



OCFOA Tackle/Flag Restructuring



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Agenda

- Context
- Three Options
- Recommendation
- Implementation
- Q&A



Flag Football Facts

Flag football, think about this:

Participation Growth: From 2023-24 to 2024-25, girls' flag football witnessed an increase of over 25,000 participants nationwide, with participation nearly doubling in the number of schools offering the sport.

California Dominance: California has emerged as the leader in girls' flag football, accounting for 29 percent of all participants with almost 20,000 girls playing the sport as of last year.

Initial Expectations: The sport was officially approved in California in February 2023, after a trial that attracted nearly 700 participants, but the first year exceeded expectations with over 10,000 girls participating.

Future Growth: The fall of 2024 saw an 84 percent increase in participation, and girls' flag football secured the #8 spot among the most-played girls' sports in California.

Leagues: Youth through College: Growth is supported by youth leagues facilitated through organizations like NFL Flag, with ongoing initiatives to promote flag football for both boys and girls, including participation from former NFL stars. Did you catch the part about "boys" flag football? I believe it will be with us in four or five years.

Television Exposure: The sport gained visibility through ESPN's coverage of the NFL Flag national championships, indicating strong viewer interest. This plays well into the fact that many of our Orange County tackle games are televised, and hence so are our teams when they travel outside the area. (Keep in mind: If flag football becomes a financial success, it will lead to a growth in our pay scale.)

Future Projections: Playoffs have already begun, and it won't be long before the State Playoffs for Flag football take place. Additionally, you may already be aware that Flag football will be featured at the upcoming Summer Olympics, with participation from both women and men.

Cultural Impact: The increasing popularity of girls' flag football is framed within the context of football being a central sport in America, with all indications for the potential to surpass traditional football.

Overall, the enthusiasm and institutional backing that are driving the expansion of girls' flag football, especially in California, point to a bright future for the sport.



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Context & Objectives

OCFOA Agreed to support the new sport of Flag football for 3 years to CIF and CFOA.

Year 1 (2023) – Get officials to support the inaugural season

Year 2 (2024) – Establish support structure – Created Ratings, instructional chairs and appoint an assignor

Current Ratings Chair – Matt Goda

Current Instructional Chair – Rick Langemeier

Current Assignor - Todd Summers

Year 3 (2025) - Association to vote on disposition of Flag Football within OCFOA

Our Objective in this presentation is to provide you with how OCFOA is structured, how adding Flag over the last 2 seasons impacted OCFOA and what the board recommendation is for the future.

You will then be asked to vote on one of three structural options for integrating Flag Football into OCFOA. Those options are:

1. Flag Football Fully integrated into OCFOA (Single Unified Structure – what we have today)
2. Independent Flag Football Association (Separate Entity to OCFOA)
3. Dual-Division Model (One association with two separate Divisions)(Current Recommendation)



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Current Structure

Before Flag Board Structure Before 2023

1. President
2. Vice President
3. Secretary / Treasurer *(Stipend \$1250)*
4. Ratings Chair *(Stipend \$500)*
5. Instructional Chair *(Stipend \$1250)*
6. "At Large" X6

Total of 11 Voting Board Members

Non Voting

1. Assignor (Appointed by President and approved by Board for 2 year terms)(\$17,000 Negotiated Stipend)

*** (Additional Stipend of \$500 for Website Coordinator)*

Committees

1. Ethics
2. Recruitment and Retention
 1. Mentorship
3. Bylaws
4. Golf Tournament
5. Crew Chief Evaluation & Review
6. Crew Chief Selection
7. Ratings
8. Awards
9. Social Committee

Current Board Structure w/ Flag – 2024 to Current

1. President
2. Vice President
3. Secretary / Treasurer *(Stipend \$2,500)*
4. Tackle Ratings Chair *(Stipend \$500)*
5. Tackle Instructional Chair *(Stipend \$1250)*
6. "At Large" X6

Total of 11 Voting Board Members

Non Voting Board Members

1. Assignor (Appointed by President and approved by Board for 2 year terms)(\$17,000 Negotiated Stipend)
2. Flag Assignor (\$3 assignment fee per game)
3. Flag Ratings Chair (\$500 Stipend)
4. Flag Instructional Chair (\$1250 Stipend)

*** (Additional Stipend of \$500 for Website Coordinator)*



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Option 1: Full Integration into OCFOA

Option 1: Full Integration into OCFOA (Single Unified Structure)

Pros

- Simplified governance and shared resources and expenses (ie insurance, HUDL, Arbiter etc.)
- Unified branding and identity
- Easier onboarding for new officials
- Broader pool of officials to support both flag and tackle (crossover)

Cons

- Risk of diluted focus on sport-specific needs
- Ratings and instruction may not reflect Flag-specific nuances
- Potential tension over voting rights and representation

Rationale for Change

- A. This election is our current structure. Currently Flag board members do not have voting rights and are appointed.
- B. A vote for this option means that you would like the current structure to remain as is and bylaws and policies and procedures rewritten to support this structure.

Current Board Structure w/ Flag – 2024 to Current

1. President
2. Vice President
3. Secretary / Treasurer (*Stipend \$2,500*)
4. Tackle Ratings Chair (*Stipend \$500*)
5. Tackle Instructional Chair (*Stipend \$1250*)
6. “At Large” X6

Total of 11 Voting Board Members

Non Voting Board Members

1. Assignor (Appointed by President and approved by Board for 2 year terms)(\$17,000 Negotiated Stipend)
2. Flag Assignor (\$3 assignment fee per game)
3. Flag Ratings Chair (\$500 Stipend)
4. Flag Instructional Chair (\$500 Stipend)

*** (Additional Stipend of \$500 for Website Coordinator)*



OCFOA Option 2: Independent Flag Football Association

Option 2: Independent Flag Football Association (Separate Entity)

Pros

- Full autonomy over operations, instruction, and ratings
- Tailored leadership and governance
- Flexibility in dues and scheduling

Cons

- Loss of CIF affiliation and credibility (For Flag)
- Duplication of infrastructure and administrative overhead
- Potential Loss of members (forced to choose or join both increasing fee to individual)
- Possible CIF reputational damage to OCFOA (impact to playoff schedules)
- No crossover instructional or assigning efficiencies
- Increased cost for Arbiter and instruction (Cost distribution loss of economies of scale)

Rationale for Change

- A. This election fully severs ties with Flag and returns OCFOA back to Tackle Only
- B. A vote for this option means that you would like Flag to be its own autonomous entity with no affiliation with OCFOA and Tackle Football.

Before Flag Board Structure Before 2023

1. President
2. Vice President
3. Secretary / Treasurer (*Stipend \$1250*)
4. Ratings Chair (*Stipend \$500*)
5. Instructional Chair (*Stipend \$1250*)
6. "At Large" X6

Total of 11 Voting Board Members

Non Voting

1. Assignor (Appointed by President and approved by Board for 2 year terms) (\$17,000 Negotiated Stipend)

***(Additional Stipend of \$500 for Website Coordinator)*



OCFOA Option 3: Dual-Division Model

Option 3: Dual-Division Model (Recommended)

Pros

- Sport-specific autonomy with shared OCFOA infrastructure
- Maintains CIF relationship and OCFOA credibility
- Enables crossover instruction and efficient assigning
- Balanced governance with division-specific leadership
- Takes advantage of economies of scale while preserving sport specific autonomy

Cons

- Requires clear bylaws and voting structures
- Initial setup may be complex
- Needs strong coordination between divisions

Create a structure for Flag and Tackle to coexist under one organization (OCFOA)

1. 2 separate divisions (Tackle and Flag) that handle most of their sport specific governance.
2. These Divisions govern themselves with oversight from the Executive Board.
3. The Executive Board is elected by members in good standing of OCFOA, but Division leadership is selected by members of each division/Sport.



OCFOA Option 3: Dual Division Model

Option 3: Dual Division Model - Board Proposal

OCFOA Executive Board

President

Vice President

Secretary / Treasurer (*Stipend \$2,500*)

Flag Director

Tackle Director

Tackle Division

1. Director
2. Instructional Chair (*Stipend \$1250*)
3. Ratings Chair (*Stipend \$500*)
4. "At Large"
5. "At Large"
6. Tackle Assignor (*\$17,000 Stipend in lieu of per game assignor fee*) Appointed by Director of Division and approved Executive Board. Non Voting

Shared Resources and Committees

1. Audit
2. Ethics
3. Elections
4. Bylaws
5. Social
6. Web (*Stipend \$500*)
7. Arbiter/Hudl/Insurance

Flag Division

1. Director
2. Instructional Chair (*Stipend \$1250*)
3. Ratings Chair (*Stipend \$500*)
4. "At Large"
5. "At Large"
6. Flag Assignor (*\$3 assignment fee per game*) Appointed by Director of Division and approved Executive Board. Non Voting



OCFOA – proposed division board positions

Director position:

- Like our current President, but more focused on issues related to that specific sport
- Representative of that division on the Executive Board
- Handle Communication with Coaches, Athletic Directors, Officials
- Schedule and facilitate Division Specific Meetings for their board (Director, IC, Assignor, RC, Board Members)
- Appoint members to committees and assign ad hoc committee as they deem appropriate within the bylaws

Opportunities to collaborate and coordinate across divisions

Instructional Chair

Remain the same as now, except be specific to their division.

Assignor

Remain the same as now, except be specific to their division.

Ratings Chair

Remain the same as now, except be specific to their division.



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Comparative Analysis of Options

Use a table to compare governance, cost, CIF affiliation impact, operational complexity, and member voting rights.

<u>By The Numbers:</u>	<u>Tackle</u>	<u>Flag</u>	<u>Tackle/Flag</u>
OCFOA Enrollment	248	212	292
# of Games	1120	1944	n/a
Game Fees	Wt./Var - \$99/\$148	Wt./Var - \$58/\$74	
	<u>All Together</u>	<u>Without Flag</u>	
OCFOA Revenue	\$62K	\$52K	
	<u>2023-2024</u>	<u>2024-2025</u>	
Flag growth - # of Teams	131	171	

<u>Association Options:</u>	<u>#1 - Full Integration</u>	<u>#2 - Independent</u>	<u>#3 - Dual Division</u>
Financial Impact	Low	High	Low
Governance complexity	Medium	High	Low
CIF/CFOA Affiliation Impact	Low	High	Low
Operational Complexity	Medium	Low	Medium
Member voting rights	Medium	Low	Low
Sustainability Impact	Low	High	Low
<i>Risk Impact to OCFOA - High, Medium, and Low</i>			



OCFOA – Recommendation & Next Steps

Strategic Recommendation

It is the boards recommendation is to adopt option #3 – Dual Division model.

- Maintain overall governance of OCFOA within the existing executive board structure
- Sustains relationships and reputation with “one voice” to CIF and CFOA
- Greater opportunity for sustainable revenue stream via a larger membership, providing more autonomy around expense distribution
- Autonomy of each football division (board meetings, voting, instructional, ratings, assignor)
- Utilize and modify existing By-Laws and Policy & Procedures

Next steps:

- Review information and recommendation with the OCFOA Board
- Finalize information and communication to the OFOA Association (exclude Flag Only officials?)
- Vote on recommendation, set a date

Appendix previous slides & additional
information



OCFOA Individual Board Setup

Board recommendations:

- Smaller in size because its function is to handle matters dealing with CIF and Finances of the organization.
- Ensure that each division is fulfilling its responsibilities to its members and the requirements for CIF Certification are being met.
- Executive Board Members (President, Vice-President, Treasurer) shall not also hold any leadership position in either division.
- Divisional ~~Directors~~ or Secretary (Flag and Tackle) would report to the Executive board at every meeting. Meetings are open to ALL members (most likely via Zoom).
- Deadlines in the Bylaws for things like Instructional and Ratings Programs would be more meaningful because they need to be polished and presented to the Executive Board by deadlines. (March / April)
- Instructional programs can begin immediately maximizing off season time and creating the format for the 50% of hours crossing over.
- Ratings Programs being polished and approved also allow the instructors time to teach what and how officials will be observed and evaluated long before the season begins.



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Proposed Governance & Voting Structure

Diagram or chart showing Executive Board oversight, division leadership election pathways, and member voting rights.

1.Dues & Financial Framework

Outline base OCFOA dues, plus division-specific fees; include sample fee scenarios.

2.Instructional & Ratings Program Plan

Detail the 50% crossover instructional hours, division-specific ratings, and key deadlines (March/April).

2.Implementation Roadmap & Timeline

Phase-by-phase plan from bylaw updates to inaugural flag division season in 2026.

3.Risk Mitigation & Monitoring

Identify top risks (e.g., official attrition), proposed incentives for dual-certification, and ongoing oversight metrics.

4.Discussion & Q&A

Open the floor for questions, feedback, and member voting process reminders.

5.Thank You & Next Steps

Recap action items, sharing bylaws drafts, scheduling follow-up meetings, and contact information for the OCFOA Executive Team.



OCFOA Pros vs Cons

Pros:

- **Dues.** There should be a set cost to the OCFOA for ALL members (Tackle / Flag). Then each division can set their cost on top of that cost. For example, Tackle does not pay an assignment fee, Flag does. Etc.
- **Coordinator of Instruction / Assigning:** Members benefit from both instruction and assigning working together to maximize efficiency and coordinator. Site proximity assignments. Hours of instruction crossing over.
- **Governance:** Each division will have separate elections, board meetings, and ratings process. At least 50% of the instructional hours for Certification should cross-over
- **Elections:** Members of each division are eligible to vote for the leadership in their division and for the Executive Board positions of President, Vice President, and Treasurer.
- **California Interscholastic Federation:** Build upon a solid relationship with CIF. No other CFOA Unit is purging Flag Football from its oversight.
- **Broader pool of officials** with combined organization

Cons:

- **Standing up a new organization** financial, securing legal representation, securing insurance, establishing by-laws and P&P
- **Potential risk of losing tackle officials** to flag due the ease of the game and opportunities to make more money with more games