

BGSR Executive Board Meeting

11/17/2025

In-Person

Location: Jeff's House

Meeting Started: 6:35 pm

Attendees:

President: Michael Schmidt

Vice President: Jennifer Kotski

Secretary: Igor Kaluzny

Members-at-Large:

- Anthony Mazzatti
- Nick Bricker
- Nicholas Raeff

Treasurer: Brian Collins

BGSR Manager: Jeff Horowitz (Jeff is the Group Manager w/o right to vote).

Topics Discussed:

- Recruitment & Retention

We've been doing social media posts and we're thinking about expanding to Facebook and other social media platforms to open our target audience and engage with maybe a little more online. Another approach was brought up, was reaching out to clubs like we did last year and expanding and getting a group of people to attend a class. Dick's House of Sports events are not available anymore.

As of right now 7 people already recertified. DRA provided Michael S. with the number of registered referees during this past season. Total number was 55, including visitors. However, out of 55 there are people who never responded. We need to find out who is legitimate and available to work. What we need to do is to focus on two groups: Recruitment and Retention.

Whatever we can do to retain, whatever we have, that's a great number to have, right. You got 55 referees, you get 55 to retain, that's a great number. So if we can focus the efforts of your boards are focus on two different populations and separate them, one in entry level, which is we're really early for entry level. I don't think we're going to get very much in the entry level until the spring, even though we can do entry level right now.

Whatever we do we have to **retain** all 55 referees that are currently registered. Whatever means we have - phone calls, emails, social media, we have to get them to recertify. We are looking to start delegating things out to board members to get everyone more involved and want to brainstorm ideas and bring them to the next board meeting.

We need someone to take charge of recruitment and to brainstorm ideas and bring them to the next board meeting.

Igor K. will work with bringing 1st year Referees back. Brian C. and Tim B. will work both facilities – GBFS and 434 Sports Center.

Currently there is no Entry Level Classes in our area, however it is possible to find one if you travel. We'd like to **recruit** at least 10 new Referees because we're going to lose at least 10 of what we have. We have to work with both facilities, 434 Dome and GBFC to bring new people in.

Igor K: One of them (new referee) would be in the middle, but I would rather have them (all three as a crew) feel the same responsibility, they would be making closer amount of money. But again, this is not for this meeting. But that's part of retention, because in the spring, I told you, I was counting how much money those

new kids were making. And the ones that were involved, they covered the costs what they spent to register and a little more. Some of them didn't come even close to whatever they spent for the registration, for their costs.

Michael S: I'm looking at this. so Julie sent me the new numbers for next year that are on the proposed contract that we have to look at in December, we can talk about that more when we get towards the negotiations.

BCSA was willing to negotiate on these numbers. These were just numbers they put out there without even speaking to us, just to move us in the right direction. I think if we walk into that meeting and express this and say, we can even leave you U12 Center at \$54 and just focus on bringing those AR prices up. I think \$54 for U12 BCSA games is fair. \$27 for U12 AR, obviously is a little low.

Some of the quotes about Proposed Fee Schedule:

“The bottom line is AR has to make at least minimum wage, right? So, \$30 should be your minimum. Okay. Right. I think that's the key. And then for the center, you don't want it any lower than what they're going to make right now. So do not drop it below, I would say 50. Those should be your two priorities. We have the most U12 games, right? So that should be your main focus.”

“The lower level is what you should focus on you 12, going into it and see if you can increase that a level up for ARs. So, those numbers, you just talking about that problem would be the most reasonable, I still would like to help ARs. I don't know how far they will go if they whatever they will do it. If they say “We'll give you that, but you're going to take money away from the U10 game, what would you do?” I'm just asking a hypothetical question. Right now, you're making \$48 for U10s, right? As it used to be \$45 2 years ago. Right. If they take \$3 back, they would be fine. That's what I meant. Be prepared, they might be offering that kind of a negotiation. We'll take the \$3 from the U10 and put it up towards the U12.”

- Developing BGSR Website

Ideally, we're looking to bring someone in from outside, a developer that is willing to, for pay, to redesign the website in full. We need to determine a budget so we can look for someone that's willing to do it within that budget? As per Brian C. our budget is \$930.

Igor K. suggested a person from his work who would be knowledgeable to complete the job.

Nicholas R. volunteered one of his classmates, who has the knowledge in that field. We will wait for Nicholas R. to provide us a feedback. Other alternatives were Lash (CV HS Girls Coach) and Victor Lourenko from the BCSA. Victor is not interested in doing that work, but he can provide the cost of maintaining it.

- Spring Field Clinic

We are looking for something similar to what we had last Spring at the Dick's House of Sports. Michael S. and Tim B. have talked about having the Clinic at the GBFC. We need an experienced instructor to run the Clinic. This Clinic will not be part of the recertification process, so it doesn't need any approvals from NYS West. It will be something like BGSR's meet and greet.

Brian C. and Tim B., who took Mentor's Class this season will be running the Clinic. We will try to organize the Clinic in late February or Early March and will try to use the GBFC facility. Anthony Mazzatti has volunteered to speak with the Owner. Some other ideas included to bring in one of the local Coaches with his players for a scrimmage (Igor K. mentioned Alessio & Angelo as a possible option).

- District Regalia

Something that can be available for purchase or given away to the members. Nicholas R. will take the lead to investigate and provide us with options.

- Picnic at the Beginning or the End of the Season (Spring or Fall)

The initiative of having an outdoor picnic last July didn't materialize. Simply, the idea didn't generate enough interest. Possibly, with hopefully bigger budgeted next season we could organize something a little more formal. Jennifer K. and Jeff H. will look at a possibility of having a catering event.

- Newsletter or Website to Recognize Best Referee (Weekly, Monthly etc.)

A couple of our Board Members: Anthony M and Nicholas R. were running for the Western New York Male Referee Award. Congratulations to Nicholas Raeff who was named Western New York Male Referee of the Year!

Jeff H.: That is the big deal, but I also want to commend Anthony also, who was one of our runner ups. It was a finalist group. Anthony probably doesn't know how far up into that group he was. So having two of them from this area that normally all Rochester Buffalo. And this year is the first time that neither Buffalo or Rochester has won either gender of the year of the year ward. The southern tier, which is the Jamestown all the way to Erie, was the female candidate. So. for both of you, thank you very much! Nick's name has always been there now, unfortunately, he's no longer 18 anymore.

Using our new website, for example, we can recognize our local referee the month, referee of the quarter. Just something to say, hey, you're doing a great job. We're recognizing it as a board. They don't even need to receive what we give out for the James Pitcher Senior Award.

- Communications – Microsoft Teams

We've established a Microsoft Teams group. I think everyone except Jen's in the group.

Meeting adjourned at 7:40 pm.