



## Board Meeting Notes

Lacey Fire Station – 1231 Franz St SE Lacey

January 05, 2025 @ 6:30 pm

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1. Call to order and introductions
  - a. Kyle Jones, Kate Green, Mike Brackett, Kirsten Brackett, Catherine Cregg, Dan Yourkoski, Carla Borgaard, Matt Johns, Kyle Greenwood, Meagan Edwards, Monica Wilhelm, Curt Gavigan, Sara Poprawski
2. Ref assignor fee increase Kyle G-
  - 10% assigning fee is not negotiable but the raise in ref fees is up for discussion
  - The hierarchy when assigning games is given to us by USF
  - The Assignors will be brought to the table of the created fee committee to negotiate 2-5% increases year over year using the state COLA and minimum wage as our measure. (As a 2 yr referee fee is currently locked the actual start time will depend on that date expiring)
  - Values that your Assignors bring to the table
    - Instructors for all local referee clinics
    - Operators of the Ridgestar Website, we manage and own the website used to assign referees - If our services are not utilized then this website is not going to be available for you to use along with its billing, access to the referees on it, ensure certification of officials (it automatically checks), tracks fee schedules, billing, match reports, scores, misconducts, and other important metrics to track growth and healthiness of the referee community
    - Mentors and Coaches at both the local and state level
    - Zoom training sessions and access to USSF, PRO, and FIFA training materials.
    - Referee retention year over year increase from our time in the Assignor Role and growth numerically of referees by 14-18% with 50% increase from 2020-2021
    - We take a long term view to growing a referee in their skills and abilities instead of short term coverage for 1 weekend
    - We have grown the referee coverage year over year
    - Connections for growth of our referees and have excellent standing with the State Referee Committee - The ceiling for our referees has never been higher (Kyle - Referee Coach, SYRA Interim, Regional; Devon - National AR, College Playoffs, Mentor/Instructor)
  - Connections to bring in the very best mentors, coaches, and training opportunities for our referees
  - Donation of our Time



- We take on extra roles then just covering games because we value the whole referee because we want to help you with this role - A healthy referee community as we focus on the relationships we build
- Referee Coverage has increased year over year:
  - Center Coverage TCYSA
    - 2021 75.19%
    - 2022 79.29%
    - 2023 88.95%
    - 2024 90.41%
  - AR TCYSA
    - 2021 53.57%
    - 2022 58.10%
    - 2023 66.49%
    - 2024 83.01%
  - Total of Rec + Comp (Center and AR)
    - 2021 78.32% 63.65%
    - 2022 82.06% 63.60%
    - 2023 90.60% 71.83%
    - 2024 91.61% 86.23%
- Iron Man pay increase according to several conversations with referees is also a key factor in
- Moving the goal posts in our goal of 90% coverage by opening up U8 matches to be assigned increased the total matches by roughly 400 matches, and yet our coverage numbers still went up thankfully due to an overall increase in referees able to cover games. However, the U8-U10 age groups are the lowest percentage covered along with out lying regions of Tenino and Rochester (though thanks to local leadership Rochester's coverage has also increased thankfully).
- Ideas to help outer lying regions (would love to collaborate together to make these happen):
  - They need to advertise and recruit their own local referees because they are the invested members of their community and know people there way better than anyone else on this board
  - They need to continue creating a positive environment for teams and youth to feel safe from harm (both players and referees)
  - Iron Man+ where the Center referee by themselves would get the Center Fee, AR1 Fee, and ½ of the AR2 Fee (or a combo of some sort) to incentivise more people to travel down there



- o Use the Yelm and Rochester Model to recruit and retain referees - their model is proving successful
- o The days of telling people where to go and what to do are no longer applicable due to the current TCYSA model of recruiting youth referees - Examples being Mike Brackett and Curt Gavigan's children who will refuse to work if they are forced to do a game and a position they don't want to do

#### **What will you lose?**

- Instructors for new referee clinics - we will not run clinics for the organization
- All of the positive momentum that has been gained over the past 3 years especially of referee coverage growth and skill growth - How many referee complaints from 1st year to now? Most referee complaints are about the same officials which we are adjusting what they are able to do and what growth they need to have
- Catherine and Devon's beneficial partnership of billing promptness and practices - goal is to start paying through direct deposit eventually and my personal goal is every 2 weeks instead of 4-6 weeks (depends on a lot of factors for referees to get paid)
- The highest level of learning and opportunities this local area has ever had in its history - Devon is a National Referee AR, Kyle is a State Referee Coach/SYRA
- Committee/Regional Referee/MASL and WISL Referee/D Level Soccer Coach, with our connections giving opportunities for College, Semi-Pro, and Professional Games locally and nationally
- Access to all of the training, mentoring, and subsequent materials that help make our local referees better which leads to a better product for you - QCSRA will no longer work with TCYSA for mentoring of referees since that money is coming from your game fees
- Access to Ridgestar/qcsra.org website -
  - o Assigning of referees,
  - o referee contact information database,
  - o avenue to paying referees,
  - o database of information regarding match details,
  - o match reports,
  - o misconduct reports,
  - o ability for teams and coaches to check on scores and misconducts issued, h) ratings of referees,
  - o referees ability to rate teams, coaches, and players
- The "without pay" roles and duties put in that are outside of the assignment process will be gone - Some assignors just post games and ask for them to get filled thus relying on sheer numbers of referees to get the matches filled

#### **Referee Fee Increases Options**



- All younger ages U8-U10 and U11-12 ARS will be agreed upon U13+ would be deferred to Fall 2025
- All ages will be phased in with ½ now and ½ in the fall 2025
- All ages will be phased in by ⅓ (Spring, Summer, and Fall) 2025

#### **TCYSA discussion**

- \$900 increase across the rec clubs for all 3 seasons for the assignor fees
- TCYSA ref coverage don't match what the ref assignors are reporting
- Ref assignors are getting closer to the targets set by TCYSA
- Kyle spoke of close to the same things that were discussed during the committee.
- We could put in a request in for clinics to be held in Thurston county and it would be assigned out.
- PSC not understanding what the issue is not just approving this.
- Clubs not happy about the threats about not allowing us to use QCRSA/Ridgestar not sure they can do that.

#### **Action Items:**

1. write updated/new contract
2. communicate with Kyle G about the sole communicator role (?)
3. communicate to Kyle G about the treatment of the increased referee rates
4. Find out conflict of interest with assignors both being on the QCRSA board
5. Find out if they do in fact have the ability to ban us from using Ridgestar

Motion for 10% increase and cutting ref increase into thirds – add language to contract can only ask for increase to go into effect for fall and the contract runs for 2 years before next increase.  
Meagan, second Kirsten. Olympia No

Good of the Game – adjourned 8:45pm