

Tucson Metro Soccer League

Board Meeting Minutes

November 12, 2025

Attendees: Vasilis (Bill) Andriopoulos, Marty Tagg, Diego Morales, Jose Verdugo, Homayoon (Homa) Karimi, Pete Wendler, Jon Pearlamn

Absent: None

Meeting: The meeting was called to order at 6:30 pm

Action Items:

- **Marty:**
 - Send out the October meeting minutes for email approval.
 - Send out the rewrite of the 7-player (early termination) rule.
 - Publish the new bylaws on substitution rules
 - Contact Eddie Suh to post the new substitution rule on the website.
 - Review the FC Tucson website regarding sponsorships and follow up with Jon.
 - Send out a notice about the new player registration date and the general second-half payment/waiver deadline.
 - Contact Doreen to reserve city fields (like Rillito) for January through April as a backup.
 - Contact Jon Pearlman to inform him of the board's decision and the stipulation regarding his attendance.
- **Bill:**
 - Provide the final list of teams for bond money by Monday.
- **Eddie**
 - Get a timeline from Edmundo for the online check-in feature. Contact Cynthia to clarify the ASSA player reporting process and request the numbers
- **Division Reps**
 - Send an email to captains reminding them of waivers, second-half fees, and the new substitution rule.
- **Board**
 - Plan and schedule the mid-season captains' meeting for December; Marty will send out a date by Friday.
 - Discuss and establish a process for handling board member conduct issues at the next meeting.

Unresolved Action Items:

- **ASSA Reporting Process:** While the board delegated the immediate task of ASSA player reporting, a long-term plan for the board to manage this financially critical process internally was not established.
- **Roster Size Increase:** The discussion on increasing the roster size to 30 was deferred. A clear plan is needed to evaluate the technical feasibility and assess the impact on player availability across the league.
- **Electronic System Transition:** The transition to fully electronic payments and waivers is on hold pending a timeline for the new website, risking continued administrative issues with the paper-based system.
- **Field Conditions:** While a survey of captains is planned for next season regarding hard fields at Udall, there is no immediate solution for the current season if Kino becomes unavailable again.

Routine Business (AGENDA):

Treasurers Report

- As of October, the total account balance was \$106,000 (\$88k in bank, \$18k in PayPal), comparable to last year's \$108,000.
- A \$15,000 transfer was made from PayPal to the bank.
- Main expenses were for The Shop and referees, with new invoices from Kino expected.
 - **Conclusion:** The organization is solvent.
- **D&R:** nothing to report

Old Business

- Uniform tracking will be handled by Diego and the Shop.
- Waiver collection will occur during Thanksgiving break and will be required to be completed prior to the Dec 7 game.
 - Require all existing players to sign by December 5, 2025 by 5pm
- Full refund approved for deployed service members.
- Board members were reminded that their on-field actions reflect on the league; they must avoid interactions that could be perceived as influencing referees or applying board authority during games.
- ASSA Player List Reporting still needs follow-up to ensure TMSL is paying the correct amount.
- Player business sponsorship was mentioned. Still no decision made on having business posted on website.

New Business

- No games anticipated for January 18 due to Ft. Lowell Shootout.
- A recent game revealed a jersey color conflict (Sol40 now shares the same color as another team). Teams should have multiple uniform options to avoid conflicts.
 - The website's team color listings are outdated; teams have changed colors, and updates are needed to prevent future conflicts. Collecting and tracking current jersey colors will be prioritized, potentially integrated with uniform purchase tracking.
- Table the 26-roster player increase to December and Marty email the board to prepare a plan for next month's meeting. (Marty)
- The playoff topic will be added to the December agenda to confirm rules and communicate clearly to all teams.
- Proposal for Homa to draft a process outlining board involvement for The Shop/uniform expenses and potentially other large payments (ASSA fees, referee payments).
 - Conflict of interest note: Diego should be excluded from Shop-related approvals.
- Captains requested a way for new players to join mid-season without paying the full first-half fee for only a few games.
 - **Decision:** The board voted to create an exception for **new players only**. Effective November 16th, new players can register and pay the second-half fee of \$75, becoming eligible to play on November 23rd.
- The deadline for all other players to pay second-half fees and re-sign waivers remains the Thanksgiving break.
- 25-Man Roster Limit
 - A captain requested increasing the 25-man roster limit due to player availability issues.
 - The limit exists to prevent teams in age-restricted divisions from hoarding players.
 - A suggestion was made to expand to a 30-man roster with a 25-man game-day limit, which might be manageable with new software.
 - **Conclusion:** The discussion was postponed. The league will explore the technical feasibility and inform captains it is under review.
- New Substitution Rule
 - After consulting with Bob and Maggie Barton, a simpler rule was proposed: "TMSL allows unlimited substitutions on all game stoppages with the referee's permission."
 - **Conclusion:** The new rule was approved and will be posted on the website and emailed to captains.
- Refund Policy Wording
 - A captain questioned the \$8.50 per-game refund deduction, as the website stated "\$8 or \$5." The website numbers are outdated with the

- higher amount reflecting the cost of Kino fields and the lower amount City/County when O60 played there.
- **Conclusion:** The board will discuss the matter directly with the player involved. The website wording will be updated to reflect the current \$8.50 deduction.
 - Mid-Season Captains' Meeting
 - The board approved holding an optional mid-season captains' meeting in December.
 - The goal is to gather feedback on issues like roster sizes and field conditions. Captains will be asked to submit agenda topics in advance.
 - Weather Forecast and Field Conditions
 - Players have complained that the fields at Udall are too hard and causing injuries. The south mid field at Udall has holes. Kino fields are in better condition.
 - **Conclusion:** For the current season, the league will try to reserve city fields (like Rillito) far in advance as a backup. For next season, the issue will be presented to captains with options, including surveying teams on their willingness to cancel games if Kino is unavailable.
 - Field Scheduling for January-April
 - Diego confirmed Kino fields are secured for all of January (except the 18th), February, March, and the first weekend of April, covering the rest of the season's needs. Requests have been made through 2026.
 - Referee Shortage and New Crew
 - A major referee shortage has forced the use of poorly assessed refs.
 - A new referee business from Yuma can provide a crew of four for an additional \$125/weekend for a hotel room. Connie confirmed the business can provide the necessary W-9s.
 - **Conclusion:** The league will proceed with using the new referee crew starting this Sunday.
 - Website Updates and Sponsorship
 - Online Check-in: Eddie met with Edmundo to discuss requirements for an online check-in system. Work will begin soon.
 - Player Business Directory: The board discussed a "partnership page" for player businesses. Jon Pearlman suggested a small sponsorship fee (e.g., \$250) and recommended looking at the FC Tucson website for an example.
 - Transition to Electronic Waivers and Payments
 - The league continues to have issues with paper-based processes.
 - The new website will use Stripe in addition to PayPal for direct credit card payments and will pre-populate waiver forms.
 - **Conclusion:** The transition to a fully electronic system is on hold until a clear timeline for the new website is available. The paper-based drop-off system will continue for now.
 - Board Member Attendance
 - A concern was raised about Jon Perlman's absence from three consecutive meetings, which violates the bylaws.

- Jon acknowledged his poor attendance, citing coaching conflicts and tech issues, and committed to improving. He stated he would accept whatever decision the board made.
- A vote was held on his board status. Result: 3-2 in favor of Jon remaining on the board.
- **Stipulation:** One more unexcused absence will be grounds for removal.
- **Definition of "Excused Absence":** The stipulation for Jon Perlman's continued board membership hinges on "unexcused absences," but this term was not formally defined, which could lead to future ambiguity.
- Board Member On The Field Conduct
 - An incident was discussed where Homa yelled at an assistant referee. Other players felt a board member was not being held to the same standard.
 - Board members emphasized that board members are held to a higher standard and must set an example, regardless of referee performance.
 - **Conclusion:** The board agreed to create a formal process for handling board member conduct issues, but no specific timeline or owner was assigned to lead this initiative.

Meeting Adjourned at 8:28 p.m.

Next Virtual Board meeting scheduled tentatively for December 10, 6:30 p.m.

Respectively submitted December 9, 2025 by Jose Verdugo, Secretary

Martyn Tagg, President