

## **Tuesday March 9, 2021 - MSTCA Executive Board Agenda - 7:00pm**

- 1.
2. **Attendance (34 total):** Jim Hoar, Lou Tozzi, Linda Rowbotham, Sotirios Pintzopoulos, Kent Taylor, Rick Kates, Frank Mooney, Fred Doyle, John Griffith, John Monz, Bill Babcock, Bob L'Homme, Matt Carr, Len Harmon, Fred Doyle, Mike O'Malley, Mike Glennon, Charlie Butterfield, Charlie O'Rourke, Chris VanCott, Matt Curran, Steve Nugent, James Fletcher, Jason Slyvain, John Boyle, Conor Cashman, Jeremy Nute, Tim Cimenio, Chris Gardner, Joe Lemar, Joe Grant, Mike Miller, Joe Nugent, Bill Jennings
3. **Review & pass meeting notes from January meeting:**
  - a. No Questions. Minutes passed unanimously.
4. **MSTCA Re-organization**
  - a. Lou Tozzi
    - i. The Board of Trustees met and reviewed the executive director and his role and intentions moving forward.
    - ii. Rick will continue as executive director through June 30th, 2021.
    - iii. Planning committee under Jon Monz as chairperson worked towards redrawing a plan for reorganization of the MSTCA.
    - iv. According to Lou this is the most important meeting we have had in his 40+ years on the E-Board.
    - v. The cabinet positions already exist.
    - vi. President, Vice President, Treasurer, Secretary positions are elected positions elected each June.
  - b. Jon Monz
    - i. There were problems about how the organization was organized, especially the paid positions. Issues included a lack of communication and coordination among the paid positions, the blurring of the responsibilities, the lack of clarity behind the president and executive director, and confusion in terms of running day to day meets. It is not entirely clear of who is responsible for what. The job of executive director is a position that was not attractive to applicants due to the role description and time commitment necessary. The cabinet's principal role is to add communication between the BOT and EBoard and MSTCA membership.
    - ii. The reorganization does 3 things.
      1. The elected President of the MSTCA is the leader of the organization.
      2. It divides the responsibilities in such a way that people can feel comfortable in applying for these jobs and still maintain full time jobs and personal life commitments.
      3. Defines responsibilities of positions and a clear chain of command.

c. Mike Glennon Question

- i. What is the purpose of the Cabinet Chair? The responsibility seems large for an individual that would already be in one of the cabinet positions. Recommends that that position should be a position in and of itself.
- ii. Len Harmon agrees with Mike Glennon. The Cabinet Chair should be a position in and of itself.
- iii. John Monz would like current cabinet position holders to communicate their concerns regarding the workload.
- iv. Kent Taylor said in season the workload is much more difficult than out of season.
- v. Jayson Sylvain - insurance is once a year, headquarters operation is quarterly rental payments. The idea is to have this individual plan things a year in advance.
- vi. Len Harmon - running the daily MSTCA operations seems like heavy lifting beyond what the letter points suggest.
- vii. Lou Tozzi - The Cabinet Chair role is not a one man show anymore like it was under MacIntyre and Mooney.
- viii. Tim Cimenno - We shouldn't be evaluating a job difficulty for a job that doesn't yet exist.
- ix. Kent Taylor - Our job roles are continually evolving and being re-evaluated.
- x. Matt Carr - we need to absolutely be ready to re-evaluate these job titles.

d. Motion # 1 (Lou Tozzi via the planning committee) (Matt Carr moves) (Mike Glennon (seconded) - unanimous - no opposition and no abstentions.

- i. 4 contractional positions and the current recipients remain the same through June 30, 2022. #3, 5, 6, 7 on the shared document
  1. Director of Marketing
  2. Director of Equipment and Logistics
  3. Director of Communications
  4. Chief Financial Officer

e. Motion # 2 (Lou Tozzi via the planning committee) (Doyle seconded) - unanimous - no opposition - Rick Kates abstains.

- i. 4(a) - Director of Timing Services - in order to maintain stability in our organization we would like Rick Kates to continue in his role of director of timing services through June 30, 2022 in order to ensure continuity and stability through next year.
- ii. Point of Information - Mike Glennon - Why is this point 4(a)?
- iii. Lou Tozzi - This role is not a member of the cabinet.
- iv. Point of Information - Mike Glennon - Shouldn't we be planning our organization around job titles and not the individuals and what jobs we think they can handle.
- v. Lou Tozzi - We are looking to keep continuity during these tough times.

- vi. Jon Monz - We have attempted to create an organization that allows the individuals in place to handle the positions we hold.
  - vii. James Fletcher - This position will be an overseer of multiple individuals that may serve as timers at any one individual event.
  - viii. Charlie O'Rourke - What direction are we headed in? Who is in charge. I feel like we are going in the wrong direction.
  - ix. Jon Monz - When Rick Kates said he was stepping down we realized we didn't have any potential candidates to take over. The job was too big and we had to divide it up. (See earlier statement from Lou Tozzi 3.C.vii)
  - x. Open discussion with several members regarding the need to divide roles amongst multiple individuals.
  - xi. Mike Miller - We are unlike sports organizations that have only one competitive season. We have three competitive seasons that run from August-June. (We only get 1 month off). We should listen to the individuals who have been in leadership roles and are telling us the job is not a job for one.
  - xii. Fred Doyle - A good business has multiple leadership positions and mines the talent within the organization.
  - xiii. Point of information - Len Harmon - 4(a) - Director of Timing Services should be a position in and of itself and should be a cabinet position.
- f. Motion # 3 (Lou Tozzi via the planning committee) (seconded by Fletcher) - unanimous - no opposition or abstentions.
- i. These new positions will be advertised in April and we will accept applications and have interviews in May run by the BOT.
  - ii. We will have 3 season directors of meet operations (DMO - 3 positions) - Cross Country - Indoor Track - Outdoor Track as well as Director of Special Events.
  - iii. These positions would expire in June of 2023.
- g. Motion # 4 (Lou Tozzi via the planning committee) (seconded by Pintzopoulos) - unanimously approved with no opposition or abstentions.
- i. The newly selected cabinet along with the President should develop complete job descriptions and work with CFO and Fin Com Chair to establish a salary structure for the upcoming fiscal year beginning July 2021.
- h. Motion # 5 - 4a - Director of Timing Services should be included as a cabinet position (Len Harmon - motion) (Mike Glennon - seconded) - Unanimous Vote - no opposition or abstention.

## **5. RCC Update - Frank**

- a. \$250,000 of renovations in order to use the facility as a Covid-19 vaccination center.
- b. Please read the report. RCC has not done what they have needed to do for years at the RLTA.

**6. MIAA XC/TF Committee Update - Covid Update**

- a. EAE meeting on March 22.
- b. Outdoors you can use all lanes.
- c. Outdoors you can use starting blocks but need hand sanitizer before and after.
- d. High Jump mats will be wiped down if the jumper's mask falls off and the jumper lands face down on the mats.
- e. Indoors every other lane and no starting blocks for Fall 2 season.

**7. Indoor Meeting Update - Sarah**

- a. Tabled

**8. Outdoor Committee Update - Mike**

- a. Tabled

**9. New Business**

- a. Tim Cimeno - We have a mayoral candidate that would like to speak with us. He will set up a zoom meeting with the E-Board or the entire membership.
- b. Jay Sylvain - Potential for 3 meets during the wedge season (April 10, April 17, April 21) - Tim Cimeno will be meet director of these meets to get the ball rolling over the next two weeks and will come to the next meeting on March 28 with updates. Kent Taylor will help as well.
- c. Lou Tozzi - motion to move forward with the MSTCA Banquet setting up a date at Lantana in September.

**10. Next Meeting Sunday, March 28 @ 7:00pm**

**Monday January 25, 2021 - MSTCA Executive Board Minutes - 7:00pm**

**1. Attendance**

- a. Attendance 36 total
- b. Bill Babcock, Bill Jennings, Bill T, Bob L'Homme, Charles Dean, Charles Butterfield, Charles O'Rourke, Chris Gardner, Chris Van Cott, Conor Cashman, Derek Ellis, Frank Mooney, Fred Doyle, James Fletcher, James Hoar, Jayson Sylvain, Jeremy Nute, Joe Cusack, John Boyle, John Finn, John Griffith, John Monz, Kent Taylor, Linda Rowbotham, Lou Tozzi, Matt Carr, Matt Curran, Matt Griffin, Michael Budd, Michael Glennon, Mike Miller, Mike O'Malley, Rick Kates, Sarah Woodward, Sotirios Pintzopoulos, Tim Cimeno
- c. Jayson Sylvain - There are 22 E-Board Members?

**2. Executive Director Statement**

- a. Rick Kates - After meeting with the Board of Trustees Rick will be staying on as Executive Director with less responsibilities moving forward.
- b. Lou Tozzi - Speaks highly of Rick

3. Review and pass minutes from last meeting in December
  - a. No Questions. Minutes Passed.
4. Sotirios Pintzopoulos (North Reading High School) – taking meeting notes
  - a. Will be filing in for Kent Taylor temporarily.
5. [Review Wheaton Meets - Jayson & Matt](#)
  - a. Matt Carr - 6 meets so far with 1 to go this weekend. Numbers have grown each weekend. No Covid-19 issues to our knowledge. Financially we are at least breaking even (\$700-\$1300 range in profits).
  - b. Matt Curran - Boston Herald has great coverage of the meets over the past few weeks.
  - c. Matt Carr - National Record in the 55 meter dash was actually a season best performance and despite timing issues the individual has hit times very close to the time he ran that day.
  - d. Lou Tozzi - Crown Trophy plaques ordered for Wheaton College coaching staff
  - e. Jayson Sylvain - motion for the purchase of Gift Cards for the Wheaton College coaching staff. Seconded by Jim Hoar, no vote needed. Unanimous.
6. RCC – Letter to President
  - a. Frank Mooney - Asking RCC for refund of \$5,000 donation to the Mooney/McIntyre Fund. Other donations are calling back \$5,000 donations. Frank asked for their accounting 2019-2020 and lots of things were missing. Frank asked for a second request and we are not listed in their accounting. Questions were the money is going and what it is being used for.
7. MIAA XC/TF Committee Update
  - a. Rick Kates - sports medicine considers modifications (Tuesday-Wednesday), Covid Task Force (Thursday), MIAA Board of Directors (Friday) will vote and make the final decisions based on those recommendations. The Tournament Management Committee has made recommendations for no fall tournaments. Track & Field is getting the attention it deserves based on what he has seen at the meetings.
  - b. Rick Kates - Rotation of cross country divisional championships is being looked at by subcommittees. There is also a discussion regarding if all three All State Championships should be at one site. Wrentham can definitely handle the volume. Consideration needs to be made for course viewing ahead of time at venues. Fort Devens is a potential future site.
  - c. Mike Miller - Is East-Central-West a fair rotation? What about E-E-C-E-E-W.
  - d. John Monz - the subcommittee will look into this. The idea is that divisional meets will be held at the same location that the All State Meet would be held. For example (Divisions 1-2-3 would have their All State Meet at the same site while D4-5-6 and D7-8-9 will be at separate sites as well). Please bring up any suggestions, ideas, etc with us before the next subcommittee meeting in late February.

8. Virtual Clinic

- a. Rick Kates - Go To Meeting offered a ridiculous price. Maybe a Friday night and Saturday with virtual meetings. Questions include (1) what we would charge and (2) what we would pay clinicians.

9. BOT meeting

- a. Lou Tozzi - (1) Proposal for Rick Kates and potential pay cut for him and the officers. (2) Bylaws forwarded to Mr. Glennon. Term Limits under consideration. (3) Board of Trustees should be for evaluation only.

10. Planning Committee

- a. Jim Hoar - Won't be cabinet members but will be cabinet helpers until June. The four will be Matt Carr, Matt Griffin, Fred Doyle, Mike Miller.
- b. Lou Tozzi - These are stipend positions at \$35/hr. They were interviewed and picked by BOT.

11. Cross Country Committee

- a. James Fletcher - Looked into venues for the 2-3 leagues that have pushed Cross Country to Fall 2. May not be cost effective with Indoor Track and Cross Country competing during the same season. Looking into potential end of season competition much like Indoor Track. Attleboro facility would provide continuity if available.
- b. James Hoar - Still awaiting response from Barnstable Fairgrounds regarding the Twilight Meet (October 2021)
- c. Rick Kates - Boston Marathon may be planned for Columbus Weekend 2021

12. [Indoor Committee](#)

- a. Sarah Woodward - Potential Invitational Dates 4/3-4/4, 4/10-4/11, 4/17-4/18 as we await for facility availability and modifications/guidelines.
- b. Mike Miller - Parochial/Private school options for potential host sites
- c. Rick Kates - Leagues/Districts allowed but not statewide

13. [Outdoor Committee](#)

- a. Mike Miller - Meeting tomorrow (1/26/21) Will look at the following at the meeting: (1) guidelines and updates. (2) Full in person meets (3) Hybrid in person/virtual meets. (4) Creating meets that teams can attend and not just individuals. (5) Spring 2022 - we will need six divisions for MSTCA Relays and MIAA Divisional Championships
- b. Lou Tozzi - How do we address officiating at meets in May 2021 if we have 4 meets going on in one weekend to accommodate within district competition. Especially in 2022 if we have six divisions with six meets occurring in one weekend.

14. By-Law Committee

- a. Mike Glennon - not in attendance.

- b. Matt Carr - we have not met in awhile. We did a grammar clean up already. We need to clean up some inconsistencies. Cosmic reorganization of the MSTCA should not be the By Law Committee's task.
- c. Charlie Butterfield - BOT language mostly
- d. Jim Hoar - Where do we go from here.

#### 15. MSTCA Membership Concerns

- a. Charlie Butterfield - We only have 209 members ( $\frac{1}{3}$  of what we had last year). 462 members have not renewed from last year.
- b. Kent Taylor - how do we incentivize people to join?
- c. Mike Miller - we need to show coaches that we need them to join
- d. Matt Carr - we inadvertently created a disincentive by allowing Athletic Directors to sign up their coaches.
- e. Charlie Butterfield - AD's don't have coaching staffs hired right now

#### 16. New Business

- a. Frank Mooney - MTFOA - officials believe the meets are non sanctioned and non insured meets. Has been in communication with Steve Keyes. If we don't get our meets sanctioned with the MIAA we may have problems getting officials.
- b. Charlie Butterfield - We just need our meets to be put under the MTFOA umbrella of insured/sanctioned meets.
- c. Rick Kates - Is meeting with MTFOA tomorrow and will address these issues. By-laws need to be cleaned up to include MSTCA and not just MIAA.