



The Flag and Whistle

Newsletter of the South Bay Soccer Referee Association

Serving the Soccer Community since 1976



Written by: Jonny Joseph
Edited by: Alan Siegel

May 2025

Notes from the Board

Annual Dues

At the May 2025 Board Meeting, the Treasurer presented a budget for expenses expected to be incurred in the 2025-2026 Membership Year based on the actual expenses incurred through April 2025 for the 2024–2025 year plus expected expenses for the remainder of the year. With a membership count of almost 170 members, annual membership dues to pay for these anticipated costs were calculated to approximate \$100 per member. Our website will be updated shortly, and at that time members may submit their applications to renew their membership and pay their dues for 2025–2026.

Please be reminded:

- Applications will not be considered until dues have been paid,
- Members who have recruited new members for the past year, with the new member paying dues for the second time, receive a 50% discount off their 2025–2026 dues. Please reach out to our Treasurer to confirm your qualification for this and/or to arrange this payment,
- Match fees payable by the Association for games refereed during May and June will be reduced by the annual dues amount unless requested of the Treasurer by email,
- Dues are payable by June 30, are considered late if not paid by July 31 and must be accompanied by a late fee of \$20 for payments after July 31.

Annual General Meeting

It's Summertime, which also means it's SBSRA Annual General Membership Meeting time!

Please save the date – **June 24, 2025** at a venue TBD.

This is an important meeting as we have two board positions elections (Vice-President and Member-At-Large) and a number of bylaws amendments to consider and vote on. Just as importantly, it is an opportunity for us to celebrate a successful year and enjoy a social time together without any instruction and very little other formalities. We encourage all members to attend and enjoy an evening together. Nominations and bylaw proposals must be submitted in writing prior to the May Membership Meeting.

Professional Appearance

By now everyone should have read our Assignor's email on this topic. Of specific concern are pictures of referees wearing these two items which are unacceptable:

- "Desert-style" caps with long flaps at the back of one's head which cover the back of the neck and shoulders,
- Non-USSF style shirts.

There can be no compromise on these two items, whether one is refereeing as part of a team or assigned as a solo referee. It should not need explaining but perhaps some do not understand this. We are professionals being paid to do a job and looking the part **is an absolute requirement, not a preference!**

Board of Directors

President: Jonny Joseph

Vice-President: Steve Morgan

Secretary: Kiku Annon

Treasurer: Bruce Ashton

Member-At-Large: David Martin

Assignor: Gabriel Goldsman



Jersey Badges

Jersey badges – we have 4 alternatives:

- USSF Soccer
- USSF Futsal
- SBSRA
- CSL “5 Star Referee” (for CSL games only)

Please ensure you wear the correct one for each game. As a general rule, most youth games will require a USSF badge (current year or next year badges only) and most adult games will require an SBSRA badge.

League Rules

Please be reminded to visit each league’s dedicated page on our website which can be found at <https://www.sbsra.org/competitions> before going to the fields to officiate their games. If you have any questions about a league, please check the website before asking an assignor or anyone else.

A variety of problems on and off the pitch occur when members are not familiar with the rules of the league in which they officiate and are easily avoided with just a few minutes of research on our part.

In particular, South Bay Peninsula Soccer League (SBPSL) requests that we emphasize the following:

Check In:

- Before the match can begin, each team must provide a completed team sheet including the **full name of each player**
- Each player or team official must present you with their player ID when checking in individually. The player ID includes their team name, player name and photo – see examples here (https://sbsra.org/images/SBPSL_Cards.png). Make sure that all IDs match their appearance, jersey number, team name and the match report.
- **NO ID = NO PLAY– There are No Player Check-in Exceptions. No guest players, no substituting driver’s licenses for SBPSL ID cards, etc.** (other than on a limited basis, from time to time).
- Count the number of players, number of ID cards and names checked on the match reports to ensure consistency.
- Others (i.e., spectators) may not be in the bench/substitutes area.

ALL GAMES - Collect the game fees in cash only, before or at check-in. No Venmo, Zelle, Bitcoin, etc.

During the Game:

- We need to strictly enforce the league’s “no-bad-language” rule. Use basic sense, if the player mutters it under his breath, simply remind him to be careful not to say it any louder. If it can be heard 20 – 30 yards away, it likely deserves a caution (Yellow card) and if it is directed at anyone it deserves a Red Card.



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- They want fouls to be called. Let's give them what they want unless it is a promising attack, close to goal, etc., when you might consider applying the Advantage provisions in the Powers and Duties of Law 5.

After the Game:

- When completing the match reports, please ensure you complete the section concerning field conditions - missing corner flags, issues with goals or nets, etc.
- Ensure all players'/managers' cards are returned, except for sent off players. The cards for sent off players/managers need to be mailed to the league. The address is on the match reports.
- Take a scan of the match reports, which will be clearer than taking a picture. If you don't know how to scan, please ask a board member for help.
- The scanned match report must be emailed to John Moody (jmomoods@verizon.net) by Monday morning, **with the Member-at-Large** (member.at.large@sbsra.org) **copied**, so he knows it has been sent. Always ensure the MAL is copied on your email or he will follow up with you to verify your report was sent. **Ensure you have the correct email address before hitting "SEND."**
- Any supplemental reports must be sent to the Assignor, **not to the league**, as soon as possible, but within 24 hours of the match (**applies to all leagues**).

Also, please be reminded for all leagues:

- The USSF Supplemental Report contains the following list of events requiring the completion of this report:
 - dismissal of team officials,
 - sending-off offenses,
 - serious injuries,
 - game abandonment or other substantial occurrences.

Please remember to **use your LOTG book** to use the correct technical language and to text the applicable assignor immediately after the game so they know to expect your report.

- Many (most, all?) of us think we can officiate at the World Cup. However, EVERY game deserves a good referee. I know many (most, all?) of us want the upper-level games every week. That is simply not possible. Each week there are more referees in our Association that can manage these games very well than there are games at this level. As members of the Association, we all need to be willing to officiate the lower-level games also. Try them, you may just have fun!

New Member Incentive Program

Remember, we have a New Member Incentive program whereby you can enjoy a 50% discount of your annual membership dues payable for any new member you recruit when they pay for their second year of membership. We are anticipating a very busy fall season. With huge demand (of many games) we need additional supply (of referees). **Please note the incentive will be 50% of the returning dues for 2025-2026.**

We created a flyer (https://sbsra.org/Ref_Recruiting_Poster) for us to hand out at the fields. These are also available on our website. Print them out, insert your information at the bottom of the flyer (so you get credit from the Association) and take them with you to the fields to hand out.

Cal South Female Referee Initiative



At the time that Cal South's Referee Committee created its "Female Development Initiative," which is dedicated to the female referee who is seeking support or to advance her referee license, approximately 10% the SBSRA membership was comprised of female referees. Given that approximately 50% of our games are girls' games, this provides us with an opportunity for significant growth in numbers.

With this program being focused on female referees, Cal South is hosting a series of instruction dedicated to females in the referee community via Zoom (and some in person), along with mentoring sessions during State/National cup and other local tournaments. **Please take advantage of these opportunities!**

Their hope is that the participants in the program will share what they have learned with their association and inspire not only other female referees, but everyone in their association. So, female members in our association (of all ages and experience levels), please be aware of the program [application form link](#).

With your support, Cal South feels they will have the best female referee program in the nation. If you have any questions, please contact Penny Rehm (prehm@calsouth.com) or (951) 315 5023.

Professionalism

Match Reports

Our referee duties do not end when we blow the final whistle. We usually need to complete a match report. This is mostly in the form of a printed document provided by team managers or coaches. We need to be aware of the different league requirements and ensure we comply with them.

In particular: In cases which require misconduct reports, members are reminded to send the misconduct reports to the applicable assignor and **not to the applicable league**.

For more details about the completion of any match reports and the reporting requirements for our leagues, please visit our Competitions page at <https://sbsra.org/competitions> and see further details below.

While the importance of every one of these reports cannot be emphasized strongly enough, we have experienced another level of seriousness for their proper completion in the past. For example, following an adult game, a sent off player returned after the game and struck an opponent. The referee on the game was contacted by a police detective who requested "any information regarding the involved players, including any notes or any US Soccer Federation Referee Reports."

Availability and Blocks

All members have an obligation to minimize the number of times we decline games after we are assigned.



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As independent contractors, we are entitled to accept assignments wherever we can get them. However, in fairness to all assignors, Gabriel and Veto here, and others elsewhere, we are all requested to block the days that we are unavailable to the applicable assignor(s) ahead of time.

Choosing which association/league/organization we want to work for on specific days is perfectly fine. However, waiting to see which games you are assigned and then declining the less favorable ones is simply **not acceptable** to any of the assignors.

The extra work it creates for the assignor is more than most of us can imagine. **Please block ahead of time!**

Honesty

Our assignors' jobs are complex, and they spend a significant amount of time assigning games each week. Periodically, we have members turning back games (declining after receiving the assignment) for various reasons. A common reason is games from another assignor that the member prefers. In many of these cases, we learn about the other assignments and know that any reason given for turning back our association's games is not the truth!

This is not acceptable. Please pick up the phone and call the assignor to discuss your situation. They will work with you to make you happy and will not deny you the opportunity to referee a "better game," if possible.

Supplemental Reports

Due to ongoing challenges, we continue to provide the following guidance for all members: Please be reminded that whenever we have serious situations, a supplemental report is required:

- The **USSF Supplemental Referee Report form (both pages)**, on the SBSRA website, must be downloaded and completed, referring to the **IFAB LOTG** for **proper terminology** to use
- **Misconduct Codes** may be found in "U.S. Soccer Federation Referee Program Report Codes for Cautionable and Sending-Off Offenses" at <https://sbsra.org/report-codes>.



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- The report is required to be prepared ASAP, **within 24 hours** for **all serious situations**, including:
 - **Red cards** (for all reasons prescribed by IFAB including a second caution)
 - **Serious injuries** (paramedics called, player taken to emergency room/hospital), attended to by the trainer
 - **League requirements, or**
 - **Game terminations, other serious incidents, etc.**
- Take a **copy/picture of the Match Report** and, if applicable, player or team representative cards to assist you with preparing the USSF Supplemental Referee Report later
- Use **simple language** and include the **facts of the incident** only:
 - **When** – date and time, point in the match
 - **Where** – venue and specific location on the field
 - **Who** was involved? The player's name, number and team; and
 - **What** happened? Don't speculate on what caused it, just note what you saw

Note, there is no "**Why**." It is not our job to speculate on why someone did what they did, and we should not include a diagnosis of the injury, even if we have the ability to do so.
- **Do not use abbreviations**, only use **language in the Laws of the Game** to describe the applicable misconduct
- **Call the applicable Assignor and/or send him a text**, immediately after any game that requires a supplemental report, to alert him that a report is coming and so he is informed if/when the league calls him
- **Submit the supplemental report** to the applicable Assignor (who assigned the game) who will review the report and possibly suggest edits. **Referees - do not submit supplemental reports directly to the applicable league**
- Following submission of the incident report to the applicable assignor, please call him/her to ensure it has been received if you have not received an **acknowledgement of receipt within 2 hours**
- **Following review and approval** of the report by the Assignor, the **Assignor submits the final report** to the applicable league
- **If you have kept ID cards** (which is only required in limited cases for red cards), the card(s), together with copies of the match report and supplemental report must be sent to the applicable league administrator **by the end of the first business day (likely Monday)** following the game
- The **importance of this process** cannot be stressed strongly enough! These reports are really needed by the leagues and everything we do needs to **reflect on our professionalism** as individuals and as a referee association

At the July 2023 Membership Meeting, we went through two supplemental reports – the original draft submitted, and the final report sent to the league after edits were made with the assistance of certain Board Members. To assist members further, we have added these sample reports to our website (<https://sbsra.org/laws>) – one how not to do it and on which is more concise but contains all the necessary information that we should provide most leagues. If you have any questions or need further guidance, please contact our Member-At-Large who would be happy to spend time with you to assist with this very important function.



Training Opportunities

The following training opportunities are coming up and all members are encouraged to attend as many of these as you are able.

You may sign up at any time for all future Cal South courses, at no cost, at

<https://cysa.affinitysoccer.com/eventmanager/public/calendarlist.asp?calguid=&eventtab=current>

CORE Training at North High

The next CORE training session at North High is scheduled for 7:00pm on June 10, in the cafeteria (indoor only). July will be dark and CORE will resume in August.

What is CORE?

Center of Referee Excellence (CORE) is a program established by the Cal South State Referee Committee (SRC). It is open to all USSF certified referees. It primarily consists of lectured meetings for referees who are ambitious to rise to the elite level of Cal South refereeing or just want to be better on the field.

Referees attending this event are expected to come prepared with items customarily taken to the field on match days (i.e., whistle, cards, flags) as well as material for classroom (i.e., current IFAB Laws of the Game, Considerations for Match Analysis, paper and pen).

While these training sessions are for referee self-development, please note that Regional or Grassroots Elite certification or recertification require referees to attend at least 5 CORE trainings per year. The same requirement applies to instructors and assessors.

In addition, to become a full member of SBSRA, all members are required to attend one CORE training to be exposed to this wonderful program and opportunity to enhance one's skills and learning.

Novice Referee Training at North High

Do you want a 50% discount on your **SBSRA membership dues**? Do you know of anyone who wants to be a referee? Please let them know of the next opportunity to attend Cal South's next New Referee Training at North High School at the same time as the CORE training each month.

Ensure they include your name on their SBSRA New Member Application, which you can download from <https://sbsra.org/association/nma/> so you can benefit from our New Member Incentive (NMI) program.



New SBSRA Member Training

This training is required for all new SBSRA members to become full members of our association. All referees, both those new to refereeing and those with prior referee experience are required to attend so we can share all the details of how to maximize your enjoyment and experience as a referee in **our organization**. The next New Member Training will be scheduled before the May Monthly Membership meeting at 5:03pm in the cafeteria.

In addition, under the leadership of our assignor, Gabriel, we launched a new referees' training program to provide all new members with the knowledge and confidence to begin their refereeing career. Most of our new members may not be assigned to games until they have completed this training.

Cal South Monthly In-Service Webinar

[CLICK HERE TO REGISTER FOR OR TO VIEW THESE WEBINARS](#)

Please be reminded that after viewing the presentation, live or recorded, one must take the Review (Quiz) to receive In-Service Training credit.

Other Cal South Offerings

Candidates need to register for selected courses on the Cal South Referee Website under the "Classes & Clinics offered" tab:

(<https://cysa.affinitysoccer.com/eventmanager/public/calendarlist.asp?calguid=&eventtab=current>).

Two-Person (Whistle) Referee System

IFAB and USSF prohibit the use of the two-person referee system. While many of us may use this system for high school and middle school games, it may not be used in any USSF-sanctioned games that we do. If you have any doubt, please **DO NOT USE THE TWO-PERSON REFEREE SYSTEM** unless you have been assigned by one of our Assignors to be on a two-person referee crew.

For games assigned with a **TWO-PERSON REFEREE CREW** for **non-USSF-sanctioned games**, please honor the assignment regardless of what your assigned partner may say. If there is an issue, please contact the appropriate assignor, Gabriel (weekend games), Veto (weekday games) immediately.



Did you know?

This month our Flag & Whistle begins a new feature in which we share lesser-known Laws of the Game and other useful information.

Law 3.3 Substitution procedure states:

“The substitution is completed when a substitute enters the field of play; from that moment, the replaced player becomes a substituted player, and the substitute becomes a player and can take any restart.”

Law 3.6 Players and substitutes sent off states:

“A player who is sent off:

- before submission of the team list cannot be named on the team list in any capacity
- after being named on the team list and before kick-off may be replaced by a named substitute, who cannot be replaced; the number of substitutions the team can make is not reduced
- after the kick-off cannot be replaced.”

So, what happens if a player being substituted commits a sending off offense while leaving the field but before the substitute enters the field? Can the substitution be completed or must his team play with only 10 players?

Because the substitution is not completed until the substitute enters the field of play, the sent off player cannot be replaced, and the team must play with only 10 players for the rest of the match.

Additionally, it is important for a substitute to step onto the field before he/she takes a throw-in or a corner kick, which takes place off the field. If they have not entered the field and commit a send-off offense, a smart coach may claim that they are “not yet a player” and therefore when the player is sent-off before entering the field, the team would not have to continue with a player less.

Do you have an item that you want others to know about? If so, please email it to president@sbsra.org.

From the Office of the Treasurer

Please be reminded:

- **Home/Mailing Address Changes** – Please provide the Treasurer with your change of address at the same time that you make the change in Arbiter,
- **Checks** - Please cash these in a timely manner,
- **Forfeits** - Notify the applicable Assignor and the Treasurer within 24 hours of forfeited games. This way we can ensure the applicable league is billed for the ref fees that would have been paid on the field and that the referees are paid the fees owed to them,



- **W-9 form** – Every member is required by Federal law to provide a W-9 form (<https://www.irs.gov/pub/irs-pdf/fw9.pdf>) to the Treasurer. We are required to keep these forms for at least 7 years after you cease to be a member. Simply providing your SSN is not sufficient. Please cooperate so as not to place your Treasurer and the Association in jeopardy.

Referee Match Fees

The latest updated referee fee schedules are posted on our website at <https://sbsra.org/game-fees>. It is a best practice to:

- 1) Print a copy to have with you at games, in case there is a dispute with team managers and/or coaches, and
- 2) Visit the website periodically to check for updates,

Monthly Membership Meetings

To maintain our high standards of refereeing, the Association provides two vehicles to share information and instruction with our members – this *Flag & Whistle* monthly newsletter and our monthly membership meetings. Please try to attend the meeting and read the newsletter every month - this is how we share important information with all our members.

Approval of Minutes

Included below are the General Membership Meeting Minutes for the most recent meeting for approval by the Membership at our next meeting.

Next Meeting

Our next Monthly Membership Meeting is on **Tuesday, May 27, 2025, starting at 7:03pm** at North High School **in the cafeteria**. We look forward to seeing you there!

Some Final Words

“Common sense is **not** a gift, it’s a **punishment**. Because - you have to deal with everyone who doesn’t have it!” Unknown

“Before kids can play like a pro, they must enjoy playing the game like a kid.” Steve Locker

“It’s not the hours you put in, but what you put in the hours!” Lou Holtz



SBSRA General Membership Meeting Minutes April 29, 2025

1. Call to order at 7:14pm
2. Approval of March 2025 Meeting Minutes, Motion made by Tim Martinez, seconded by Steve Morgan, approved by acclamation.
3. Monthly Training – Gabriel Goldsman – Identifying and Dealing with Dissent:
 - Dissent is a public, verbal or physical, protest with a match official's decision, punishable by a yellow card.
 - Dissent disrupts play.
 - Important to identify language and actions correctly:
 - Green: Emotional Outburst,
 - Yellow: Dissent,
 - Red: Offensive, insulting, abusive language or actions, need to take care of the latter immediately (even if you didn't hear it but it was reported to you)
 - Racial, ethnic, gender slurs, unacceptable language, personal attacks against the official, physical contact.
 - Restart is an indirect free kick for the non-dissenting team where the ball was at the time of the stoppage, when play was stopped to address misconduct.
 - Personal/Public/Provocative Considerations:
 - Environment/atmosphere of the game,
 - temperature of the game,
 - time of the game,
 - does the player or the game need it, will it have a positive impact on game control, did the referee contribute to the problem?
 - Go up or down, manage, cards?
 - Address early in the game and set expectations (green),
 - Caution for pushing the buttons,
 - Red for the bad stuff.
 - Keep interactions short and concise.
 - Balance between ignoring and listening,
 - Don't get emotional,
 - Keep calm,
 - Do it early and be proactive
 - Do what needs to be done, even if early in the game.

The complete presentation can be viewed and/or downloaded from our website at https://sbsra.org/media/sbsra_April_Presentation.pdf on the Laws & Guidance webpage.

4. Treasurer's Report:
 - a) Financial statements ending March 31, 2025 - Accounts receivable are higher than payables due to one tournament (Legends) paying the Association before the end of the



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current month, revenue is slightly down from last year due to loss of a few clients, offset by other new games, but picking up (quarter ending March 2025 was 15% up).

- b) Address Changes – please let Bruce know
- c) Checks for games – Based on our customary practice, checks for games refereed in the prior month (March) were distributed during the meeting.

5. President's Report

- a) Board Meeting – March 2025 - The Board decided to not consider any new membership applications without a W9 and dues.
- b) Member-at-Large nomination and election – David Martin will be moving to Oregon. Looking for someone to step in.
- c) Referee Fees – We are trying to keep the fees fair but recent events appear to show that people are willing to do the games for less than what should be fair. JJ appealed to SBSRA members to not accept games that are not paying referee fees which are less than those on our Referee Game Fee schedules. We only hurt ourselves by accepting significantly lower match fees.
- d) Bylaw Changes – Will be presented next month, members need to submit any changes before next month's Membership Meeting, in accordance with the bylaws.
- e) New Member Introductions – Drew Helms, Michael Vaughn

6. Vice President's Report

- a) ROL Update and SafeSport – 166 Rostered members, 20 not on ROL, plus 1 honorary member

7. Secretary's Report

- a) SBSRA Membership Report
 - Total Members 166
 - Number of New Members this Month - 2

8. Assignor's Report:

- a) Cal South Update – 100-150 games every weekend, please accept the games given, you are assigned based on your current ability.
- b) Games Expectations – Please call your assignor if you cannot make a game on short notice, then text and email, do it all until you hear from the assignor. If the assignor cannot be reached, try the other assignor and then the president. Remember, if you block a partner, you will have fewer opportunities to be assigned games.
- c) CORE Training – next is scheduled for May 13

9. Member-At-Large Report – Dave Martin not present

10. Other Business – None



11. Meeting adjourned at 8:47pm