



The Flag and Whistle

Newsletter of the Soccer South Bay Referee Association

November and December, 2010

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www.ssbra.org

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CSL SEASON ENDS WELL MANAGING THE TECHNICAL AREA

GENERAL MEETING: NOVEMBER 30, 2010

Warren began the meeting by reminding us that there is no meeting in December. He then said that the new reminder system – via email notification – seems to be working. Refs are getting reminders via email about 48 hours before their games and, from what he's heard, this seems to be working well and appears to be well received. He did remind us, this reminder system does not apply to CSL games – so there are no email reminders for CSL games.

Speaking of CSL, Warren then told us that CSL is about done – the only games left are those that had to be rescheduled because of the rain-outs. He then commended all of us – we did a whole lot of CSL games this year – well over 1300 – and lots of people stepped up and put forth a tremendous amount of effort. Also, we can't forget Bill – he assigned almost all of those games!

Warren then went on to tell us that if we hadn't paid, we wouldn't be seeing our names on the roster because it has been purged of all inactive – aka non-paying – members. Then he reminded us to get on our recertifications if we haven't already – this means live scanned and a 2011 badge – because only live scanned certified refs can be sent to state cup.

Warren then recapped the October meeting: The bylaws and the SSBRA Application available on the website will be revised to reflect the passing of the amendments passed. Lee's proposed amendment re absentee ballots was tabled by a vote and members are free to resubmit at the February 2011 meeting. Lloyd is currently working on revisions to the absentee ballot proposed amendment.

Manny then put on a fashion show for us to display the fancy new SSBRA apparel he has available for sale. In particular, he's got Polo shirts for \$22.00 (Men and Women's sizes, made from performance fabric); Training shirts for \$17.50 (performance fabric, they fit "generously"); Jackets for \$29.50 and Pants for \$24.50 (both are water resistant, lightweight, mesh and are available in a full range of both Men's and Women's sizes). Once you order them, you can expect to receive them in about 10 days. Other than SSBRA apparel – he also has socks, write on cards, and the devastator whistle (which he demonstrated for us) – which can be modulated, has different tones, and apparently carries sound pretty well.

Then Vince took over – he thanked everyone for turning their reports in all time and then reminded us again that all reports should go to him first, he'll call if he has questions and if you don't hear from him, your report is ok. He also reminded us that he keeps all reports. He also reminded us to make sure the nets are anchored when we do our pregame field check (regardless of the weight of the goal) and know your ref time is. He then concluded by wishing everyone a happy holiday season.

Larry then spoke. He told us to expect a few SSBRA clinics in January/February for new members that have not yet attended one.

Bill then took over, telling us that CSL is almost over – the only games left are the rain-out make-ups. He then went over the stats: we had almost 1400 games this year and only one of these games was covered by less than a full crew. Also, for that many games, there were relatively few problems so well done!

He then told us that Force will be putting on a few tournaments which they've asked us to officiate: in January and over the summer.

Steve wasn't at the general meeting – he was recovering from a knee replacement surgery.

Then Cal South took over to discuss: Managing the Technical Area. Joe introduced our speaker, Chuck. Chuck is a former national ref, an emeritus national assessor and a national instructor. He's reffed lots of games at the top level.

Chuck told us that the lessons from the instruction were adapted from the 2009 Referee's Program Directives. I've attached a copy here. The Referee's Directives are available at www.ussoccer.com and Chuck encouraged all of us to visit that site and review the directives and position papers.

"Irresponsible behavior" applies to non-playing personnel – for example, the coach and spectators. It may influence the ref's decision (for example, getting in the AR's way so the AR can't see) or the player's behavior if you don't control it. You can handle them by "Asking," "Telling," or "Removing." Examples of irresponsible behavior and how to handle them include:

- (1) The coach wandering out of the coaching area. This is minimal irresponsibility and you can handle this by asking the coach to return to his designated area.
- (2) Coach is bickering at the ref from the coach's area and maybe even leaves his area and is pretty vocal. Here, the coach was a bit more irresponsible because he left the technical area and is yelling. Here, you can tell the coach to cut it out.
- (3) Coach refuses to get of the touch line and interferes with the AR. The AR should ask and tell the coach to cut it out.

Use the 3 P's to determine how to address the issue:

- Public: loud, all can see and hear
- Personal: directed at the R/AR
- Provocative: trying to instigate, looking to cause trouble

Remember, context is important. For example, a coach yelling at a player in an adult game is different from a coach yelling at a player in a kid's game. Positive yelling is ok, but there is a line between positive and negative. Examples of negativity in youth games: profanity, abusive/bullying (not actually coaching, but personal), insulting, demeaning.

What does "Ask," "Tell," "Remove" mean?

- (1) Ask: ask for compliance, request, be polite, use soft words, reminders: ex. "10 yards is all you get coach"
- (2) Tell: instruct, ex. "You coach, I'll ref" "if you do it again, you'll be removed"
- (3) Remove: no card because it's not a send off (that's a technical issue), you're dismissing the coach – ex. "You're done" don't give the coach a time limit to leave, just tell him/her to leave

Coach's rights: Instruct the team while staying in the technical area. Coaches need to remember, it's their privilege to be there and if they don't behave, they can lose that privilege.

Another tip – don't deal directly with spectators, that's the coach's job. Tell coach to deal with it. And if coach is doing all he can to control the unruly spectator, don't dismiss the coach – remove spectator and make it clear that if spectator doesn't leave, will terminate the match. This way, you don't penalize the coach who's working with you.

Points to take away:

- Be proactive
- Read directives at US Soccer
- Deal with irresponsible behavior

"History teaches us that history teaches us nothing."

– Hegel

Can you guess which SSBRA member this is?

<http://www.youtube.com/watch?v=kQq4-tcg9Y8>

WHAT THE BOARD'S BEEN UP TO:

BOARD MEETING: NOVEMBER 23, 2010

- Steve absent – recovering from surgery
- New apps all accepted
- Bad boys discussed – no suspensions/fines required at this time
- Cleaning up roster – time to purge roster of inactive members
- SSBRA application and bylaws need to be changed on website to reflect amended bylaws
- Absentee Ballot proposed amendment discussed
 - o Board's position: most against it, some for it but realize it's a logistical nightmare so not quite sure as to how to implement it
- Recap October 2010 meeting
 - o Cal South should send more people to administer the test
- Assigning system – have to keep rebooting it after assign a few games
- Email system notification re notifying members of games (reminder system) – implemented and seems to be working well
- Contracts w/leagues: SBS and PSL
- Assignor fees: PSL hasn't sent the assignor fees, WH to follow up
- SBS players behavior: discussed D.Fox' reactions and how he's handling this problem
 - o Ralph's reminder: if you work hard to keep up with play, you can control the game better and hopefully prevent some of bad player behavior
 - o Board position – concur with Ralph: if refs do their job well and keep up with play, get better control of game and prevent some of these problems
- CSL – Season Recap
 - o Well done – good job – no major issues
 - o Most reports were turned in
 - o Coverage for all but one game: only one game all season that did not have a full crew in over 1300 games!!!!
 - That's REALLY good!
 - o WH commended assignors Bill and Larry re getting the assigning done for over 1300 games
- Bill discussed a game that the league canceled 20 minutes before game time when the refs were already there and informed board that we'd bill for that game so our refs get paid and there was an issue with a ref cancelling, then showing up to ref, so we need to figure out paying the replacement ref that showed up
- Ralph – we need to remind people of the basics
 - o Signals: Stop, face field, eye contact, signal
 - o Dress properly, look good, signal well, hustle
 - o Remember – safety of players trumps corner flags
 - For example, if the only corner flags have metal edges, may not want to use them, because they could endanger players if they fall
 - Just an idea of what to look for during the pregame check of the fields
- Larry
 - o AR complaint – tabled for now
 - o 7 v 7 training
 - o Need to assess more people, especially newer people
 - o Also getting matching SSBRA polo shirts from Manny for instructors for SSBRA trainings to maintain a professional look - \$100.00 for this – board approved
- What's coming up
 - o Force Tournament – Jan 8th weekend (tournament ended up being canceled)
 - o State Cup – end Jan – Beginning Feb.

- What do to with old ref gear?
 - o “Swap Table” – people can donate gear not using, others who need it can take it
 - o Possibly Jan/Feb meeting

BOARD MEETING FOLLOWING GENERAL MEETING

- New applications accepted
- Discuss changes to applications
- Roster has been purged
- Dec. Board meeting discussed

BOARD MEETING: DECEMBER 13, 2010

- Bylaw and application changes reviewed by board and comments/suggestions made
- January force tournament discussed – contract rates and contract reviewed
- Bad boys discussed, decision to observe a few
- Computer issues re assigning – haven’t improved, WH to talk to webmaster
- Discussed CSL missing reports
- 2010 – over 7,000 games this year for SSBRA
- Bill – nothing much going on until new year
- Larry – waiting for response from instructors to schedule SSBRA clinic dates for Jan/Feb, will send Steve bill for the shirts for instructors
- Vince – wants to touch base with Jason re PSL players that were kicked out and Archie re players that were kicked out
- Steve – MB pad up through Dec. 10, waiting for MB reimbursement, doing the 1099-Misc reports
- WH concluded with a toast to 2010!



Redondo only needs 1 minute for victory

BOYS SOCCER: Redondo gets two quick goals to help the Sea Hawks to advance.

Torrance Daily Breeze 12/12/2010, Page B06

By Rick Gomez Correspondent

Strikers Nathan Hierlihy and Jeffrey Brandon each scored a goal in a span of a minute in the first half to lead Redondo past San Pedro, 2-1, in the quarterfinals of the San Pedro Pirate Cup boys soccer tournament Saturday night. Hierlihy was left in a one-on-one match-up with the goalkeeper after a Pirate defender had trouble clearing the ball midfield. Hierlihy had no trouble getting it past the keeper to put the first point on the board.

A minute later, Brandon also found himself with only the goalie to beat and he capitalized. The Sea Hawks went into halftime with only two shots on goal, both of them being goals. "The two goals gave us a lot of confidence and energy," head coach Ignacio Lopez said. "We played better with the lead and allowed to play pressure-free."

Lopez was satisfied with the performance of his strikers, particularly Hierlihy and Alex Matei. "I've been working on that chemistry and it's really working. We've been getting results," Lopez said.

San Pedro showed life in the second half when Miguel Espinoza was able bring the deficit to one. Espinoza was found wide open on a set-piece cross. The Pirates struggled to create scoring opportunities in the second half despite controlling possession.

Head coach Paul Butterfield knew that allowing the two goals so quickly, hurt his team. "It killed us. It was just a quick breakdown," he said. Redondo will face Birmingham next week in the semifinals. Milikan and San Fernando will play in the other semifinal match.

Earlier in the day, the Sea Hawks defeated Palisades in a penalty shootout to advance to quarterfinals. They were down early as they allowed a goal in the fourth minute.

Matei found the back of the net in the 60th minute to tie the game and send Redondo into penalties.

San Pedro had defeated North Hollywood earlier in the day, 2-0. It was able to capitalize when North Hollywood fell to 10 men after a red card was issued.

"We played well, we won, but it wasn't much more of a quality win for us," Butterfield said.





Managing the Technical Area
2009 Referee Program Directives
February 2, 2009

Techniques by Position

The following are techniques individuals on the officiating team can use to positively manage personnel in the technical area. Not only consider the actions of those in the technical area but also use the "public, personal, and provocative" nature of comments prior to dismissal.

Remember, all officials should be approachable before, during, and after the game where appropriate. Be firm, fair, and calm.

1. Referee

- Cover bench management thoroughly in the pre-game
- Listen for comments from the bench area so that you don't put all the burden on the fourth official
- Eye contact with personnel ("the look")
- Body and hand motions
- Position yourself in close proximity to the bench: presence lends conviction
- Acknowledge the coach: "I hear you" or gesture to him
- Use the "flyby" approach: run by the bench or position yourself by the bench on a restart so the coach can vent
- Take ownership of the issues (don't leave it on the shoulders of the fourth official): on a stoppage in play, communicate with the coach as the situation escalates. State your expectations and hold the coach responsible
- Empower the fourth official and AR1. Make them feel supported

2. Assistant Referee 1

- Maintain concentration on the field. Do not get caught up conversing with bench personnel
- AR can communicate with bench personnel in the same manner the fourth official does; however, prolonged interaction distracts from the primary role and focus and, as such, the communication must be distinct and to the point
- Use loud communication to the fourth official in front of the bench so the teams know you are participating in the process
- Support the fourth official: know the experience level of the fourth official. Ensure that you are able to read the situation and know when the fourth official has reached the point of no return

- Feel the situation and read when the fourth official has reached the point of no return
- Acknowledgment

3. Fourth Official

- Break the ice by introducing yourself to the coaches prior to the game
- Provide enough space for the coach to “vent” without crossing the line
- As the game progresses and situations within the game transpire, develop a plan to handle the technical areas without overreacting
- Impose a positive presence (near technical area personnel) when needed. Don’t follow and shadow them – let them coach
- Create the perception you are giving equal time to both technical areas/coaches
- Use the ASK, TELL, REMOVE procedure but do not hesitate to invoke the “remove” stage if the situation requires it
- Confirmation from the AR: If the situations permits, prior to having bench personnel dismissed, consider consulting with AR1. This way, it is a two-way decision and you will feel more comfortable you are doing the right thing for the game
- Find the peacemaker on the bench to help
- Use a well-placed smile
- Identify the person who will be dismissed
- Try to be in the camera frame when dealing with unruly bench personnel: presence means de-escalation. By being in the camera frame, you are demonstrating to everyone that you are participating and making a positive effort to manage the situation
- Be a “sounding board” for the coach but not a verbal “punching bag”
- Consider the “public, personal, and provocative”

Ask, Tell, Remove Process

The following process is recommended for all officials to follow relative to conduct within the technical area.

- **Ask**
If a situation arises where there is irresponsible behavior, you are to **ASK** the person(s) to stop.
- **Tell**
If there is another occurrence where there is irresponsible behavior, you are to inform that person that the behavior is not permissible and **TELL** them (insist) to stop.
- **Remove**
If the non-accepted actions continue, you must **REMOVE** that person immediately.

These are the recommended steps from U.S. Soccer and the CSA but they are not necessary if the behavior and conduct of personnel within the technical area requires immediate dismissal. Remember, where circumstances permit, use a "gentle escalate" approach so that referee team responses match the nature of the bench behavior. Try to use the least intrusive response that will solve the problem.

2009 Instructions to Referees

As a preventative measure, referees are instructed to utilize the following technique when dealing with personnel in the technical area:

When the fourth official has determined that his utilization of the "TELL" step has been insufficient and the conduct in the technical area continues to be irresponsible and, thus, the fourth official is ready to escalate to the "REMOVE" step, the fourth official shall *notify* the referee. At a stoppage, the referee shall approach the technical area and "warn" the coach that any further irresponsible behavior will result in a dismissal from the game. Thereafter, any further irresponsible behavior will result in immediate dismissal (the "REMOVE" step).

In the pregame, the referee team shall establish an escalation procedure by which the fourth official shall notify the referee of the irresponsible bench decorum and the subsequent process of the referee notifying the coach. **Note:** *This does not prohibit, at any time, the referee or fourth official from moving directly to the "REMOVE" stage based upon irresponsible bench decorum.*

What You Can Say

Phrases you can say to bench personnel in a polite, respectful, and concise fashion. Comments should be short, to the point, said in a way that will not provoke a negative response:

- "I hear you" or "I understand you, coach"
- "Coach, talk to me"
- "Coach, I will listen to you but not the rest of the bench"
- "I will pass along the message"
- "I will talk to the ref/AR"
- "We will talk about it at half time"
- "Talk to me rather than shouting"
- "I know how important this game is to you, it is just as important to us"
- "Coach, I understand you are upset but you need to calm down"
- "I can see you don't agree with the call, but PLEASE – settle down"
- "Please stop being so visual. Talk to me but don't wave your hands"
- "The ref got it, give him a chance"
- "Where are you going"
- "Don't do it"
- "The ref was there"
- "This is a game of angles; we have a different angle than the referee"
- "If I have to call the referee over, you will be dismissed"
- "Coach, please talk to your assistant, he is getting close my having to take official action"
- Remind the coach of position papers and memos outlining bench decorum

What You Can't Say

Officials should avoid any open ended phrases that conjure up debate or that "add fuel to the fire" by inviting further heated conversation

Fourth officials *cannot*:

- Curse, use abusive or insulting language: "Coach, shut up and sit down"
- Criticize the members of the referee team: "I agree – he's having a bad day"
- Attack or criticize the coach or his team
- Say what you would have done in that situation
- Make physical contact with bench personnel
- Issue threats unless you are ready to enter the "Remove" phase and you are ready to follow-through
- Use phrases that invite further debate or negative discussion

Reasons Why We Don't Take Action

- Want to be "friends" with bench personnel
- Afraid to address or lack of confidence to deal with any altercation
- Don't want confrontation
- Don't want to be "bad guys"
- Intimidated by coaches
- Feel assignments will be impacted negatively
- Will see the coach again
- The referee may have made a bad decision. However, the referee's decision, right or wrong, should not impact other official's decision to deal with the technical areas
- Feel it is the referee's game and other officials don't want to negatively impact the referee's game

Actions That "Cross the Line"

The following is a list of actions that require the referee to "dismiss" the appropriate person from the technical area. Non-playing personnel (everyone except players, substitutes or substituted players) are not shown the red or yellow card. Instead, the referee identifies the individual and then advises that they are now to leave the Technical Area. Dismissal for non-playing personnel should be written as "irresponsible behavior" and specific details noted on the game report.

As a general rule, TELL twice, then REMOVE. Think persistent infringement. Try to prevent getting to the TELL stage. Remember, it is not ASK, TELL . . . TELL . . . TELL . . . TELL, then REMOVE.

- Coach/bench personnel leaving technical area (including entering the field) to dispute/dissent a call – even if the call isn't what he thinks it is
- Coach/bench personnel throwing/kicking anything while disputing a call
- Coach/bench personnel kicking/hitting advertising boards or bench in dispute of a call
- *Directed* abusive, insulting or offensive language and/or gestures
- Inflammatory and/or aggressive behavior (verbal and/or physical) with the opposition
- Interfering with the restart of play and field players
- Making unwanted and/or aggressive contact with opposing players
- Interfering with the AR or fourth official in the performance of their duties

Soccer South Bay Referee Association
Income/Expense Comparison by Category
7/1/2009 through 11/30/2010

Category Description	7/1/2009 - 11/30/2009	7/1/2010 - 11/30/2010	\$ Difference	% Difference
INCOME				
Interest	\$ 2.59	\$ 0.40	\$ (2.19)	-84.56%
Membership Dues	5,035.00	3,719.00	(1,316.00)	-26.14%
Fines - Referees	86.00	210.00	124.00	144.19%
TOTAL INCOME	\$ 5,123.59	\$ 3,929.40	\$ (1,194.19)	-23.31%
EXPENSES				
Checks & Bank Charges	438.97	-	438.97	100.00%
Audit	-	200.00	(200.00)	n/a
GAMES - ADULTS				
7 v 7 Leagues	3,526.62	(138.86)	3,665.48	103.94%
Men's Tournaments	33.89	53.36	(19.47)	-57.45%
Other GAMES - ADULTS	58.00	-	58.00	n/a
TOTAL GAMES - ADULTS	3,618.51	(85.50)	3,704.01	102.36%
GAMES - YOUTH				
Kid's Tournament	405.54	292.80	112.74	27.80%
Other GAMES - YOUTH	478.00	150.64	327.36	68.49%
TOTAL GAMES - YOUTH	883.54	443.44	440.10	49.81%
Insurance	672.00	670.76	1.24	0.18%
Meetings	666.83	743.91	(77.08)	-11.56%
Stamps & Supplies	13.20	10.28	2.92	22.12%
Parking & Exp Reimbursement	644.00	48.00	596.00	92.55%
Office Supplies	162.07	103.89	58.18	35.90%
Tax Notices & Reporting	99.95	99.95	-	0.00%
Telephone & Fax	180.00	180.00	-	0.00%
Training	308.94	580.00	(271.06)	-87.74%
Uniforms & Equipment	-	614.13	(614.13)	n/a
Web Site	-	470.00	(470.00)	n/a
TOTAL EXPENSES	\$ 7,688.01	\$ 4,078.86	\$ 3,609.15	46.95%
OVERALL TOTAL	\$ (2,564.42)	\$ (149.46)	\$ 2,414.96	-94.17%

REMINDERS

PHONE NUMBER(S) TO KNOW

Soccer Phone Line Number	(310) 316-0808
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GAME ASSIGNMENT LINKS

SSBRA Assignment Link	http://ssbra.org/list.php
CSL Assignment Link	http://www.coastsoccer.com/referees/
Spring League	http://www.scheduleetc.com/soccer/referee/default.aspx?id=ss10
Spring Cup	http://www.scheduleetc.com/soccer/referee/default.aspx?id=ss10cup

PROCEDURES TO REMEMBER

Forfeits: Game Fee Collection	<p>For any State/National Cup, Spring League or CSL game when there is a forfeit or a no-show, we DO NOT collect game fees from either team.</p> <p>Instead, Bill files a no-show report with the League and the League pays SSBRA and SSBRA reimburses the referees.</p>
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HELPFUL LINKS

Cal South Website for Referees	http://www.calsouth.com/en/referees/
South Bay Sports Rules	http://www.southbaysports.com/rule.asp (go here to select the rules that apply to the day/league/venue you're reffing)
Manhattan Village Rules	http://www.ssbra.com/html/competitions/mb7.html http://www.ssbra.com/html/competitions/mb7/7on7-Laws-of-the-Game.pdf