team for a timeline. Charlie confirmed at Masters Nationals that they'd be open to rolling 10-15 watches per year as part of their sponsorship of USRowing. That part is settled. As for oars with text, I haven't heard back from RegattaPrint. There were 8 or 9 people that we were going to send that to. I don't think cost is the issue there.*
        iii. *(Lyn) I just want to make sure we spend that money before the end of the year, because I know how budgets get set.*
        iv. *(Terry) If the gift is an NK watch, and they already have an NK watch, do we have a plan?*
        v. *(Lyn) My plan was to donate mine to upcoming referees.*
        vi. *(Elaine) If they wanted to give it away, then they could.*

5. **Sub-Committee on Governance Update (Howard/Terry) –** *The committee continues to work on a survey. Monday night I sent everybody a copy of the latest version of the survey, plus a list of regattas that we intend to survey. We've reworked the survey since I sent it on Monday. There was a really good comment made at our committee meeting last night. We've reorganized the survey to make sure the questions we really want answered are up front. We're really close at this point. When we do send it out, we'll give people two weeks to complete it. We'll send a follow-up after one week. After the two-week deadline, Terry and I will follow up individually. We do intend to gather the data, analyze the data, and make the data available. That's where we're at on the survey. As soon as that goes out the door, we'll shift gears back to the job description for a dedicated referee resource on staff. I took the report of the 2021-2022 regattas from RefCorps, the way it does the formatting, is that it groups by region. When you look at what I sent it out, it's sorted by Chief. As we were picking, we were trying to make sure we weren't going to overburden somebody with like 18 regattas. Completely ignore what it says for region, because that doesn't sort properly. The ones we selected are highlighted in gold.*

6. **IOP Update (Howard)**
    a. *We had been going back and forth with Jules for some time because the committee had approved some things that we'd been wanting to get into the IOP. Rich is working towards a future where it's not going to be one manual, but it'll be individual policies, because it's easier to update individual policies than an entire manual. The result was to reorganize all the sections and relabel them with headings, so that it was clear what sections they went with, rather than one long string in a document. It made logical sense to me. If the committee likes it, fantastic; if not, no problem, we'll go back to the old format, and that'll be that.*
    b. *(Lyn) I will give you guys until the next meeting to look at it. If you have comments, send them to Howard.*
    c. *(Howard) All the content is still there. If you wanted to do a cross-reference, the headings have in parenthesis the previous header. I also sent it to John Walker, because the FISA section was very different in terms of formatting from the rest of the document. I need to make sure he's comfortable with it.*

7. **Nationals Update (Jules)**
    a. **Youths** – *Report received.*
    b. **Summer Nationals – Open/U23** – *Report received.*
    c. **Summer Nationals – U19** – *Waiting for report.*
    d. **Masters Nationals** – *Waiting for report.*

8. **RefCorps Update (Dee)**
    a. *(Dee) The data call is going to formatted the same as last year. It will show the participation of the membership in your region, together with the regattas that they did. Then there will be another report that will be in the Referee Committee side in your region that basically will show the individuals in your region, and there will be a grid of the number of regattas and NRRS and if they did the clinic. Also, anybody in your region who might have left your region and gone into another region, you won't see them. They will turn up in their new region. My question is, whether or not they needed to complete their annual clinic by midnight tonight in order to be compliant, or if they have until September 30th when the data call is due.*
    b. *(Howard) The year is September 1st – August 31st.*
    c. *(Terry) Didn't we offer an extension last year?*
    d. *(Howard) We produced a report for the data call year, and we produced a report for the month of September as well.*
    e. *(Dee) The data call report will be based on the Thinkific report and any in-person clinics that were conducted and registered on the clinic side.*
    f. *(Elaine) The cutoff is August 31st.*
    g. *(Lyn) Last year there weren't really any consequences.*
    h. *(Dee) That's going to have to be a separate discussion based on what Howard pointed out on the IOP. Jules, SafeSport and Background Checks, where are we in regard to importing that information?*
    i. *(Jules) The August report would come in, and then get uploaded. Mariah had sent me a spreadsheet that would be upload-able into the system. Rich and I met earlier today to discuss the best way to connect those data sets.*
    j. *(Howard) Is there a button for someone to push that says "submit my data call."*
    k. *(Jules) Yes. The request from the committee was that there should be a button.*

9. **Action Items (Jess)**
    a. **Make sure referees get paid** – *We discussed this. There were volume delays, but it should have been sorted out. If not, send Jules a message.*
    b. **General referee survey** – *Two years ago, we asked people if they wanted to work due to covid. We can use this with the event surveys to come up with budgets.*
    c. **Referee Awards** – *We discussed this.*
    d. **Apparel Store** – *May be going out tomorrow. I wrote about this in my email update. The feedback was that shipping was free if the order was over $150, or a flat $10.*

10. **Hold to September Meeting - Minimum Age to Referee**

11. **Hold to September Meeting – Selection of Chiefs and Deputies for 2023**

12. **Other Items or Issues for Discussion**
    a. **(Jules)** – *Having worked all day up until this meeting on Board prep material, I want to make sure that everyone reviews and has a chance to give feedback.*
    b. **(Lyn)** – *I believe not everyone has seen this.*
    c. **(Howard)** – *Right, I don't know if this is something to bring in front of the whole committee.*
    d. **(Lyn)** – *Basically there were three items. Goverance; Referee Education; & Ability to staff regattas. Howard just sent this to you via email. You can have input.*
    e. **(Howard)** – *Unfortunately I had this conversation with Rich last week, and he told me that, by the way, there's a Board meeting. He wanted some general content.*
    f. **(Derek)** – *I totally understand that. You could have sent us a message that day asking for input.*
    g. **(Lyn)** – *The purpose of this discussion came out of our talk with him about having representation on the Board. I don't know how much time Rich will have.*
    h. **(Jules)** – *It'll depend on what the Board jumps into. One thing that really changed, is that the Board is provided with the pre-read, then discusses specific concerns.*
    i. **(Lyn)** – *I don't think the Board has a clue or care about what we go through.*
    j. **(Jules)** – *A big part of what I'm going through is the argument that competition and the regatta program is the impetus for people to renew memberships.*
    k. **(Lyn)** – *I don't think the Board in the past has cared about referees.*
    l. **(Terry)** – *If they want to grow the sport, they have to care for the referees. Can we agree on the three bullet points? Do we need to have an email vote?*
    m. **(Lyn)** – *I think people need time to read it, and have until Friday to share comments.*
    n. **(Jules)** – *I need to check with Rich if that works. The deadline is Friday at noon for comments. Board meetings haven't been public in a while.*
    o. **(Lyn)** – *OK, everyone, get those comments to us quickly.*
    p. **(Terry)** – *Tom has started some Safety Committee. Margot who left and came back is running it. She said they needed someone from the Southeast, so I suggested Sam.*
    q. **(Jules)** – *I haven't had time to talk to Tom about this. Tom, being new to this job, I think is just reaching out for material that is already out there.*
    r. **(Terry)** – *I'm good with that, but he's not looping the referees into that. How many years have we talked about USRowing and not keeping the referees' perspective?*
    s. **(Jules)** – *The only email I got was from Margot in June and then Tuesday of last week. I just haven't had time to sit down and talk with him about it.*

13. **Next Meeting –**
    a. ~~**a.**~~ **Wednesday September 14 without Jules and Dee ~~or Thursday September 15 without Jules~~**
    b. **Wednesday October 5th or 12th**

14. Adjourn – ***MOTION*** *to Adjourn by Elaine; seconded by Dee. All in favor. 9:50pm.*

Referee Committee Action Items
August 31, 2022

When?	Who?	Item	Due Date	Status
Aug 2022	Comm Members	Review new IOP format & share input	9/14/22	In Progress
Aug 2022	Jules & Comm	Referee performance awards	9/30/22	In Progress
July 2022	Jules	Confirm and spread the word that the referee apparel store is open	8/31/22	In Progress
May 2022	Elaine & Jules	Referee longevity/service awards	8/31/22	In Progress
~~April 2022~~	~~Dee~~	~~Confirm final jury selection list with Jules~~	~~4/20/22~~	~~DONE~~
~~April 2022~~	~~Jules~~	~~Send out nationals juries notification~~	~~4/20/22~~	~~DONE~~
April 2022	Jules	Send out general survey to referees	5/31/22	In Progress
~~April 2022~~	~~Jules~~	~~Contact RegattaPrint about New Assistant packets~~	~~5/11/22~~	~~DONE~~
~~March 2022~~	~~Reg Coordinators~~	~~Select Nationals juries~~	~~4/13/22~~	~~DONE~~
~~March 2022~~	~~Comm Members~~	~~Share feedback on Nationals Survey~~	~~4/13/22~~	~~DONE~~