

IPFO Board Meeting Agenda

January 14, 2018

Financial Review - 2017

Financial Highlights

Season Review - 2017

Operations Highlights

Post-Season Assignments

Recruitment & Retention

Operations Forecast - 2018

Board of Directors

2018 Association Meeting



Financial Review

2017

- 2017 – Year Ending Checking Account Balance - **\$4,412.32**
 - No outstanding expenses
 - Radios are now owned by IPFO
 - 2018 Arbiter license fee has been paid
- Income - Gross
 - **2017: \$25,765.50**
 - 2016: \$24,773.75
 - Difference: \$991.75 (4%)
- Expenses
 - **2017: \$23,213.35**
 - 2016: \$27,086.63
 - Difference: **\$3,873.28 (-14.3%)**
- 2017 Total NET Income: **\$2,127.15**
 - \$2,552.15 will be taxable
- 2017 Tax Liability Estimate - **\$944.00**

Season Review

2017 Operations – Games Assigned

- 159 Officials
 - (+2) More than 2016 - 157 officials
 - (146) Maximum number of officials available for varsity (includes ECO's) at the end of the year.
 - Challenges in scheduling due to job changes, minor injuries, school cross-offs.
- 546 games assigned through the Regional Finals
 - 8 more than 2016 - 538 games
 - IPFO requested assistance from Metrolina – 2 games
 - IPFO provided assistance to Western Carolina – 2 games; Metrolina – 2 games

Season Review

2017 Operations

- Radio Program
 - Radios were supplied to 22 Referees and all Technical Advisers before the season.
 - The radios are now the property of the Association.
 - Radios have been gifted to the Association since the rental cost has now reached the purchase price of the units.
 - We don't appear to be using this equipment to its' full potential. The experiment appears to be somewhat of a bust.
- Gastonia Administrator Change
 - Stan Walker replaces Steve Culbertson.
- Mooresville Administrator Change
 - Alex Wisecup replaces Dean Burgess.
- Shortage of Officials (will be addressed in depth later)
 - Due to various reasons, there was a shortage of officials by season's end.
 - Technical Advisers were assigned as clock operators in order to prevent game reassignments to other Associations.

Pre-Post Season Assigning

2017 Operations

- 2017 Championship Crew
 - Referee – Jim Coleman
 - Umpire – Richard Harris
 - Linesman – Clay Carver
 - Line Judge – Jerry Henthorne
 - Side Judge – Tim Trivette
 - Field Judge – John McGill
 - Back Judge – Michael Wilson
- 2017 East – West Game
 - Head Linesman- Garland Baker
- 2017 Post Season Assignments
 - 26 Playoff games excluding the Championship (2016 / 29 / -3)
 - 12 - First Round (-5)
 - 5 first round byes
 - 9 - Second Round (+2)
 - 3 - Third Round
 - 2 - Fourth Round

Recruitment & Retention

- This is a generational issue.
 - Reasons for starting an officiating avocation don't seem to apply today as they did several years ago.
 - Societal changes affect officiating recruitment.
 - YouTube videos of officials being accosted.
 - Coaches and fans expecting perfection from officials.
 - More activities to choose from when looking for a spare time hobby or avocation.
- If action isn't addressed in the near term:
 - Schools may be reassigned by the NCHSAA to another Association thus reducing the number of games available to us.
 - Crews will be reduced to working in four-man units.
 - More extensive travel will be necessary for JV games.

Year End Varsity Roster

2017 Personnel

This table represents the number of active **varsity** officials that worked “on-field” games at the end of the season (138) and the decade that they were born. Clock operators and JV only officials are not included in this number, nor are the officials that left during the season. **NCHSAA Average Age for Football Officials: 50 (1960’s)**

Clinic	1940's	1950's	1960's	1970's	1980's	1990's
Boone - 26	0	5 (19%)	7 (27%)	4 (15%)	6 (23%)	4 (15%)
Bi-County - 28	0	6 (21%)	14 (50%)	5 (18%)	2 (7%)	1 (4%)
Gastonia - 29	2 (7%)	14 (48%)	9 (31%)	1 (3%)	3 (10%)	0
Hickory - 32	0	11 (34%)	7 (22%)	4 (12%)	8 (25%)	2 (6%)
Morganton - 17	1 (6%)	3 (18%)	9 (53%)	4 (23%)	0	0
Mooresville - 6	0	1 (17%)	1 (17%)	4 (66%)	0	0
IPFO Total	3	40	47	22	19	7
Percentage	2%	29%	34%	16%	14%	5%

2018 Known Departures

- **14 varsity officials (Approx. 10%) that were “on the books” at the beginning of the 2017 season that will not return in 2018.**
- Burgess, Jim (Gastonia - Retire)
- Burks, Morgan (Boone - Relocating)
- Carr, Chris (Boone - Relocated)
- Caudill, Mike (Hickory – Retire)
- Culbertson, Scott (Gastonia - Job Conflict)
- Culbertson, Steve (Gastonia - Retire)
- Curfman, Chris (Gastonia - Retire)
- Deas, John (Boone - Retire)
- *Donoghue, Patrick (Boone - Injury Recovery)
- Hassler, Reggie (Boone - Retire)
- Hicks, Chad (Boone – Family)
- *Smith, Richard (Morganton - Job Conflict)
- Tucker, Kenneth (Mooresville - Resigned)
- *Walters, Michael (Boone - Relocating)

Discussion Considerations

- Develop Recruitment & Retention Committee
 - Staffing must include:
 - Younger officials that can relate to younger prospects and recognize recruitment opportunities.
 - A representative from each clinic location.
 - The committee must have interaction with the local Administrator.
- Open Discussion
 - Only suggest only what we can control. Game fee hikes are not within our purview.
 - What ever is implemented must be ongoing and not dropped after a short period of time. It must be knitted into the fabric of our Association and become a fixture each year.
 - This may cause a change in culture at the local level. Veteran officials will need to be tolerant since an influx of new officials will result in mistakes on the field and possibly fewer, lower-level games.
 - Additional Questions:
 - Are games assigned appropriately at the local level so new officials get the experience they need and the monies necessary to recoup their initial uniform costs?
 - Are changes needed in the way I manage the Association? How can RSO assist?
 - **Let's have your thoughts!**

Season Forecast

2018 Operations

- Board of Directors
 - School Representation
 - Marc Payne will retire from Ashe Co. in February.
 - 2018 Term Expirations
 - Don Huckabee - North/West Region (Boone, Morganton, Bi-County)
 - Todd Fowler - South/East Region (Statesville, Hickory, Gastonia)
 - Review Board to serve as selection committee for nomination of new Board members
- 2018 Association Meeting
 - Plan to conduct meeting indoors this year.
 - No date as of yet. Are there preferences?

Questions?

- Any other new business or matters to bring before the group?

