



The Flag and Whistle
Newsletter of the South Bay Soccer Referee Association
(Formally known as Soccer South Bay Referee Association)
- Serving the Soccer Community for over 47 Years -

June 2020
Hinz

PO Box 1613, Redondo Beach, CA 90278

Editors: Jonny Joseph/Michael

www.sbsra.org

President: Michael Hinz
Simpson

Secretary: Jonny Joseph
Assignor: Gabriel Goldsman

Vice-President: Steve Morgan

Treasurer: Bruce Ashton

Training &

Referee Coach: Taidgh

Member-At-Large: Chris Nevil

Mentoring: Taidgh Simpson

Notes from the President

I hope everyone is well and working to keep in shape for the start of the season. The recent emails from Cal South show things are starting to move in a positive direction related to restarting play.

Steve Morgan and I are working to schedule another SBSRA Talk Soccer Zoom meeting next week. Please look for an Arbiter invite shortly. The first three Talk Soccer events were well attended and we are looking forward to another successful event next week.

Cal South has three training requirements for referees to be included in the Registered Officials List (ROL), which must be completed by all Referees by July 1, 2020:

- 1) Annual SafeSport Refresher Training
- 2) Concussion Training
- 3) Sudden Cardiac Arrest Training

Once you complete the required training you need to upload the certifications to your Cal South profile. If you already have completed the concussion and/or sudden cardiac arrest training, Cal South will accept those certifications. With that said, everyone has to take the new annual SafeSport refresher training. There are no alternative training modules or substitutes for this SafeSport training, which is free to Cal South members. You may refer to the SBSRA website at <https://sbsra.org/referee-safesport-training/> for further details.

The Board continues to track the progress of returning to play and we will provide the information to you as soon as we receive relevant facts and data on the topic. You should also be receiving updates from Cal South regarding to the progress to a return for us all. Please take a minute to read the latest edition of the Referee Magazine as it includes the results of a survey taken by 20,000 Referees in regards to Return-to-Officiating. Of the nearly 20,000 sports officials who responded to the survey, 67.5% indicated that when youth and high school sports resumed, they would feel comfortable participating.



As communicated in the May Flag and Whistle, the Board continues to review the timing of the resumption of soccer for us. As we obtain more information on the start of play, we will inform the membership of the timing and amount of the 2020-2021 Annual Membership Dues which are due.

2020 AGM Board Elections

At our Annual General Meeting (AGM) on June 30, 2020, elections will be held for three board positions - President, Secretary, and Member At Large. Each of the five (5) candidates who were nominated at the May GMM have provided their Candidate statements below. Please take the time to read through all of the statements. Additional, “write in,” candidates can also be nominated at the AGM prior to the start of the voting.

Members in good standing, as defined by our bylaws and as modified for the Covid circumstances this year, who are in attendance at the AGM will be able to vote. To determine if you are a member in good standing, please visit our website, login to the “Membership” page and click on “[SBSRA Membership Meeting Attendance.](#)”

The candidates and their candidate statements follow:

2) President

Statement of Michael Hinz (Incumbent)

Fellow SBSRA members,

I am running for President because I would want to ensure SBSRA continues to improve and to keep the association growing while making sure the association continues to be the best association for both its members and the soccer communities it serves. The association is in the best position it has ever been in and I want to make sure that progress continues. I also appreciate that we are currently in a unique situation due to COVID-19 that will require a strong and dedicated Board to manage the association’s business while leading the membership in a positive and transparent manner. I have learned a lot over the last few years as your president, learning what works and what does not work and I want to utilize what I have learned to continue to help the association. As we begin the efforts to return to the pitch and we contact all of our clients, they will expect to hear from the same leadership whom they were working with and have grown to know and trust before the shutdown. Our clients will be reassured when they know that while many other things have changed, they do not have to worry about changes within SBSRA. Continuity in the Board during these times is critical. I want to make sure we work with every client in a positive yet simple manner while always keeping the best interest of the members as the Board’s first priority. I am in the unique position where I can capitalize on the strong working relationship that has been developed over the last few years with the leadership of Cal South and all of the different leaders across our client base. This also includes my strong working relationship with both NHS and TUSD as that will be key as we negotiate how we will operate as schools open.



I am also very proud of the all the growth our association has achieved over the last few years including earning a two year contract for all of the SBPSL divisions and winning both the El Segundo 7v7 leagues. We have been able to grow because we are now known as an association that provides the best trained and dedicated referees to the soccer communities. This is a direct result of the efforts of all the SBSRA members and the work the SBSRA Board has done in the last few years. If reelected, I will work to ensure the continuation of a strong working relationship with all our clients, Cal South, and NHS and I will work to continue to grow SBSRA's client base.

With your support and vote, I look forward to being able to work with the new 2020 Board and all of SBSRA's members as we work together to get back on the pitch. I nominated both Jack Desemone for Secretary and Tim Martinez for Member-At-Large because I know they share the same desire for SBSRA and they will work with their fellow board members in a positive manner to ensure the best interests of the Association and its members are top priority. With that said, I am not only asking for your support by voting for me, but I am asking that your vote for Jack, Tim, and myself to ensure that the association will have a united and strong Board that will work together to serve you and the soccer communities SBSRA supports. I have the backing and endorsements of our Assignor, Gabriel, and our VP, Steve, and with Tim and Jack on the Board, we will be able to continue to move the association forward in a positive manner.

I would like to thank you for all your support and efforts in the past and I look forward to being able to help get the association back up and running and to get all its members back on the pitch.

Statement of Jonny Joseph

Fresh leadership is needed to keep an organization nimble and moving forward. I offer that, together with the many accomplishments that I and the rest of the board have worked hard for and need to carry forward with us into a future that will be very different to the past.

As Sir Richard Branson has said of his business philosophy, "Take care of your employees and they will take care of your business. It's that simple!"

My primary objective as your new President is to make SBSRA a member-centric organization. You, the member, should be the most important stakeholder for our Board of Directors. If you are happy, I am confident our customers will be happy, leading to the increased growth of our membership and association. I want to engage with all of you who have concerns or ideas for how we can all be better.

Improved membership retention is also something that I believe needs to be addressed. Over the past five years, the membership of our association has remained flat at around 150 – 160 people. During each of the last two years, we have recruited approximately 25 new members. With these numbers remaining flat, this means we have lost nearly as many members as we have recruited. While we seem to be successful at recruiting, we need to focus on retention for future growth. The last two seasons we have been operating at capacity. As soon as we can have sustainable growth in our membership, we can pursue additional business and even better match assignments for us all.

The following are my areas of initiative to meet the above objectives:



1. Work collaboratively with my Board colleagues for real transparency and improvements concerning:
 - a) Our ratings process,
 - b) Our assigning process,
 - c) Our mentoring and observation programs,
 - d) Board professionalism and decision making,
2. Lowering annual dues,
3. Providing agendas and planned training for General Membership Meetings ahead of each meeting so members can make an informed decision on whether to attend or not,
4. Improved respect for and responsiveness to Membership inquiries and needs,
5. Increased Professionalism on the part of our Members, rewarding those who demonstrate this with the more desired game assignments,
6. Attempting to work with other referee associations and Cal South to increase fees for soccer referees.

I have gained considerable insight into our association as your elected Secretary this past year and performing the financial review in the prior year. This adds to my vast AYSO experience, including National 1 referee and Advanced coach badges and coaching my daughters' teams and various All Star teams. With respect to administration experience, additional AYSO involvement has included serving as Referee Administrator and Webmaster of Region 70, West LA, as well as Treasurer of Area 1P. Stints on the Board of Directors of the CalSouth Foundation and my homeowners' association rounds out my broad experience that will serve our association and its membership well.

I now wish to put all that knowledge and experience to good use in an even more influential role.

In my opinion, we need to be a happy group away from the pitch while also professional and serious on the pitch! So as I wrote in my candidate statement last year, I am serious about taking on this role – serious about having fun and serious about being serious when on the pitch!

Thank you for taking the time to read this lengthy sharing of my thoughts with you. Leading an organization is a big responsibility, one I will take seriously and with the energy and care that it and you all deserve. If you have any questions or suggestions, I would love to hear from you.



3) Secretary

Statement of Jack Desemone

I am Jack Desemone. I've been a member of SBSRA since June 2015. Since then I have enjoyed the camaraderie that being a member of SBSRA and a referee brings.

My greatest contribution to the association was to help facilitate the El Segundo Adult 7v7 league as a new SBSRA client to provide more work for SBSRA referees. During the time it took to get the El Segundo business, I met and talked with Michael Hinz and Steve Morgan several times and we met with EL Segundo multiple times across many months gaining the City's trust and respect with every meeting. I learned a great deal about what the association has to offer to our clients, how transparent the current Board is in regards to our association, and how high our professional standards are. I guess this "wettered my appetite" and that made it easy for me to accept the nomination.

The reason I would like to be your secretary is that I believe that our association is one of the best associations in CalSouth and I would like to help the Board and association continue to grow and improve. I feel I can work in a positive and collaborative manner with the board and the association's members and I would appreciate your support and vote.

Thanks,

Jack

4) Member-at-Large

Statement of Warren Howell

I have been an active Member of SBSRA since 1999. Member of the SBSRA Board for 14 years, serving at various times as Member-at-Large, Secretary and President. Wrote the Website-available (as back issues) Flag and Whistle newsletters from about 2005 – 2014. If elected, I look forward to serving in the capacity that I enjoy the most and feel best at, Member-at-Large. This position is one that focuses on promoting the best interests of the individual Members and the best interests of the Association as a whole, rather than being geared so much toward governance and administration.

Statement of Tim Martinez

Fellow referees,

For those of you who do not know me, I am one of your fellow referee, Tim Martinez. I have been a member of our association since 2017. Over the past three years, I have had opportunity to learn, grow, and share multiple referee related experiences as a member of our association.

Michael asked me to run for "Member-at-Large" and be part of his Board and I agreed. I look forward to helping continue the positive progress the Association has made over the last few years. In this position, I intend to not only execute my duties per our ByLaws, but I also wish to build on those duties. For some,



writing a concise report may be a challenge. For this, I believe we work to develop an outline or template and/or content and style samples to help make the generation of reports easier for our membership. Additionally, I have several ideas on how to help new members to "get up to speed", by expanding and enhancing the Association's training. I am excited to work with the other Board members and the membership.

Lastly, as Member-at-Large, I'd like to expand outreach by making myself available for members so I can be the vehicle that represents the members individually and as a group. I want to make sure that when a member has any concern that he/she feels is important to bring to leadership but may not feel comfortable to bring up, I am there to help. This is exactly a task I am willing to take up, for any member. I will proactively aid in creation, review, and approval of all official match documentation, per my responsibilities. Most importantly, in this new age we face with special restrictions and requirements, I will do my best to facilitate changes we face with the needs and concerns of our members coming first.

I have been a referee for well over ten years since my start in AYSO. I feel that in this position, I can help others grow as referees. In turn, I know it will help me develop as a referee of South Bay Soccer Referee Association.

I am truly looking forward to all of us getting back to the pitch!

Good luck to the candidates and thank you for making yourselves available to serve the membership of SBSRA!



GMM Minutes Approval – The draft May minutes are included below and will be presented for approval at the next GMM on July 28, 2020.

**SBSRA General Membership Meeting Minutes
May 26, 2020**

Board Members in Attendance: Michael Hinz (President), Steve Morgan (Vice-President), Jonny Joseph (Secretary), Bruce Ashton (Treasurer), Chris Nevil (Member-At-Large, Gabriel Goldsman (Assignor)

The meeting was held online utilizing Zoom and was called to order at 7:36pm.

Approval of January 2020 GMM minutes – moved by Rick Roberts, seconded by Veto Galati, approved unanimously.

Approval of February 2020 GMM minutes – moved by Rick Roberts, seconded by Scott Jarus, approved unanimously.

Treasurer's Report for the Quarter Ended March 31, 2020 was given by Bruce Ashton with the Balance Sheet and Income Statement displayed for the members to see the account balances and follow the presentation.

Cal South

In Service Trainings - reminder that there are two trainings provided by Cal South, which can be found on their website. Online training will continue until in-person meetings resume.

Certification Requirements reminder – The SafeSport Refresher must be completed anytime now but cannot be uploaded onto the Cal South website until June 1. Also Concussion Training and Cardiac Arrest training must be taken to be on the Cal South ROL. A discussion followed regarding the completion of the Cal South requirements for SBSRA referees to be able to be active once soccer resumes.

So Cal Status and News from Other Leagues – no notices or advanced information on when they may restart have been received but as many may have heard, professional soccer and other organized sports are getting ready to resume training.

Annual General Meeting

The 2020 AGM in June will be held as a Zoom meeting unless it is possible to have an in-person meeting.

Electronic Voting the Association will utilize a platform to be selected by the Board. For members to be able to vote, as provided by the Association's bylaws, they must be, in Good Standing, and present in the Zoom Meeting.

Voting will be completed and results announced during the meeting.



A question was asked if an outdoor meeting could be held. Michael Hinz replied that it was not possible at this time but it would be considered, if possible, closer to the time of the AGM.

Discussion of the various components of electronic voting took place. Michael Hinz noted that the Board had lowered the requirements for the number of General Membership Meetings to be attended to be a Member in Good Standing. The bylaws provide for a minimum of five meetings to be attended to be a Member in Good Standing. As there are ten meetings available for this purpose per year, this is effectively a 50% attendance requirement. As the March and April General Membership Meetings were not held due to the state's Shelter-in-Place order, we had eight eligible meetings. In the spirit of the bylaw requirement for 50% attendance, the Board decided that it would be appropriate and fair to lower the requirement to attendance at four General Membership Meetings.

Board Position Nominations:

Michael Hinz announced that Chris Nevil and Jonny Joseph have decided not to be candidates for reelection to their current positions and he thanked them for all the help they provided to both the Board and the Association as a whole.

Michael Hinz called for nominations for the three open board positions:

President – Michael Hinz announced he is available to be reelected and was nominated by Tim Martinez, Seconded by Scott Jarus, Warren Howell nominated Jonny Joseph, seconded by Bruce Ashton,

Secretary – Michael Hinz nominated Jack Desemone, seconded by Tony Calandra,

Member at Large – Michael Hinz nominated Tim Martinez, seconded by David Serrano, Michael Hinz nominated Wayne Nowak, seconded by Jack Desemone, Bruce Ashton nominated Warren Howell, seconded by Veto Galati. Subsequent to the meeting, Wayne Nowak withdrew his candidacy.

Nominations closed. Candidates will be asked to provide candidates statements for the June Flag & Whistle.

A question was raised whether additional nominations could be made before the election takes place. Michael Hinz stated that the Association's Guidelines provide "Candidates may be nominated during the May or June general membership meetings." It was stated that the bylaws were silent in this regard and that the nomination process should be addressed as part of the bylaw review process.

Proposed Bylaws Amendments and discussions.

Michael Hinz informed the membership that at his request as President, a Bylaws Committee had been formed to perform a comprehensive review of the bylaws. Partly as a result of that, 26 proposed bylaw changes (18 from the Committee and 8 from the President) had been received for presentation to the membership at this meeting.

Given the large number of proposed changes, the President had suggested that all proposed changes, both from the President and the Committee, be postponed until the Committee considers and consolidates all



proposed changes to the Bylaws. The board and the Bylaws Committee agreed that more time was needed to properly examine the rewrites before presentation to the Membership. The completed revised Bylaws would then be reviewed by the Board so they could provide comments or edits back to the committee.

This was agreed to by the members of the Committee, providing that the details of the process be shared with the membership at the May GMM. Michael communicated that the Bylaws Committee was made up of seasoned SBSRA members, who have extensive experience writing or amending many other bylaws. He also explained that the Committee had spent hours and hours working on their own and as a group in person and via teleconference.

In addition, the Board is considering requesting this committee to perform a similar review of the guidelines to ensure consistency between the two documents. A focus of the reviews is to revise each document to meet their respective purposes - bylaws that provide for proper governance, rather than day to day operations which belong in the Guidelines. The board is hopeful that the revised Bylaws can be presented to the membership in time for the Membership to vote on the proposed changes at the next opportunity provided by the Bylaws. The next possibility permitted by the Bylaws is the October General Membership Meeting.

If any member wants more information or has any questions regarding the Bylaws Committee or their review, they can contact any of the members of the committee – Kiku Annon, Sue Pascoe, Steve Resnick, Chris Nevil or Jonny Joseph.

Warren Howell made a motion for the comprehensive review of Bylaws and Guidelines to ensure compatibility and for the results of the review to be presented at the next possible meeting. The motion was seconded by Bruce Ashton.

Veto Galati stated that the Bylaws only provides for changes to be made in the October and February General Membership Meetings and the Annual General Meeting.

Craig Collar made a motion to change the bylaws to permit the proposed Bylaws changes to be presented and voted on by the membership sooner. Jonny Joseph raised a point of order that any proposed bylaw changes have to be made in writing.

Kiku Annon, a member of the Bylaws Committee, stated that extensive changes have been identified, that considerable time is needed to complete the review as proposed and thus an October timeframe for consideration of the changes by the membership appears reasonable. Following further discussion, Warren retracted his proposal.

The meeting concluded at 8:28 pm.



Promote Professionalism

By Scott Tittington

A few years ago, I was eating lunch at a local pizza joint and in the next booth over were two young men who, based on the lime-green vests they were wearing, worked in construction or surveying or something of that ilk.

Funny thing is, it wasn't their attire that caught my attention. Instead, it was the words coming out of their mouths. Or, more specifically, one word. These two could not share more than five words of conversation without use of one particular profanity (let's just say it rhymes with luck). They used it as a noun, a verb, an adjective. You name the particle of speech, they had a way to substitute some variation of this word for it. Were it not so vulgar, I may have found their ability to completely manipulate the English language in service to one word as impressive.

While I make an effort to not use such language, I am not so prudish to think that such colorful dialogue isn't prevalent in society. I am a former college and professional athlete. I am a three sport official. And I am married. So I'm no stranger to the occasional off-color word hurled in my direction.

That said, there is a time and place for all things. I am thankful that restaurant was fairly empty that day so that no one else was in earshot of these two men. If that's how they want to talk on the construction site, out of public purview, that's their business. I would hope that's not standard operating procedure if they are sitting in a meeting with their bosses, or if they themselves are the bosses. In such settings, I would hope that professionalism and proper decorum rule the day.

Such is the case when it comes to officials and how we speak to each other and about each other in the public sphere and during association gatherings. Officials are representatives of the entire avocation for all the world to see. And in that role, we should do everything we can to promote professionalism — not just individually, but on behalf of our association and officiating.

For the same reason that we should not show up at a game wearing blue jeans with holes in them, a T-shirt with a big mustard stain on it or three days of beard stubble, we should be cognizant of the language we use when we are on the officiating clock. There are more than a few danger zones we would be wise to avoid:

Profanity: You may think dropping an “F” bomb in casual conversation is no big deal. But there is no place for it in professional conversation. Be cognizant of the words you are using. There are literally hundreds of ways to accurately and colorfully express what you are trying to say without having to resort to one of George Carlin's seven dirty words.

• **Stereotyping:** This runs a wide gamut. Association meetings and other times when we are representing the stripes are never the time to joke around about ethnicity, race, gender, religion, sexual preference, etc. When your audience is 200 fellow officials, steer clear of the impulse to break out your “Night at the Improv” routine.



• **Sexual harassment:** There is no excuse for officials to behave as though they are part of the good ol' boys club. More women are officiating than ever before. We need more female officials than ever before. We need to find a way to make them feel welcome, valuable and equal in everything we do. Be aware of sexually charged language — “three-MAN mechanics” for example — and make it clear that when it comes to officiating, the chromosomes don't matter.

Cleaning up how we communicate with one another and around one another delivers the message that we have our act together. It creates respect in our officiating circles, and from those who are on the outside looking in at our avocation. Now, more than ever, it is important that we don't give a fellow official or someone who enters our officiating orbit a reason to write us off solely based on the words that come out of our mouths.

Scott Tittrington is an associate editor at Referee. He officiates high school basketball and football, and umpires college and high school baseball.