



Meeting Title:	BAYS April 2020 Board Meeting
Date:	April 8, 2020
Time:	7:00 pm
Location:	VIRTUAL/ZOOM format
Facilitated by:	Tony Loftis
Notetaker:	Karen Young

* BAYS BOD in Attendance							
	Ken Abrahamsen	x	Waymond Eng	x	Ken Mattes	x	Jeff Smagula
	Al Antonitis	x	Gesse Faber	x	Ed McDonald		Steve Smoller
x	Michelle Barron	x	Kevin Glassman		Tony Mullin	x	Evelyn Somers
	Anthony Barry	x	David Gordon		Wendy Murphy	x	Terry Stone
x	Dan Bielenin	x	Thomas Greene		Neritan Mustafa	x	Richard Swallow
x	Katie Bigelow	x	Melissa Hart	x	Dick Penta	x	Ming Tang
x	Mary Bishop	x	Toby Hawkes		Peter Pereira	x	Logan Thomison
	Sid Bloom		Mike Hazeltine	x	Mark Plecinoga	x	Patricia Trumm
x	Michael Calnan		Heather Hsu	x	Teresa Prego	x	Don Wendt
x	Anthony Capela	x	Charlie Hurwitch	x	Ted Ritchie		Jennifer Whelan
x	Tara Capobianco	x	Claudette Kokolski		Mary Jane Scofield	x	Reg Wilcox
	Joe D'Amico	x	Tony Loftis	x	Joe Seidel		Dick Williams
x	David Dalrymple	x	Melissa Maling	x	Iain Shipperd	x	Karen Young
x	Peter DeNatale						
GUESTS		x	Mark Leonard	x	Phi Nguyen	x	Scott Baetz
		x	Mike Borislow				

Motions This Meeting	Passed	Not Passed
Motion made by Ken Mattes and seconded by David Dalrymple to name Gesse Faber and Mark Plecinoga co-referee directors for BAYS	X	
Motion made by Ken Mattes and seconded by Melissa Hart to add Don Wendt to BAYS Board	X	
Motion made by Peter D. and seconded by Dick P. to accept the March 4, 2020 minutes	X	
Motion made by Peter D. and seconded by Charlie to approve the policy laid out by Charlie regarding refunding Towns 75% of team registration fees paid, should the season, or portion of the season, be canceled.	X	



Agenda items	Speaker	Notes
Call to order	Tony	Meeting was held over Zoom, set up by Reg Wilcox. Tony opened the meeting at 7:00pm by welcoming the 100+ attendees in the “room”.
Welcome new board members	Tony	<p>Gesse Faber and Mark Plecinoga asked to introduce/give respective soccer backgrounds, both did so, motions made to name them co-referee directors, both votes carried.</p> <p>Don Wendt from Framingham asked to introduce himself, provide soccer background; Don did so, motion made to add him to the BAYS BOD, vote carried.</p>
Acceptance of March 2020 BOD Meeting Minutes	Peter D. Dick Penta	<p>Pointed out that he had made amendments</p> <p>Pointed out that Joe Siedel was at the March meeting</p> <p>Motion made to accept minutes; vote carried</p>
Review of March telephone meeting with BOD and Presidents	Tony Tony Dave Gordon Tony	<p>Due to the pandemic caused by the outbreak of COVID-19, BAYS held a telephone meeting two weeks ago for the club presidents; Tony re-capped what decisions had been made either during the meeting or through further correspondence with BAYS Presidents/Board members</p> <p>BAYS mission: put as many kids on field in safe and fun environment May 2 possible first game, with April 25 as a rain out/ makeup game BAYS will not participate in MTOC HS goes forward Last game would be no later than June 27 Anything less than a five-game season would not make sense to most Towns. Then Tony commented that since that meeting only two weeks ago, a LOT has happened. He also reminded us that for BAYS to go forward, five criteria must be met:</p> <ol style="list-style-type: none"> 1. Schools need to be open 2. We would need to be in compliance with CDC guidelines and MA Dept of Health 3. Massachusetts Youth Soccer on board 4. Federal and state authorities allow 5. MIAA – controls high school sports on board <p>A discussion followed. Some key points:</p> <p>Look at behavior of professional sports; what happens if one person within system tests positive? We all want what is best for our kids. We have a plan. We need to be ready to go forward, but we need to be prepared for a canceled season. Towns/teams may drop regardless of what BAYS or anyone else does. We need to be ready for that.</p> <p>Assuming May 16 is BAYS’ day to go forward with the season or not, let’s shift to financial considerations...will Towns get refund?</p> <p>Tony responded that we would discuss this during Charlie’s time but did mention that we need to set a baseline for our strategic goal and also make sure that BAYS is well-funded through 2021 due to the possibility that Fall soccer is also in jeopardy.</p>



	Tara C (Bedford)	Timing is important; Tara believes that there is the imminent reality that the governor will push back the start of school until late May;
	Tony	If schools are canceled, BAYS won't wait until May 16; at that point, the decision would be made for BAYS essentially.
	Henry Garcia	Let's think of ways to keep kids active with soccer while practicing social distancing. Keep it alive and keep it fun.
	Evelyn	Should we give Towns a five-week refund (policy discussed in Treasurer's section of minutes) NOW and then if the season is canceled, give the remainder refund?
	All	Dave Gordon suggested that we form a committee to discuss how this fall season might differ from previous seasons, especially clubs might have to open registration and start tryout later than normal.
Treasurer's Report	Charlie	See Charlie's presentation, which he screen shared over Zoom Discussion about figures; Charlie proposed that BAYS retain 25% of fees that Towns have paid in order to cover costs already paid or will be paid; also mentioned that we need to consider planning for worst case scenario of Fall season not happening
	Peter D.	The question of the two BAYS' employees' salaries arose; Peter D. suggested that Evelyn and David, the two employees, remove themselves from this portion of the meeting. Evelyn and David left the meeting.
	Charlie	David's salary not factored into Spring budget because we don't need registrar for spring (if season does not go forward, which is likely); For Evelyn, however, salary kept in budget because she is going to be working through June; We pay Evelyn as she is basically the chief operations officer; If you let go of a person's salary who is going to do the work? For \$2300 month, she is a bargain.
	Peter D.	Evelyn has already done work; still going to be doing it; keep paying Evelyn; With respect to David, however, we don't need him; We can save the \$7,000 this season Suggested Motion: Peter: no salary for David; keep Evelyn's, no t-shirts; and 75 % goes forward. A discussion followed, in which many attendees voiced support for paying David, for example:
	Carolyn So. End	If you don't pay them, who is going to do the work? What about fall?
	Charlie	David won't be working this Spring.
	Rich P.	Disagreed that David won't be working and argues that he is doing other work: Registrar for MTOC; MYS; registrations; helping affiliations; earning money now
	Melissa H.	Hasn't he done some work? We should retain him. Can we afford this? Whether or not he does the work; if we can afford it, it is the right thing to do.
	William K	You're going to make him want to leave
	Mark L.	Pay them both; sorted out the costs



	Gesse	Town registrars do a lot of work before season starts; imagine David must have done work for this season;
	Peter D.	No justification for paying David; he is not doing any work; made motion to suspend David's pay for Spring; there was no second of the motion.
	Teresa	We did not consider payment in light of a pandemic; is there a furlough pay? Reduced pay? For the future (were this to happen again)
	Charlie	Charlie explained policy regarding BAYS' retention of 25% of the fees that Towns have paid for all unscheduled games; We need to have one year's operational amount (\$220,000) in the bank.
	Evelyn	Doesn't want to lose sight of partial refund; at least towns could have something; Also, we should talk about timing of registration technically, towns have deadlines in May; BAYS could push out registration; not a lot of wiggle room; let's table; maybe we will know better in a couple of weeks.
	Charlie	We're going to know soon; let's just cut the one check/one refund; if there is a town that is struggling; let BAYS know.
	Peter	Let's approve refund policy tonight; if we know something in the next two weeks; we have a policy; if in two weeks we still don't have announcement; have another meeting.
	Callum	Let's vote now to return 75 % to clubs should the season be canceled.
	Peter D.	Peter made a motion and Charlie seconded it to approve the policy laid out by Charlie regarding refunding the Towns 75% of the fees paid should the season be canceled. Vote carried.
Mass Youth Update	Mike Borislów (MYS)	<p>Is Mass Youth going to refund? Policy MYS: registrations for Spring (players only) will be refunded; any added players for SPRING; if schedule is canceled by league; MYS having if/then discussions: interesting; discussing if players could be covered through August 31.</p> <p>Made distinction: BAYS does not have to cancel the season. Only US Soccer can cancel the season. BAYS may cancel its schedule. Youth soccer, however, may go forward, even if it does not start until June 1st. Perhaps the season might be extended through August. Kids may have opportunities to play friendly games, have tryouts, practices. depending on schools, orders, Pub health, governor, if it appears that leagues decide to cancel schedule; soccer schedule can start June 1st, extend to August 31; lot of kids want to play friendlies, practices; tryouts; Organization can still continue with soccer play once MYS gets clearance. A lot of towns are saying permits won't be until June 1st.</p> <p>Registration; still working; have furloughed some people; looking at refunding; difficult process;</p>
	Peter D.	Thanked Mike for the distinction of canceling schedule vs season; asked Mike to look again; redouble your efforts to give partial refund for Fall kids/registrations as well Spring;
Registrar's Report	David D.	See Registrar's Report sent via email from David to BOD; David highlighted that Registrars should print credentials in PDF form.
Leagues Committee Report	Dick P.	Mike B already commented that the earliest opening would be the weekend of May 8/10 and that Mass Youth would provide a full affiliation refund for those new spring players that had not yet participated in any soccer activities yet. Other items at the LC meeting



		discussed for those having Insurance through June 30th contact Rachel Woo by e mail to extend through August 31st if needed. One needs to start thinking of Soccer Summer Camps, which may have different pricing costs, and also about having Fall Tryouts. The LC has asked all League Presidents to poll their clubs on MTOC participation, what their League policy will be on Refunds/Credits and report the findings for this Saturday April 11th meeting. Tony stated that the LC would be discussing whether or not MTOC should be scheduled at this same meeting.
Rules Committee	Dick P.	No new items. With David now feeling better and back, the Playing Rules and Regulations and BAYS Bylaws approved at the March General Placement Meeting can now be posted on the website by him.
Computer Committee Update	Evelyn	Working on paying referees who have not W-9 and all proper paperwork; hundreds of new referees; working to get them in line with payment vendor and attestation of certification; improving invoicing, working on website
Referee Updates	Gesse and Mark	Forming new bond between the new referee directors, working with Evelyn on data system issues, reviewing referee report, working with MSRC, who agreed to run courses closer to local towns, added online courses due to COVID-19, started groups chats amongst assignors, blog, started Facebook group
Other business	Peter D.	Why do some board members get to see finances and others don't? It's a constitutional problem. The treasurer has no more authority than any other board member with respect to seeing financial information. Specifically, wants to see the breakdown of spending with Baumann and Baumann.
		Referenced an email that he sent out to BOD earlier tonight: when I was on the governance committee, I routinely pushed back during the approval of the audit spending. I was told to "Trust but verify". There is no reason that a small finance committee has access but not the Board. I only ask important questions, I was told to trust Dick, but that was not good enough for me. I have never asked inappropriate questions. I put the damn budget together. The Board needs to be aware of what is going on...that is how we got into trouble in the past.
	Charlie	Voiced concern over sharing sensitive financial information; Charlie opposes emailing a large group town specific or transaction level financial data, but supports sharing spending and other financial detail in a BAYS meeting, with the exception of town / club specific data unless there is a serious issue that needs to be discussed with the BOD. Charlie also opposes giving Peter his own access to QuickBooks, as he is not part of the Finance Committee. So it's either all BOD would get access or not. No special treatment for one at-large BOD member over another. Shared a QuickBooks excerpt of money paid to Baumann and Baumann.
	Many	There was a heated discussion both over the audio in Zoom as well as in the chat portion, Some suggested tabling the matter. Some wanted the meeting to end because it was after 9:40pm. Eventually, it was decided that Teresa would put together a survey monkey to get feedback from Presidents about their feeling on what information should be made public to the entire Board.
Next Steps/Action Items		Plan for five-week season, knowing that is more than likely that Governor will cancel schools within the next two weeks, thereby nullifying our season. Plan to watch for this and meet again as news like this develops.
Adjourn	Tony	Meeting Adjourned 9:47pm