

**EMPIRE RFU GU**  
**MEETING OF THE BOARD OF DIRECTORS**  
April 9, 2018

The Executive Board met via conference call on Monday, April 9, 2018, at 9:00 p.m.

**ATTENDANCE**

Voting Board Members: Ken Pape (President), Michael Crafton (VP Operations), Pat Moroney (VP Communications), Gary Heavner (VP Governance), Jennifer Salomon (VP Finance), Lex Maccubbin (ED Men), Jennifer Jones (ED Women), Brad Kleiner (ED Referees)

Non-Voting Members: J.C. Whipple (Administrator)

Clubs: Monmouth Rugby (Rob / Alex), Gotham (Robert / Sebastian)

Absent: None

**CALL TO ORDER**

The meeting was called to order at 9:09 p.m. A quorum was in place.

**GOTHAM / MONMOUTH INCIDENT**

Ken Pape welcomed everyone and stated that Gotham Rugby and Monmouth Rugby were joining the call to address some issues. Sebastian from Gotham Rugby stated that during the Four Leafs Tournament one of the club's players were called a derogatory name. This happened again during a friendly against Monmouth - it was addressed with the referee, who said he did not hear it, and the Monmouth coach, who dismissed the matter. Sebastian said that Monmouth did email Gotham following and apologized on behalf of the club.

Rob from Gotham said he has been communicating with Dave Martin from the RRSNY. Gary Heavner stated that if anything occurs during a match (including verbal abuse, which is consider foul play) that is not recognized by the referee can be cited (within 48 hours) and an appeal can be heard. Rob said Gotham is a club with a strong mission statement, creation an environment where gay athletes can feel safe and compete in an environment that is conducive to sportsmanship.

Monmouth responded (Rob Benedetto) and said that the club has apologized directly to Gotham. The club is looking at sanctioning the player in question (league+spring matches and additional service, letter of apology). Rob said that the club has a gay member who addressed the team and provided insight as to how hurtful actions like this are and more attention needs to be paid in this area.

A discussion took place on the emergence of matters like this and how the Board can re-address seeking out all minorities and provide the ability for inclusion.

Ken Pape said World Rugby has disciplinary guidelines regarding matters / behaviors such as this. The entry for suspension is six (6) weeks, mid-range (12) weeks, with a maximum of (52) weeks.

Ken said the matter will be addressed by the Discipline Committee.

**FINANCIAL REPORT**

Jenn Salomon asked for confirmation from Brad Kleiner that EGU is paying for referees and ARs for Play-offs , ARs until the final of the Challenge Cup. Jenn also asked for confirmation on the HP Women's schedule - it will be confirmed by the middle of the week. On the Men's side, the schedule will be finalized in the next couple weeks. A discussion took place regarding the need for release funds for the Women's program for the purchase of jerseys.

## **COMMUNICATIONS REPORT**

Pat Moroney said there has been a lot going on and his recent travels have brought insight to bringing non-traditional populations into the game, especially women. Pat will provide a report to the Board within in the next three weeks.

## **MEN'S REPORT**

### *Montauk Rugby*

Due to the number of forfeits last season (three of eight matches). Lex is suggesting a bond similar to that required of Bayonne a few seasons ago. A discussion took place regarding the requirement of a Bond and any associated per-game fees.

Lex Maccubbin made a motion requiring Montauk to post a \$500 bond prior to he start of the 2018-19 league season. Should Montauk forfeit one or more league matches during the season the bond is forfeited to Empire GU. Michael Crafton seconded. Vote: Yes - Brad Kleiner, Gary Heavner, Jenn Salomon, Jennifer Jones, Pat Moroney, Michael Crafton, Lex Maccubbin, Ken Pape. Motion passes, 8-0.

### *Tri-County/Lockport/Genesee*

Ken Pape said that outstanding matters have been addressed and the club will be known as Genesee moving forward.

## **WOMEN'S REPORT**

Jen Jones said the EGU D1 teams will crossover with NERFU in the fall - just waiting on confirmation if NYRC will take part. Monmouth Women are coming forward with an eligibility concern regarding a transgender player. A discussion took place regarding the appropriate measures to address the USA Rugby Eligibility Committee.

## **SEVENS REPORT**

Rosalie MacGowan introduced the pathway for the National Championships. For the Men, there will be four NE7s tournaments (Tri-State, Newport, Monmouth, Saratoga), and there will be three Women's (Newport, Monmouth, Saratoga). The EGU 7s will be five tournaments (Princeton, Syracuse, Rockaway, Binghamton, New Haven) this year. Rosalie said she has been contacting clubs to inform them of the selection process for 2018.

A discussion took place regarding the schedule and the ability for clubs/athletes interested in attending alternative NE7s and/or EGU events.

## **REFEREES REPORT**

Brad Kleiner said clubs should be alerted to referee policies in advance of any playoff / challenge matches.

## **NCR3 REPORT**

Nothing to report.

## **OLD BUSINESS**

None

## **NEW BUSINESS**

### *Motions from Gary Heavner - Bylaw Changes*

1. Gary said he amending "good standing by a member" which would clarifies dues, fees, etc.
2. Officer could be removed by a 2/3 vote
3. Keep ED Referees on the Board, but as a non-voting member. The thought process is the referees as a contractor. A referee could run for a position, but the
4. Remove ED Colleges
5. Disciplinary Rules; The work done previously would now follow World Rugby Laws

6. Meeting Availability. Language needs to be updated to ensure meetings are open to all members (including votes), though reserving ability for executive session.

*Motions from Gary Heavner - Policy Changes*

- \* Referee Assignment Panel
- \* Authorize Gary Heavner to secure an attorney (up to \$15K) for filing of 501c3
- \* Authorize waiver of college player fee
- \* Authorize committee to evaluate relationship of Northeast Academy
- \* EGU AGM should be considered a meeting of members for MetNY Union and associated disbursement of funds, etc. Authorize EGU Board to manage remaining funds of MetNY.

Michael Crafton made a motion to forward all of these for review by the Board and consideration for adoptions. Seconded by Rosalie MacGowan. Vote: Yes - Gary Heavner, Jenn Salomon, Jennifer Jones, Pat Moroney, Michael Crafton, Lex Maccubbin, Ken Pape. Abstain - Brad Kleiner. Motion passes, 7-0, with one abstention.

*Medical Guidelines Review*

Ken Pape said he has been receiving messages from member clubs regarding on-site medical matters. He will forward a proposal to the group for consideration.

Being no other business, the meeting was adjourned at 11:20 p.m.

Respectfully submitted,  
J.C. Whipple  
EGU Administrator