



Executive Board Meeting via Zoom

MINUTES

Tuesday, December 16, 2025 6:30 P.M.

In Attendance: Phil Leake, John Lilygren, Bill Bartel, Ryan Cowley, Anthony Davis, Don Mosbaucher, Mike Bower, Teddy Hayes, Robert Hooper, Dave Sundin, Rick Berman, Robert Benoy, Tori Busto, Brendan O’Leary.

Meeting Summary

USATF Annual Meeting Report

- Meeting Location: Florida - multiple attendees participated both in-person and virtually
- Technical Issues: Significant problems with audio quality, transmission difficulties, and poor meeting management
- Meetings not run according to Robert's Rules of Order
- Schedule changes occurring frequently with last-minute cancellations
- Hybrid voting system failed to include 600 online participants out of 900 total attendees
- Key Outcomes:
- All 61 rule proposals approved except one that was tabled
- Rules changes primarily focused on aligning with World Athletics standards
- Rory Osborne won the Andy Bakjian Award, to be presented February 7 in Richmond

Central Association Dissolution

- Status: Central Association board voted to affiliate with Southern California Association without member input
- Impact on Pacific Association:
 - Many Central Association constituents compete in Pacific Association events
 - Pacific Association officials frequently work Central Association meets
 - Grievance being filed to challenge the decision

- Proposed Solution: Northern four counties of Central Association may join Pacific Association pending constituent vote

Training and Certification Updates

- World Athletics Certification: New emphasis on National Athletics Referee certification
- Apprentice level and National Athletics Referee courses available online
- Recommendation for all Master/National level officials to complete these certifications
- Courses cover all disciplines with some differences from current USATF practices
- Para Certification: Strong push for officials to become Para certified
- Currently less than 20 Pacific Association officials are Para certified
- Testing is straightforward with classifications being the main learning curve
- High School Meet Proposal: Working on allowing apprentice officials to advance to associate level through high school meets

Committee Reports and Issues

- Youth Committee Dysfunction: Multiple reports of communication failures and lack of coordination
- Officials not being properly notified of meet assignments
- Complaints not being resolved in timely manner
- Association executive board considering structural changes
- Training Schedule: Limited live training planned due to Bill Bartel's upcoming knee surgery on December 30
- Emphasis on mentoring and on-site training at early season meets
- Scott Phoenix has multiple training sessions scheduled for January

Upcoming Events and Dates

- Next Meeting: February 24, 2026 6:30 PM via Zoom
- Annual Banquet: February 7 in Richmond (date may change to late January)
- NorCal Championships: Dates changed to May 8-9 due to scheduling conflicts
- 2025 National Meeting: Will be held in Portland, Oregon in December



Action Items

@All Annual Meeting Attendees: Submit expense reports to John Mansour for reimbursement

@Bill Bartel: Contact Scott Phoenix regarding joint training opportunities

@Phil Leake: Follow up with Charlotte regarding unresolved youth committee complaint

@Subcommittee (Phil, Dave Sundin, John Lilygren): Review governing procedures and policies

@Grievance Committee (Phil, Mike Brown, John Busto, Don Mosbacher): Develop officials grievance procedures

@All Officials: Consider taking World Athletics certification courses

@Committee Chairs: Send summarized reports to Phil for newsletter inclusion