



Referee Committee
Meeting at the Annual Convention
Philadelphia, Pa.
December 4-5, 2015
Minutes

Attendance:

Referee Committee:

Tom Fuller – Co-Chair
Chris Lang – Co-Chair
Ruth Macnamara – Vice Chair, Secretary
John Musial – Regional Coordinator
Marcus McElhenney – Athlete Representative

Regional Coordinators:

John Musial, MA – Regional Coordinator to Committee
Jorge Salas, SE
Roger Frederick, MW
Howard Meisner, NE
Dee McComb, NW
Mike Rosenbaum, SW

USRowing:

John Wik – Director of Referee Programs

Guests:

See List of Attendees at end of the Minutes
December 4, 2015 Open Session

1) Welcome - Fuller / Lang

Tom Fuller called the meeting to order at 8:30am. The Referee Committee Members and Regional Coordinators introduced themselves to the group of attendees. Tom welcomed, Board Member, Gary Caldwell.

Self-introductions were made throughout the group in attendance.

Tom presented Awards to:

Chris Lang – Tom recognized Chris' 9 years of service as the At-Large Representative to the Committee and Co-Chair this past year. Thank you so much for your service. We look forward to you rejoining us in 3 years.

Roger Frederick – Roger is retiring as the Regional Representative/Coordinator from the MW Region after 8 years of service. Congratulations. Thank you for your service to the MW and serving as the Regional Coordinator Representative to the Referee Committee during your term.

Lloyd McDonald – (absent) Lloyd was an exceptionally good representative for the SW and one of the most active referees we have. Tom asked Roger to present Lloyd's award to him at a future time.

Thank you Chris, Roger and Lloyd.

2) FISA Report - Jean Reilly, Appointed FISA Liaison to the Committee (Attachment 1)

FISA Nomination Process Change in IOP

Jean presented the attached FISA report and made a motion to approve. Tom Fuller 2nd the motion.

At 8:45am Tom suggested we move to Executive Session for discussion. The FISA Sub Committee was invited to join the Referee Committee and the Regional Coordinators for the Executive Session. (Jean Reilly, Kris Grudt and Bob Appleyard Represented the FISA Sub-Committee in Executive Session)

The Committee exited Executive Session at 9:10am.

FISA Applicants and Candidates

Tom Fuller made a motion that John McKenna be moved from FISA Applicant to Candidate. Motion was 2nd. All in favor. Passed 5-0

Action: Report to the Board the Committee's recommendation to move John McKenna from FISA Applicant to FISA Candidate to sit for the FISA test in 2016.

Tom Fuller made a motion that Tiffany Knapp be moved from FISA Prospect to FISA Applicant. Motion was 2nd. All in favor. Passed 5-0.

Action: Report to the Board the Committee's recommendation to Move Tiffany Knapp from FISA Prospect to FISA Applicant.

FISA Exchange Program - Dee provided Jean with new dates for the NW Youth Championship which is part of the exchange program. Jean also indicated that new

countries were just added to the exchange program; Denmark recently sent a request for an exchange and Sweden sent an email to John Wik.

Tom Fuller made a motion to adopt Appendix 55-B ([part of Attachment 1](#)); Nomination Process for US FISA Umpires - as presented. Motion was 2nd. All in favor. Passed 5-0.

3) Referee Program Updates/Activities - John Wik

a. Elections

- At large Referee Committee: (January 1, 2016)
 - Terry Friel Portell
 - Tom Mannle
 - Scott Woodworth
- MW Regional Coordinator: (March 1, 2016)
 - Derek Blazo
 - Mark Maffei
- MA Regional Coordinator: (March 1, 2016)
 - John Musial
- MW Regional Representative to the Board of Directors
 - William Donohoe
 - Frances Mennone
- MA Regional Representative to the Board of Directors
 - John David Franklin
 - Joe Manion
- Female VP to the Board of Directors
 - Erin O'Connell
- Male VP to the Board of Directors
 - Jim Dietz

b. Statistics

- Candidates/Assistants/Full:

<u>Region</u>	<u>Licensed</u>	<u>Candidates</u>	<u>New Asst.</u>	<u>New Full</u>
MA	165	44	15	9
MW	102	22	9	1
NE	67	41	8	5
NW	34	5	3	0
SE	98	31	5	3
SW	49	6	4	1
TOTALS	515	149	44	18

- Referee Days worked - ([Attachment 2](#))

452 USRowing Referees registered as having worked a total of 5,058 days or roughly 45,523 hours.

Discussion ensued how to interpret the data. Can we distinguish how many referees worked non-registered regattas? Howard said it would take some changes in the RDS to track that.

Rachel Le Mieux asked how many regattas are one day regattas vs. multi-day. It would be nice to be able to track those numbers. The results and numbers would play into her presentation this afternoon regarding referee safety.

c. Referee Program Budget – John Wik ([Attachment 3](#))

October Budget - on track for end of year. We are still waiting to hear about NCAA Grant.

d. Programing - Recruitment/Training/Retention/Evaluation

1) Recruitment

We need to continue to focus on better ways to recruit new candidates and keep them engaged in the process of becoming an assistant referee.

2) Referee College – sign up in the RDS

January / February - Basic referee college, Sarasota:

On-the-Water Training – We are canceling the January college and only holding the February one! Cheryl is in the process of notifying those who signed up for the January College.

3) December - Advanced College Philadelphia, PA

Scenarios, Using Reverse Learning (Adult Learning)

Please wear your referee jackets while at the Convention. Over 100 referees have signed up to be at the Convention. That is a record. We would like to show our numbers by wearing our Referee Blazers.

4) On Referee Training Manual on RDS (available 2016)

- Candidate Training / Refresher- Mentor/Candidate Program (Beta Test)-Wik, Macnamara, Appleyard

- After Action Report - ([Attachment 4](#))

- Results, Outcome, and Potential On-Line Training

13 candidates and 3 assistant referees were invited to participate in the Beta Testing group for the mentoring program. The results showed the program to be ineffective for the step from Candidate to Assistant Referee. It took too much time; real life issues got in the way; and it was difficult to engage the Candidates through the on-line training process. USRowing is not going to move forward with this program for

the purposes of training Candidates to Assistants. We will continue to focus more on the traditional one-on-one training.

5) Referee Evaluations - Howard Meisner ([Attachment 5](#))

-Proposing that referees should be told their average score for each of the categories; the number of clinicians that rate them; and the quartile that they fall into regionally.

-Data that shows our evaluation system, without stronger guidelines for how to evaluate referees, is skewing the evaluations in ways that are unexpected. Some suggested ideas on the guidelines for the committee to consider.

Open Discussion

Rachel Le Mieux made the following suggestions:

- Add the opportunity for referees to self-evaluate;
- Have the Chief Referee or his/her delegate rate those working at a regatta;
- Create a rating form for fully licensed referee; much like the assistant referee one.
- To help share the workload of notifying referees of their results, assign clinicians in those regions to give them their feedback and further mentoring as needed.

John Wik – those suggestions tie into the mentoring program.

Tom Mannle – is your timeline realistic?

Terry Freil Portell – who is the working group?

Howard Meisner – we don't have one?

Tom Fuller – we will have one soon.

John Musial – We have to come up with something to share with the clinicians on how to rate. We need to be providing consistent feedback. The rating of a 9 in one region might be a 7 in another.

John Wik –We have to train clinicians properly.

Chris Lang – This goes a little further. If someone is substandard, “non-responsive to training”, we need to have a way to show them to the door.

Question from the attendees – Are the clinicians currently rating referees at specific positions or specific regattas?

John Wik - NO.

Rich Dougert – self evaluations. As a clinician, I would like to see a self-evaluation of those referees I evaluate. Rich feels he can have a more realistic approach to mentoring a referee if he can see how they feel about their own performance.

Tom Mannle – currently evaluation results are not shared.

Marcus made a Motion to form a sub-committee to work on Referee Evaluations;

Tom Fuller added that the sub-committee would include Mike Rosenbaum and Bob Appleyard. Ruth Macnamara 2nd the Motion. Discussion

Bob Appleyard responded that you, the Referee Committee, is our leadership. The Committee should sit down and work on this first. Once the Committee has defined the process and goals, then establish a sub-committee to implement what you believe needs to be accomplished. The Committee already has excellent suggestions on process and goals; Howard Meisner has just presented them.

John Musial – We, as a Committee, need to regroup and prioritize what we want to accomplish in 2016.

Marcus made a new Motion: The Committee will meet during the month of December to develop a series of bullet points and goals to provide to the Referee Evaluations working group. The Committee will appoint members to the working group to include Mike Rosenbaum and others. The working group will consult with Bob Appleyard. Ruth 2nd. All in favor 5-0.

ACTION: The Committee will set-up a Meeting in December and outline the Process and Goals of the Referee Evaluations Working Group and Nominate a Chair and additional working members to include consultation from Bob Appleyard. Mike Rosenbaum and Chris Lang were identified as potential members of this subcommittee.

e. SafeSport - Year in Review

- 1) Three cases were taken through the process. USRowing used external investigators. All cases have been resolved. There are no Referee SafeSport complaints currently pending.
- 2) When do we re-up? The SafeSport policy requires a re-certification every 2 years. The program started in 2014. All Referees will need to re-certify both the NCSI Background Check and the SafeSport Training in 2016.
 - Howard Meisner - rolling every two years per individual or every two years from 2015? Has the training changed at all?
 - John Wik – The training has not changed. USRowing is in the process of renegotiating Contracts with NCSI and SafeSport. As soon as those are finalized, USRowing will send the information out to the Referee Corps.
 - Roxanne Everetts – Would you please share a report on the progress – how many incidents were processed?
 - John Wik – There were 3 SafeSport Complaints filed among the Referee Corps.
 - Roxanne Everetts - Can you provide us with a formal report to justify the training? How many referees submitted SafeSport complaints? How many were investigated and resolved?

- John Musial – suggested that we annualize the recertification of SafeSport and NCSI Background Checks for record keeping purposes. It would make it easier for the Regional Coordinators to track compliance.
 - Automate the system.
- 3) It was suggested to John Wik and Tom Fuller back in late September that a female should be added to the initial review group of SafeSport Complaints. Currently Glenn Merry and John Wik review the complaints when they are received. Glenn’s Answer reported by John Wik: The SafeSport policy allows the intake of complaints/filings to go to the Board members as well as John and Glenn. Therefore, they believe this should eliminate the concern raised.

BREAK -- 10:45 - 11:00

Sing Happy Birthday Tiffany Knapp!!!

4) 2015 /2016 Rules

a. Proposed Rule Changes 2015 - Fuller
Summary Document ([Attachment 6](#))

b. Proposed Adaptive Rules - Fuller/Lang
Proposed Adaptive Rules ([Attachment 7](#))

Tom Fuller – I inadvertently did not send the proposed Adaptive Rules to the Referee Committee for comment. I have sent them to the Para HPC and some of the Clubs in the Para rowing community. We will not vote on these new rules today.

We will post for them for comment and then bring those comments back to Referee Committee and consult with the Rules Committee. Once we have reviewed, consulted and come up with a set of Adaptive Rules, we will share them with the Board and hope to get this done in a timely manner so that they can be included in the 2016 printed edition of the rules. Ellen Mentzner spoke to the group. Ellen is the coach of the LTA 4+ from Community Rowing. Ellen@CommunityRowing.com.

John Musial – FISA rules are written for the top 1% of the athletes. Rather than adopting a new set of adaptive rules, can they be adopted in an advisory capacity? We can then publish them but we can also change them as we get input and feedback from the users. Rather than pass them as Rules, allow them to be used in an advisory capacity for the first year.

Tom Fuller – I will float that idea with the Board tomorrow.

Jorge Salas – In line with those comments, remember it is becoming more frequent that we have adaptive events. As referees, there we have not been provided any additional information on running those events, there is nothing to distinguish them as different from a regular event. We need to focus on safeguarding the athletes.

That is not anywhere in the conversation. We need to be able to make sure, as referees, we get through some type of training or at least guidelines to use.

Mike Rosenbaum - I would like to see some of these rules as (*). Also, make the LOCs responsible for ADA requirements at the venue, rather than burdening the referee corps with that additional responsibility, etc.

Tom Fuller – Now we need to get input from a broader group of people. We have a lot of questions but not a lot of answers yet. We have to start somewhere. It is always easier to begin with something than to begin from scratch. The advisory concept is an interesting idea.

John Musial – I just don't want to rush into writing rules.

Howard – They have been out there since March. They have been used by some LOCs.

John Musial – Still we need to consider releasing them in an advisory capacity.

Tom Fuller – I will circulate all the comments that come in.

c. Proposed Coastal Rules – Wik

The coastal rules are behind the adaptive rules. They have not been written yet. USRowing ran a coastal regatta in November in Florida. It went well. We believe we will need three sets of rules. John Wik suggests using a subcommittee to develop the following three sets of USRowing rules:

- i. Open class boats following existing USRowing Open Water Rules;
- ii. Following FISA Open Water Rules for FISA Class coastal boats; and
- iii. Following FISA Beach Sprint Rules for Coastal boats.

Ruth Macnamara made a Motion to adopt a Coastal Rules Subcommittee to include - Elaine Rhoden, Chair; and John Musial. They will work together to populate the last two members of this subcommittee. Marcus 2nd. All in favor. 5-0

ACTION: There is now a Sub-Committee with a chair and one member. They will populate their working group with as many as 2 additional members and draft up Coastal Rules to be brought back to the Referee Committee and Rules Committee for input before taken to the Board for inclusion into the Rules of Racing.

d. Rules Committee - Clarification 2016 and Forward - Fuller/Wik

The Rules Committee will make recommendations to the Referee Committee regarding proposed rule changes going forward. The Referee Committee will remain as the primary advisory committee to the Board. The Rules Committee will remain as an advisory body to the Referee Committee.

The Rules Committee was appointed by the Board. Tom Fuller thinks the member's term is for 3 years. The makeup of the Rules Committee is: 2 coaches, 2 LOCs, 2 athletes and the Chair of the Referee Committee.

Recommendation was made that a member from the Para community be added to the Rules Committee.

ACTION – Tom Fuller will propose adding a Para user (athlete or coach) to the Rules Committee for purposes of adopting Adaptive/Para Rules.

John Wik – We would like to put more information into the Rowing Magazine. If any of you have an interest in writing articles, please send your ideas or articles to John Wik and see if we can get more publication!!!

5) IOP - Lang --

- a. Status of the IOP rewrite working group. – Ruth

Chris Lang reported that the two previous working groups went into a hiatus over the summer while there was some reorganization. Her suggestion now is to create one sub-committee to work on the IOP rewrite to bring them into line with the current By-Laws. The IOP Subcommittee may consist of a combination of Referee Committee members and referees in the broader community.

Chris proposes forming a working group now. The IOP can make changes throughout the year.

Preference is to have this Subcommittee smaller than the previous two. The Subcommittee will then task sub groups to work on specific topics. Any prior IOP Subcommittees are here and now dissolved.

Tom Fuller made a motion to create an IOP Sub Committee of Ruth Macnamara, Chair and Dee McComb. This Subcommittee will add as many as two more to their group. Vote - All in favor, 5-0.

ACTION: There is now an IOP Subcommittee with a chair and one member. They will populate their working group with as many as 2 additional members and work on rewriting the IOP to bring it in line with current Bylaws. This Subcommittee will bring back to the Referee Committee a proposed new IOP.

John Musial – NRRs – by 1/15/16 Mike Rosenbaum will have a decision about USRowing SW Masters Regional Championship. Roger has name changes for MW and will send those to John Musial. Remove USRowing National Championship Regatta for 2016 because it is canceled for 2016. Review the additions and deletions.

Action – John Musial will make all necessary changes to the list of NRRs.
(Attachment 8)

WORKING LUNCH BREAK -- 12:00 - 12:15 - Collect Lunch Return to Session

6) Regional Coordinators Reports - Musial

- a. National Chief and Deputy Survey: Update and Results - Dee McComb
“The regional referee coordinators have, among other items, been working on and

discussing the process of selection and identification of primary jury members and alternate selections for the national regattas. The concerns center on timing of identification by referees versus length of time until the scheduled regatta after assignment and the high number of cancellations, as well as alternate availability and selection, both by identification as well as local recruitment. Further, we are reviewing actual numbers of referees allocated to the national regattas considering health and safety of referees as well as athletes.

Attached for The Committee's review is the proposed survey ([Attachment 9](#)). We have already completed a survey of chiefs and deputies. We would like to review and discuss the jury survey at our upcoming meeting this weekend and wanted you to have the opportunity for review ahead of time. Please bear in mind that this survey will be answer driven - in other words, if you answer "yes" to certain questions, then the follow-on questions would be linked. If you answered "no" to the first question, then, again, your next questions would deal with the why-nots."

This will be sent to the entire referee corps.

Ruth makes a motion to accept this survey as written with minor modifications for typos, etc. Tom Fuller 2nd.

Discussion!! Suggestions were made to broaden the questions to include large regattas, the entire referee corps.

Ruth Macnamara makes a motion to withdraw the first motion. Tom Fuller 2nd. All were in favor. Motion was withdrawn.

New Motion: Ruth makes a motion to accept this survey as written with new questions from the discussion to include larger regattas and the entire referee corps. Tom Fuller 2nd. All were in favor. 5-0

ACTION: This survey will be modified to include additional questions as were suggested by the larger group. The survey will be sent to the entire referee corps. The results will be analyzed by the working group and submitted to the Referee Committee with recommendations to be considered by the Committee to go forward to USRowing.

b. Clinic Structure Review - John Musial ([Attachment 10](#))

Tom Fuller - Motion is to Propose IOP change regarding Clinic Requirement - Annual Clinic (rule changes), Referee College or 3 seminars that one would include rule changes. Offer some online training. Ruth 2nd.

Discussion. Vote 5-0 Not to approve.

Tom Fuller makes a motion to move this recommendation to the IOP subcommittee and include John Musial on this topic. Marcus 2nd. All in favor. 5-0

ACTION: The IOP working group will look at the Annual Clinic requirement. The proposed change from the Regional Coordinators is to allow the Annual Rules Clinic requirement to be fulfilled by attending the Annual Clinic on Rule

Changes and/or 3 smaller seminars where at least one of those seminars would include the topic of current rule changes. The goal is to offer some online training too.

Howard Meisner - Any change to the IOP as it is today, has to be properly reflected into the RDS. Budgetary and time issue need to be addressed.

Action – IOP Subcommittee will address this.

All Clinics should be approved by the Regional Coordinator of the Region they are held in. The Clinicians will still be able to enter the clinic/seminar into the RDS.

Action: All Regional Coordinators will notify their clinicians of this change.

c. 5 Minute Summaries of 2015 by Region - Regional Coordinators
(Attachment 11 plus Roger's summary Attachment 11a)

NE – Howard

SE – Jorge

MW - Roger – attachment xx

SW – Mike Rosenbaum

NW – Dee

MA – John Musial

BREAK - (1:30 - 1:45)

7) Safety Committee Report - Rachel Le Mieux – (Attachment 12)

ACTION: Move this topic to the IOP Working Group. Create a section in the IOP on Referee Safety and include/consult with the Safety Committee when developing.

8) Referee Committee - All

- a. Review and identify 2016 working groups.
 - i. Coastal/Open Water Racing Rules Working Group – adopted today
 - ii. Para/Adaptive Rules Working Group – been working since Feb 2015
 - iii. Testing Subcommittee – finished the assistant exam this past year; working on the Full exam and recertification exam.
 - iv. IOP Working Group – adopted today
 - v. FISA Subcommittee as defined in the IOP; report included from earlier report today.
 - vi. Ethics Subcommittee as defined in the IOP
 - vii. Referee Evaluation Working Group (Per Mike Rosenbaum: Select Commission on Consistent Referee Evaluations in the Workplace (SCREW))
- b. Consider having a second meeting in person during the year.

Action: Add to January Committee meeting Agenda.

- c. Right sizing US ROWING juries by 2017 –
Action: Wait on Survey Results to make those recommendations.
- d. Approved Timing Vendors at Registered Regattas - Mike Rosenbaum
“For head races of a certain size the LOC must avail themselves of one of an array of approved US Rowing timing vendors. Otherwise as referees we come to a venue and walk into issues that we had not planned upon. Clubs make major funding decisions about out of region travel and their level of expectations need to be assured.
Do referees know how to fully utilize or have an account at Regatta Central to look up historical regattas to view regatta packets or schedules? Is this possible?
There might be some coordination between RDS and Regatta Central for officials to have certain view of events.”

Tom Fuller: Is this a regional issue? How big of an issue is this? We need to be careful to not be in the business of mandating certain timing systems or companies.

ACTION – no action to be taken at this time.

- e. Clinic Topics for 2016
 - i. rules
 - ii. adaptive presentation
 - iii. hypothermia
- f. Additional Items - Committee/Coordinators
 - i. Drones – no plan to rewrite

7) Additional Items to bring to the Committee - Open to Floor -- (2:45 - 3:00)

- Rich Dougert – I have a continuing issue as clinician and chief – the development of launch driving skills for candidates, assistant referees and referees. Can we build into licensing referees a certain level of proficiency for launch driving? I consider that a safety factor.
Tom Fuller – I agree. However, we need to take into account that before you teach launching driving or make it a requirement, the participants have to have a license in that State. Rich puts them through the PA licensing process so they meet that requirement.
ACTION – IOP Safety – consider launch driving training as part of a referee licensure requirement!!
- Terry - Is the swim test still in the IOP? Yes
- Joe Kieffer - With all the extra burden of requirements, will adding launch driving drive down our numbers in corps?
Tom Fuller – these are recommendations. Before we add requirements, we will be careful of the onus we put on the referee.
-

3:25PM Marcus- Motion to adjourn, Ruth 2nd .

Referee Committee Meeting Continued

Saturday December 5, 2015

9:00am Chris Lang brought the Committee to order. Tom Fuller was absent. He was at the Board Meeting. All other members were present.

1) Regional Coordinators updates - Clinicians, license removal/extension/removal

9:05am Chris made a motion to Descend into Executive Session. Marcus 2nd.

10:05am The Referee Committee Ascended from Executive Session.

Chris Lang made a motion to accept the Slate of those referees who requested a Leave of Absence as presented by the Regional Coordinators. Marcus 2nd. All in favor, 4-0.

Chris Lang made a motion to accept the Slate of those referees who were added and/or removed as presented by the Regional Coordinators. John Musial 2nd. All in favor, 4-0.

Chris Lang made a motion to accept the Slate of those nominated for Emeritus Status as presented by the Regional Coordinators. John Musial 2nd. All in favor, 4-0.

Chris Lang made a motion to accept the Slate of those recommended to have their referee license removed or revoked as presented by the Regional Coordinators. John Musial 2nd. All in favor, 4-0.

2) Future Directions of the Referee Committee

John Wik –

- There has been a lot of discussion within USRowing as to how the Regional Coordinators are selected in the future. Going forward, the Regional Coordinators will no longer be elected by the referees in their region; they will be appointed by the CEO. This will allow the CEO to have more control of who gets in these positions. The goal is to have the best people for these positions and not a popularity contest in your regions. John Wik has spoken to Glenn about the possibility of adding more Regional Coordinators to each region. They are looking long term with the increase in the number of referees USRowing is trying to add over the next 5 years.

- How to recruit more referees. This concept is being discussed by Bob Appleyard, Tom Fuller and John Wik. They are concerned about engaging Candidates and how to get them to Assistant Referees without losing their interest.
- They are considering restructuring the Level of Licensure. There is a potential of having 2 levels for assistant referees.
 - o This was introduced by Bob Appleyard 8 years ago.
 - o Cultivate referees in a particular region.
 - o Make it simpler to get a referee license
 - o Done with on-line training
 - o Interactive feature on-line
 - o Get the individuals through the process
 - o Need more hands on mentoring
 - o The two levels of licensure at the assistant level would mean they might be position specific and not able to perform at all positions.
 - o Mentor – USRowing driven program
 - o Mentor Candidate Program – more hands on
 - o Training Manual – online with video and knowledge section

Opened up for discussion. There was much discussion amongst the coordinators and committee members. Concerns were raised and alternatives were suggested. Everyone participated and had suggestions. John Wik took copious notes.

ACTION: John Wik will write up the suggestions and circulate back to the Committee and Regional Coordinators for comment. His Write-Up will include a model of a “Clinic in a Box” that will resemble the Basic College that could be run throughout the country in all regions to recruit and license Candidates in a weekend. John Wik asked the coordinators to think of venues that each region could offer to run these candidate clinics in a box at.

3) IOP Paragraph 20 - Howard Meisner

Howard raised some concerns on how to use IOP #20 now that the maximum age limit has been removed.

At 11:16am Chris Lang made a motion to descend into Executive Session. Marcus 2nd.

At 11:46am the Committee ascended from Executive Session.

The Regional Coordinators made a request:

- They would like the Welcome Packet from USRowing to be sent out in a more timely way. Currently it is believe that when a Candidate passes their Assistant Exam, the welcome letters and packet from USRowing are sent out

quarterly. The Coordinators would like the newly licensed Assistant Referees to be welcomed in a more timely way. The information sent should include their welcome letter, their referee patch and badge, information on where to purchase uniform pieces, etc.

- The Regional Coordinators request that USRowing send out Recognition of Service (the 5 year increment service notices) in January of each year. Howard said he can set up the RDS such that USRowing can look at a list on January 1st each year and know who is deserving of recognition each year.
- In addition to service notices, the Regional Coordinators all would like USRowing to send out any termination notices to referees in January of each year.
- Marcus wanted to discuss what Rachel presented yesterday regarding Referee Safety. He would like the Committee to act specifically on each one of the Safety Committee's "Ask List".
- Marcus made a motion that At the January Referee Committee Meeting, each one of the Safety Committee's Ask List be addressed one by one. They are either confirmed, denied or moved forward with an action for each proposal. Ruth 2nd. All in favor, 4-0.

ACTION – The Safety Committee's "Ask List" will be included on the agenda. Each item on the "Ask List" will be addressed and an action will be associated with it.

12:05 – Meeting was adjourned because we timed out of the space available for our meeting. The Regional Coordinators will continue their meeting in the general bar/restaurant area of the hotel.

Respectfully submitted,

Ruth Macnamara
Vice Chair, Secretary
USRowing Referee Committee
carczar01@aol.com
703-201-4547

USRowing 2015 Annual Convention
Referee Committee Meeting
Saturday December 5, 2015

Attendees

Roxanne Everetts	MA
Dennis Kaderabek	MW
Richard Zulther	MA
Leah White	NE
Josie McNamara	SE
Tiffany Knapp	NW
Mariah McAfee	NW
Parthenia Izzard	MA
John Izzard, Jr.	MA
Rachel Le Mieux	NW
Sharon Collins	MA
Joe Kieffer	MA
Dee Hotop	SE
Jim Hotop	SE
Tim Edsell	SE
Daniel Swartley-McArdle	MA
Eric Chiang	MW
John McKenna	MA
Stacey Ornitz	MA
Richard Dougert	MA
Elaine Roden	SE
Ed Fagan	MA
Mark Peterson	MA
Doug Jones	MA
Kirsten Meisner	NE
JC Martin	MA
Am Messersmith	NE
Eric Girard	NE
Jim Dwyer	NE
Thomas Tiedt	SE