CASRA EXECUTIVE BOARD MEETING – 18 February 2026

TIME:1800HRS

LOCATION: 5012 BALLANTINE DRIVE, NORTH CHARLESTON SC

MEETING LEADER; JOHN KENNEY (President)

Secretary: Andre Woolcock

Attendees: John Kenney/ James Klien / Bob Correia / Malinda Moore / Mark Rowell / Kathryn Perry / Tim Yonce / Raymond Newman / Andre Woolcock

Purpose of Meeting: Introduction of new members and provide updates of old business

SUMMARY OF MEETING:

The meeting discussed various organizational updates and challenges. Kathryn was recognized as the new ARA, Ray Newman as the new Vice President and Andre as the new Secretary. The team reviewed financials, and debated mentor program improvements, including mentor presence at tournaments and feedback mechanisms. The group considered increasing mentor fees and providing incentives like scholarships for youth referees. They also discussed the need for regular general membership meetings and better recruitment strategies for new referees, emphasizing the importance of retaining talent and providing development opportunities.

Action Items

• [] Email the meeting transcript / notes to the group (offer to transcribe and send the notes now)

• [] Purchase additional Arbiter licenses as needed and send the credit card bill to Mark for reimbursement

• [] Send the mentor feedback template / evaluation form (the 'card' referenced) to Kathryn and all mentors

• [] Provide a cheat-sheet and example red-card / supplemental report slides to be posted and used as guidance for match reports

• [] Look into whether mentors and mentor payments can be handled through Arbiter / the CASRA account and report back on permission and workflow options

• [] Rebuild the referee handbook (lost in a computer failure) and solicit suggestions from the board for content to include

• [] Send the puzzle-piece slide and the Excel list of young female referees (the referenced materials) to Kathryn and the group

• [] Revise the CASRA membership form to capture more useful fields (including optional DOB/age detail) and coordinate changes with the board

• [] Schedule and confirm the next board meeting for April 15 and circulate the meeting notice

• [] Draft a proposed mentor payment structure (tiered fees by age/level or time slot) and present recommended rates and budget impact to the board

• [] Create a simple, trackable process for mentors to submit minimum feedback (three positives / three improvement items or equivalent) and require that feedback before payment

• [] Order an initial run of 50 assorted CASRA undershirts (suggested 25 small/25 medium black quick-dry) and report back on cost and storage plan for distribution criteria

• [] Follow up with city contact about the $500 seasonal CSL mentoring supplement and confirm how the city can send funds (check or EFT) to CASRA

• [] Compile and circulate a standardized mentor assignment workflow (who assigns mentors for tournaments/games and how to request eyes on specific referees) to Kris, John, and mentor team

Outline

New Leadership and Meeting Logistics

• Kathryn was selected by Bucky as the new ARA, Ray Newman as the new Vice President and Andre has become the new Secretary.

• Bob is the training coordinator, and the group is seeking a new regular meeting location.

Board Roles and Financial Management

• Mark serves as treasurer, managing checks and financial balances.

• The board is seeking ways to spend surplus funds and schedule meetings.

Financials, Licenses, and League Updates

• The team transferred approximately $5,000 from PayPal to the bank, covering license costs and cash reviews, and will purchase additional Arbiter licenses as needed.

• League operations are running smoothly, with recent CSL games completed, a player suspended for five years, and upcoming tournaments including the Charleston Charles Cup and the James Island Charleston Spring Classic.

Mentor Deployment and Evaluation Strategy

• The team plans to increase mentor presence at spring tournaments, ensuring coverage for entire matches.

• A flat fee of $100 will be paid to mentors for a minimum of four games, with adjustments for longer assignments.

Mentor Assignment Confusion

• The team clarified that only certified US Soccer mentors should be assigned to games.

• A spreadsheet system was proposed to track mentor participation and game observations for better coordination.

Mentor Program Structure and Referee Development

• The mentor program aims to elevate new referees to mentor coach level by providing guidance, equipment checks, and progression pathways, ensuring all mentors have regional referee experience if mentoring referees seeking Regional upgrade.

CSL Mentoring Funding and Staffing Challenges

• The city offered $500 per season to support CSL mentors, but payment method issues remain.

• CSL staff turnover is high, and many new staff lack experience, causing operational concerns.

Compensation and Travel for Mentors

• The group debated paying mentors $100 per day to cover travel and time, emphasizing the need to track expenses and avoid low hourly rates.

Referee Compensation and Mentor Allocation

• The group debated a flat rate versus age-based pay for mentors.

• They discussed allocating mentors to games based on available funds.

Mentor Assignment and Game Fee Planning

• The team discussed assigning mentors to games, with Danny Thornberry coordinating official assignments.

• They negotiated a tiered mentor fee structure, proposing $60 per game for Adult 11v11 brackets and creating a tier for lower age groups:

U11/12 - $30
U13/14 - $35
U15/16 - $40
U17-19 - $50

Referee Fees and Mentor Feedback Requirements

• Referee compensation should reflect full game coverage, not half-game splits.

• Mentors must submit at least three comments, including positives and improvement areas, to receive payment.

Mentor Payment Process Discussion

• The team debated using the CASRA account for monthly mentor payments.

• A new generic card was proposed for sending payment instructions to all mentors.

Possible general meeting location

• John Kenney identified venue for mentor meetings, can host 50. Location at (EFC) FUTSAL facility in Mount Pleasant or the Carolina Ice Palace.

• John Kenney is compiling a referee handbook and seeks suggestions.

[Red Card reports]

• John Kenney criticizes poorly written match reports and suggests more training and assignor or ARA to have eyes on before submitting the final form to improve compliance and quality.

• The speaker proposes a centralized review process with a shared location to streamline submissions and reduce uncertainty about who should receive documents.

[New CASRA Website]

• The speaker reviewed a new photo, praised its clarity, and suggested minor tweaks while noting it was suitable for future use.

Budget Allocation for Mentorship and Gear

• The team plans to increase mentor fees to support program costs.

• New members will receive quick-dry shirts for training. Coins will be given at new ref classes, on-field training sessions or tournaments if the new ref has not already received one elsewhere.

Rewarding Referee Development

• Referees receive shirts at 25-game milestones to incentivize growth.

• Training participation and mentoring will be rewarded with apparel and discounts.

• The discussion focused on ordering and distributing referee jerseys in multiple colors and sizes, emphasizing the need for a streamlined ordering process and cost-effective options.

Tailgate Planning and Attendance Challenges - Morale

• Tailgate events often overestimate attendance, leading to excess food waste.

• Alternative morale events, such as summer gatherings and pickleball, have higher turnout and lower logistical burden.

Scholarship Fund for Youth Referees

• Proposed scholarship fund to support youth referees' certification costs.

• Suggested criteria include performance, need, and future potential.

Scholarship and Recertification Funding

• The organization will review and vote on any Scholarship requests.

• John highlighted referee retention challenges and cost barriers.

• Unknown Speaker suggested mentorship and revised membership Jotforms.

Scheduling Regular Membership Meetings

• The group plans to hold CASRA board meetings every two months, as required by bylaws and general membership meetings possibly on the same rotation.

• COVID disrupted future-planned meetings, so the team will now schedule dates in advance to ensure attendance and preparation.

Upcoming Events and Registration Trends

• The team discussed scheduling a board meeting on April 15, and a general membership meeting a week after high school, while noting a 14.2% decline in youth soccer registrations.

Youth Referee Academy Planning – Bob Corriea

• Sherry Seitz presented a new academy to train 200 top youth referees.

• The speaker organized sports bra donations and emailed female referees for participation.

All-Women Referee Event and Personal Training Efforts

• Malinda Moore attended a women-only referee event at CSC Charleston and is gathering training videos and resources on her own time.

Recruiting Referees and Event Challenges

• Jim Klien discussed recruiting new referees through peer encouragement.

• Concerns were raised about tournament assignments for non-eligible referees who cannot obtain an Arbiter Pay account.

Youth Soccer Development and Refereeing

• Boys skill levels decline while girls improve, prompting coaching concerns.

• Referee recruitment and state funding programs are declining nationwide.

General Discussion and Next Steps