



ISA Board of Director Meeting Minutes

Indiana Soccer Association BOD meeting

Date: February 22, 2025

Quorum: Not met – Discussions held informally; action items pending email or future vote

1. Call to Order and Roll Call

- Attendees: A. L Smith, Randy Rampola, Dave Sherman, and Jim Nickens
- Members absent: Larry Rowland, Tony Zirille, Alan Brown, Jeff Brlkus, Mo Merhoff.

2. Election of Officers (Pending Email Vote)

- President: Larry (re-nominated; medical update shared).
- Vice Chair: Randy
- Treasurer: Al
- Secretary: Jim

3. Financial Update

- Year-end financials show budget outperformance.
- No January statement received; consistent outlook from December.
- Investment account stable with mild recent volatility.
- Wallington Asset Management – review of merger with The Carnegie group. The Carnegie Group involvement brings additional resources and experience for nonprofit investment oversight.

4. Financial Literacy Program Opportunity

- Potential collaboration with partners (e.g. ,Money Vehicle, Khan Academy).
- Concept to offer branded financial education to youth players.
- Framework discussion underway; awaiting proposal clarity.

5. Referee Program and Small-Sided Proposal

- Discussion to dissolve Indiana Soccer's small-sided referee program.
- Program originally created to support 12-year-old refs and reduce cost barriers.
- Concerns raised about legal compliance (labor laws, adult presence at games).
- US Soccer offers flexibility and now has on-field experiential training.

- Goal: unify referee training and eliminate licensing confusion.
- Proposed club-based development model with RAMs (Referee Administrator Mentors).

6. Assignor Oversight Proposal

- Assignors currently unregulated and financially incentivized to over-assign.
- Proposal: Indiana Referee Association to oversee assignor performance.
- Accountability to include referee retention, burnout prevention, and assignment balance.
- Time-slot scheduling reform suggested to expand referee availability pool.

7. Action Items

- Board to vote (via email) on:
 - Dissolution of Indiana Small-Sided Referee Program.
 - Transfer of assignor management to Referee Association.
- Staff to return with:
 - Transition framework for current small-sided referees.
 - Assignor accountability metrics.
 - Long-term referee development model.
 - Summary of outcomes from upcoming Atlanta meeting.

8. Executive Session

- No executive session was held.

Adjournment

Meeting adjourned informally due to lack of quorum.

Next steps include framework development and formal voting via email.