

April 27, 2025
Panhandle Soccer Referee Association (PSRA)
Website: <https://pensacolasoccerrefereesassociation.org/>

The PSRA April Board of Directors Business Meeting.

Schedule Time: 3:00 PM

The BOD membership is as follows:

President:	Scott Eckenrod
Vice-President:	Allen Cannon
Secretary:	Kamran Basharat
Treasurer:	David Werdung
Assignor:	John Brockman
Member-At-Large (1):	Logan Mercadante
Member-At-Large (2):	Mike Walter
Senior Member-At-Large:	Dave Docarmo

AGENDA (3 PM)

Transition issues

- PSRA business tied to personal information
 - Email option to improve transition efforts by key officers
- Address
 - There is still a requirement to maintain a non po box address in FL. What address do we want to use?
 - Currently Demo's (BoD was OK keeping Demo's address due to his offer allowing)

Financial

- Financial Reporting and total transparency (Jen's recommendation)
 - BoD agreed an accounting of referee revenue and expenses expected on a minimum frequency
 - Recommendation is to tie to tax season and year end meeting
- Utilization of Finance committee
 - Logan and Dave feedback
- Budget review for 25-26 (Dave)
 - Income Budget \$10,539
 - Expense Budget \$8,169.50
 - Year End Project Balance \$2,369.50
 - Use of new format without referee revenue and expenses
- Current surplus prior to July 1st? Expected surplus at end of next season (current + next season)
 - Current available to spend on non-budgeted items \$3,917.41
 - Next years projected balance above \$2,369.50
 - Projected available balance end of next season \$6,286.91
- New expenses approved by the BoD
 - Common email PSRA@pensacolasoccerrefereesassociation.org (plus utilization of officer specific aliases) \$133 (for first 3 years. Expected recurring costs year 4 ongoing approximately \$75-100 annually.
 - DocuSign for contracts and BoD signature required documents (Ex: Bylaws) expected \$150-200 annually.
 - In-Person meeting raffle gift cards \$200 (4 at \$50 each)

Website and email

- Adding email feature
 - 3 email (\$45/yr 1st 3 years prepaid, \$80/email ongoing or \$240/year in year 4)
- PSRA email addresses remove names
 - Review option of **one** email using aliases for separation of roles (done)
- Utilization of email in contracts

Survey

- Review of member feedback
- Discuss action items
 - Mentorship requests for informal feedback
 - Top ten items for mentors to review
 - Training topics
 - Committee under formation to prepare topics for upcoming season
 - Meetings
 - Integration of Inperson and Zoom with Inperson a priority
 - Pay cycle
 - Unfortunately FHSAA controls overall process
 - Pay upon receipt contracts expected to reduce cycle time slightly
 - Arbiter
 - Offer a basics training class during season
 - Members want more games
 - Assignment committee to review 2 week assignment cycle focusing on equity

Bylaws

- Beginning to add items to support potentially applying for non profit status in the future
 - General language cleanup
 - Adding a Sr Member at Large role
 - Modifying assignor pay to match contract language
 - Update timing conflicts in voting and nominations
 - Removal of referee discipline since repetitive to FHSAA process
 - Update definition of executive committee
 - Adding language and responsibilities currently norms in PSRA
 - Meeting requirements and frequencies updated for clarification (no changes to base expectations)
- All items reviewed and approved by the BoD (Docusing to follow 4/27/25 version). Any non title items bolded represent add/changes

Update to contract language

- Reapplication of local football and basketball associations
 - Removal of referee discipline language since FHSAA provides schools a process
 - Adding school responsibilities
 - Improve pay cycle by changing to pay upon receipt
 - Communication section to eliminate late night complaints
 - Introduction of new email aliases
 - AD and Bookkeeper signatures
- All items reviewed and approved by the BoD.

Potential New Roles

- Develop opportunities to expand member involvement
- Give support to key roles
- Integrate backup/learning roles
 - PCC assignor role and treasurer in training roles discussed and tabled for further refinement and review by membership

Meetings

- Add on to bylaw discussion
- Establishment of next year's meeting schedule (In person and virtual)
 - Scott and Alan to confirm and share with team
- Use of virtual meetings (VP to lead)
- In Person meeting raffle idea
 - 4 inperson, 2-4 zoom, Jan/Feb/Mar inperson
 - Schedule prior to season

Committees

- Identification of Chairs and members before season (not all today 😊)
 - Evaluation Committee
 - Doc Docarmo
 - Assignment Committee
 - Mike Walter
 - Recommendations Committee
 - Logan Mercadante
 - Grievance Committee
 - Thuan Vo
 - Training Committee (key to member involvement)
 - Allen Cannon Ex-Oficio
 - Luke
 - Rachel

PSRA Scholarship for Senior Boys

- Define scholarship for all (reco'ed subset) Senior Boys to apply for upto one \$1000 scholarship
- Fund raisers (focus on funds external to membership) balance between Bob Hemme and new
- Business & Sports organization donations
- Membership challenges

BoD approved concept (Scott to organize a special committee to define process)

AD communication to FHSAA and Christian Leagues

- New contract timeline
- Use of DocuSign (AD & Bookkeepers) cost estimate is \$150-200/year
- Schedule expectations
- Communication Expectations
- Pre Season State meeting requirements

Scott to organize an email for distribution before end of school year.

PCC contract changes work with john on meeting

- Meeting to share changes ahead of season
 - Scott and John B to setup a meeting with PCC
- Prices tied to 75% of FHSAA pricing

Member Social Event

- Pre season
- What and Where?? (tabled)

Referee pay

- Bylaws (~\$1500)
- Adjusting varsity fee from \$5 to \$4
 - This increases varsity positions pay by \$1 each

Any others....

PSRA Tshirts remaining (with Kam)

Neon Green

- 29 2XL
- 14 1XL
- 38 L
- 1 M

Yellow

- 26 2XL
- 8 1XL
- 17 L
- 16 M
- 20 S