



The Flag and Whistle
Newsletter of the South Bay Soccer Referee Association
Serving the Soccer Community since 1976



Written by: Warren Howell
Edited by: Jonny Joseph

October 2020

Notes from the Board

Returning Membership Applications

Thank you to all members who have submitted applications to renew our membership in the Association. As you know, membership renewal is not automatic and our Returning Membership Applications are subject to review by the Board each year. At the October Board Meeting, we reviewed 107 applications through October 5, 2020 and approved all but four of them. As previously announced, the payment of dues is on hold until the first games can be assigned. It appears that 28 of those who submitted RMAs are not on Cal South's ROL because they have not completed the three certifications required by Cal South. All of us who submitted RMAs by October 5, 2020 should have received a response from the Secretary advising the decision made on our applications.

Leagues' Resumption

The latest updates on three of our prominent leagues are as follows:

1. Coast Soccer League (CSL) has scheduled November 14th as their revised anticipated start date but remain subject to receiving field permits.
2. Southern California Developmental Soccer League (SCDSL) has penciled in January 9th, 2021 but will reevaluate on a monthly basis for the rest of 2020.
3. South Bay Peninsula Soccer League (SBPSL) is planning the details of starting their season, possibly in January 2021.

Projecting start dates is very difficult given the various stakeholders involved and the unpredictability of the Covid-19 pandemic. We will continue to communicate updates as we become aware of them.

Cal South Updates

The next live Referee In Service Review Webinar will take place on **Wednesday, October 21, 2020 from 8:00pm – 9:00pm** with guest speaker Thomas Bobadilla Former FIFA Assistant Referee, US Soccer National Referee Coach. Presentation Topic: Key Law 12 (Fouls and Misconduct) Incidents

Please make sure you register for the webinar:

<https://register.gotowebinar.com/register/4799187245924304655>

As always, if you cannot make the live presentation, a recording will be available for you a few days after the live event.

Board of Directors

President: Jonny Joseph

Vice-President: Steve Morgan

Secretary: Jack Desemone

Treasurer: Bruce Ashton

Member-At-Large: Tim Martinez

Assignor: Gabriel Goldsman



RETURN TO PLAY

For the latest on RETURN TO PLAY go to www.calsouth.com and click on the **RTP** banner.

IMPORTANT MESSAGE - REGISTRATION

We want to encourage everyone to register early for all referee licenses for 2021. Due to resulting COVID challenges, Cal South has reduced staffing. To prevent possible delays of referee license process approval and badge distribution, everyone is encouraged to register and complete all requirements on the Cal South website, <https://calsouth.com/us/referees/>, as soon as possible.

GRASSROOTS ELITE FITNESS EVENT

All Cal South 2020 Grassroots Referees aspiring to become Regional Referees are invited to attend the Grassroots Elite Referee Fitness Test. Event on **December 12, 2020** at a location TBA from 7:00am – 12:00pm. To attend this event, you must complete the 2021 registration payment (select Elite Referee option) & complete the Grassroots Referee recertification quiz online. You should already be 2021 Grassroots Referee approved by the time you attend the Elite Fitness. Please remember that Elite status is a Cal South license. For us you will appear as Elite and be assigned games based on that designation. Within US Soccer, your designation will show Grassroots Referee.

Register to Attend – <https://calsouth.cmail20.com/t/j-i-azjldt-l-v/>.

Grassroots Elite Requirements/ FIFA Fitness Test Modified run times only.

(Sprints 7sec, Intervals 20sec Run, 28sec Walk): <https://calsouth.cmail20.com/t/j-i-azjldt-l-e/>.

2021 REGIONAL REFEREE RECERTIFICATION VIRTUAL COURSE

All Cal South 2020 Regional Referees are invited to attend 2021 recertification virtual course to satisfy Cal South requirement for 2021 Registration. The course will be held on October 31, 2020 from 8:00am – 12:00pm. FIFA Fitness Test and Assessments have been waived by US Soccer for 2020 for returning Regional Referees (2020 approved). Payment, Regional Referee online test, & all State mandated trainings must be completed before you attend the virtual course.

Register to attend – <https://calsouth.cmail20.com/t/j-i-azjldt-l-f/>.

To read the Regional Requirements details: <https://calsouth.cmail20.com/t/j-i-azjldt-l-z/>.

First 5 members with an email to President@sbsra.org before Tuesday October 20, 8:00pm win a prize.

Referee Masks

Sixty members have ordered over 160 masks and we are expecting them to be delivered to us within the next couple of weeks. An invoice will be sent to those who ordered with instructions for making payment using PayPal. When the masks come in we will send you an email notifying you and reminding you of your pickup choice. Please contact the applicable Board Member to schedule a convenient time.



Bylaws Amendments

The Bylaws (<https://sbsra.org/current-bylaws>) at IX ANNUAL GENERAL MEETING, paragraph F, provide that Members in Good Standing may make Bylaws changes at various membership meetings during the year, including October.

In accordance with the Bylaws, two amendments were offered, in writing, at the September 2020 meeting:

- 1) Complete Bylaws rewrite proposed by the Bylaws Committee, at the request of the Board of Directors as provided by the current Bylaws, XIII GENERAL OPERATING PROCEDURES, paragraph J, and
- 2) Revision to VII ELECTED OFFICERS, paragraph A from "Only members in good standing, as determined following the immediately prior Membership Meeting, are eligible to vote in elections for board offices." to "All members are eligible to vote in elections for board offices."

As a result of the spirited discussion that took place regarding term limits for elected board offices, which is included in the complete Bylaws rewrite, the Board has decided that the proposed Bylaws amendments will be voted on at the October 27, 2020 Monthly Membership Meeting as follows:

- 1) Revised bylaws, proposed by Bylaws Committee, as a whole, except for:

VII ELECTED OFFICERS

A. The five Elected Officers shall be elected by a secret ballot vote of the membership at the Annual General Meeting (AGM) based on the election cycle of each office. Each office election cycle is outlined below. Only members in good standing, as determined following the immediately prior Membership Meeting, are eligible to vote in elections for board offices.

and

6. Elected Board Members will be limited to three (3) consecutive terms, elected or appointed, on the Board, effective upon adoption of this provision. A two (2) year/twenty four (24) months continuous absence from the Board will reset this requirement and the Board Member may be elected or appointed to any office thereafter.

- 2) Removal of "Good Standing" requirements for voting for Board Offices, proposed by Warren Howell:

VII ELECTED OFFICERS

Change wording in paragraph A from "Only members in good standing, as determined following the immediately prior Membership Meeting, are eligible to vote in elections for board offices." to "All members are eligible to vote in elections for board offices."



Reasoning: Allow all members to vote again, as was the practice from the founding of the Association till mid-2016. This is actually a no-brainer, with our last election in which over 60% of our Members were excluded from voting being "exhibit A". Really, universal voting is a good thing. Also, the current system encourages Members who are happy with the way things are going to participate and vote, while the less satisfied can become discouraged and miss meetings - making it a system that is biased in favor of incumbent Board Members.

- 3) Addition of "Term Limits" for Elected Board Offices, proposed by Bylaws Committee:

VII ELECTED OFFICERS

6. Elected Board Members will be limited to three (3) consecutive terms, elected or appointed, on the Board, effective upon adoption of this provision. A two (2) year/twenty four (24) months continuous absence from the Board will reset this requirement and the Board Member may be elected or appointed to any office thereafter.

This association is filled with highly professional and capable individuals, who share a love of refereeing and being members of our association. The Bylaws Committee feel that this association will grow if more members participate. Officers are elected for two years and it is hoped that with term limits, more people will consider volunteering for those two years, bringing their individual expertise to the association.

Some have opined that "no one else wants to do it" and "let those people who are officers just keep running the association if they are doing a good job". The bylaws committee feels that the association will only grow stronger by encouraging everyone to participate in it's governance.

Each of the three proposed change will be voted on separately by Members in Good Standing.

To participate in the October Membership Meeting, **Tuesday 27th @ 7:33 pm**, please use the following Zoom information:

Link: <https://us02web.zoom.us/j/88606071849?pwd=ODQydm5lR0FiajlSbndWk1VsY0dTQT09>

Meeting ID: 886 0607 1849

Passcode: 983870

Phone: 1-669-900-6833

This is an important meeting to attend as we will be voting on changes to the Bylaws, which is the governing document of the Association. The proposed, revised Bylaws are included below, after the draft September Membership Meeting Minutes.

We look forward to seeing you then! If you cannot make a meeting, we do have a recording of the most recent meeting on our website at <https://sbsra.org/association/meetings/>.

Membership Meeting Minutes Approval

The draft September Membership Meeting minutes are included below and will be presented for approval at the next Membership Meeting.



SBSRA Membership Meeting Minutes Tuesday, September 29, 2020 Via Zoom Conference

Board Members in Attendance: Jonny Joseph (President), Steve Morgan (Vice-President), Bruce Ashton (Treasurer), Jack Desemone (Secretary), Gabriel Goldsman (Assignor)

1. The meeting was called to order at 7:33pm.
2. Approval of August Minutes - Gabriel Goldsman proposed acceptance of the minutes as presented in the Flag & Whistle, Bill Yee seconded and the minutes were approved by acclamation.
3. Cal South Training - Chris Nevil was introduced as the new Director of Training. However, at Chris's request, the position will not be considered a board position. CN reminded the members that Cal South is having a Webinar tomorrow night at 8:00pm on Return To Play (RTP). The sign up is limited to 500 attendees, so it would be wise to log on earlier than 8:00. A recording will be made available to Cal South members at a later date.
4. Assigning process presentation - Gabriel Goldsman discussed the process to assign games on a weekly basis and for tournaments. GG took the following questions:
 - a) Tim Reynolds asked, "How often are games turned back"? GG replied "Every week". JJ added that it's the assignor's biggest challenge.
 - b) Bill Raventos requested that it would be nice to have games closer to his house. GG replied that he tries his best with all the variables that he has to consider.
 - c) Dan Scotting inquired how much technology does the association use in assigning games. JJ answered that we use ArbiterSports, which is widely used.
 - d) Veto Galati emphasized that when he is assigning games, he is limited as to who is available. The bottom line is members need to open up their blocks.
 - e) Steve Morgan brought up that you should only put your cell phone number in Arbiter. Home numbers are not useful when trying to text someone when there are issues on game days.
5. September Board Meeting - Jonny presented the following:
 - a) Our insurance coverage is split into two categories: E&O and Liability. The E&O is for the Board and has been renewed. The liability policy is due at the end of the year. SM reported that some members are looking over the coverage and language to see if anything has been overlooked.
 - b) Despite the lack of activity, SBSRA continues to receive new membership applications. New member applicants attending this meeting were identified and given a chance to introduce themselves; Troy Roberts, Justin Knoll, and Alfred Beyen, Benjamin Yarsky did so.
 - c) Operating Budget - JJ shared a spreadsheet with an estimate of expenses that the association incurs regardless if we have games, or not. JJ noted that the costs for CORE (RPD) sessions and board E&O insurance are set costs, and others are dependent on the membership count. In creating the spreadsheet JJ contemplated



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a January 2021 start date for in-person activities to resume. Veto inquired about the bank charges, JJ replied that it is the 3% Paypal charge incurred for membership dues payments which the Association incurs. To date, we have received just over 100 Returning Membership Applications. So we have approximately 50 members who have not done so yet. In order for us to renew our liability insurance and Arbiter license we need an accurate count.

6. Returning Membership Applications -JJ requested, again, that if a member has not filled out an RMA to do it tonight. JD brought up that any new members that joined after July 1st do not need to submit an RMA. JJ also noted that each new member applicant will need to complete another New Membership Application, which now includes COVID-19 language.
7. Cal South ROL - SM noted that our membership has done much better than the Cal South membership as a whole in completing the three certification requirements. Nevertheless, we still have approximately 30 members who have not completed one or more of these requirements. SM stated that Cal South has reduced its staff numbers and that getting all records updated may take some time. Accordingly, members need to take care of this sooner rather than later or risk having to miss the beginning of the season when it resumes. Our members need to be ready to resume before the leagues are ready!
8. Bylaws-Steve Resnick, representing the Bylaws Committee, lead a discussion on the changes to the Bylaws. SR went through the document, providing members with an opportunity to ask questions or discuss the proposed, amended bylaws.
 - a) Michael Hinz initiated a discussion regarding the Term Limits for the board. The committee felt that capping the amount of time anyone could spend on the board would be 3 terms (6 years) was appropriate. Michael Hinz questioned the reasoning of the term limit of 3 terms, and if it counts for one position, or total time. What if no one runs for a board position and the person has termed out and wants to run, what happens? Sue Pascoe explained that the committee felt that having limits will encourage other members, with fresh ideas, to run for the board. JJ responded that the limit applied to time served on the board regardless of position(s). Following extensive discussion the Bylaws Committee felt that four terms would be too long and thus a three term limit was appropriate. MH noted that in the past, it was difficult to get people to accept nominations. It was explained that the committee feels that the change will encourage new blood on the board.
 - b) Craig Collar inquired as to when the term limits will start and if it would be possible for the whole Board to term out at the same time. Kiku Annon noted that the terms are staggered, so that is very unlikely to happen. JJ responded that term limits would take affect once approved, and the current members would be grandfathered in.
 - c) Warren Howell proposed that we change the bylaw from requiring members to be in good standing to be able to vote during the Annual General Meeting, to all members can vote, regardless of how many meetings they have attended. Michael Hinz and Veto Galati expressed that voting members should be involved in at least half of the meetings throughout the year to be able to vote. Steve Morgan said that there is a clause where if someone can't make the minimum meetings, they can request a waiver. JJ noted that no one did during the prior year. SM also noted Cal South also requires that registered referees attend at least 5 association members per year, and thus members need to abide by their



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rules to be registered by USSF. Reza Pazirandeh inquired if it would be possible to have some of the meetings by Zoom, that would help him. Bill Raventos suggested to have every other meeting be on Zoom. JJ noted that the past six meetings have been held using Zoom and that approximately 1/3 of the membership had not attended any of the first 3 meetings of the current membership year. Rick Roberts voiced that when one pays your dues, that should make you in good standing and, therefore, be able to vote.

9. Return To Play - JJ reported that the RTP protocol information is on the Cal South website but that each league is likely to have their own protocols in addition to those provided by Cal South. Additionally, the RTP status of three of our leagues can be found in the current Flag & Whistle on our website.
10. Association Contribution Opportunities -The association has; Director of Mentoring, and Social Media Coordinator positions to fill. If anyone is interested, please contact a board member.
11. Other Business - GG reported that Cal South will be holding fitness tests for upgrades on October 31 and December 3, tentatively, subject to obtaining field permits to do so.

The meeting adjourned at 9:30pm.



SOUTH BAY SOCCER REFEREE ASSOCIATION BYLAWS

I NAME

The name of the organization is: South Bay Soccer Referee Association.

II PURPOSES

The purposes of this organization are:

- A. To recruit, train, and evaluate referees to officiate soccer games in the California State Soccer Association - South (Cal South) region.
- B. To establish and maintain a high level of soccer officiating.
- C. To coordinate the assignment of referees to games in leagues served by the South Bay Soccer Referee Association (hereinafter called the Association or SBSRA).
- D. To standardize the interpretation and application of the Laws of the Game in accordance with decisions of IFAB and USSF, or other applicable governing organizations.
- E. To promote the game of soccer throughout the community by encouraging a better understanding of the Laws of the Game.

III NONPROFIT

This Association is organized exclusively for nonprofit purposes, pursuant to Internal Revenue Code Section 501(c)(4), and no part of its net earnings shall be used for the financial benefit of a member, officer, or director thereof, except as provided for in **XIV Dissolution**.

IV MEMBERS

- A. Membership in the Association shall be limited to individuals who are 14 years of age or older. All members must be;
 1. USSF Certified, and
 2. registered with Cal South, meeting all applicable Cal South Youth or Adult requirements, as applicable, including Risk Management, and photograph requirements.
- B. Membership Applications (both New and Returning) shall be approved by the Board of Directors (BOD).
- C. Levels of Membership
 1. Membership in the Association consists of three levels:
 - a. probationary members,
 - b. full members , and
 - c. honorary members.



2. Probationary members are those who are joining SBSRA for the first time. Probationary members have the rights of full members except voting rights, and may not run for an office on the BOD.
3. To become a full member, probationary members must:
 - a. attend a BOD approved orientation/training workshop within one year of joining the Association,
 - b. attend one Center of Referee Education (CORE) training session presented by Cal South and hosted by SBSRA, and
 - c. be observed refereeing a game assigned by the Association to form an initial assessment of the probationary member's refereeing ability.

A probationary member will remain a probationary member until she/he completes all of the above requirements. If the probationary member does not fulfill these requirements within the membership year, the BOD has the option not to accept that probationary member's application for membership in the subsequent year.

4. Honorary Members:
 - a. Honorary membership may be granted by the BOD upon request from a member in good standing who has been a member for a minimum of fifteen (15) years and is no longer able to referee games but wish to continue to be a member of the Association,
 - b. Honorary members have the rights of full members but are not required to pay annual dues and may not be assigned to referee matches and may not run for an office on the BOD.

D. Members in Good Standing:

To be considered a member in good standing, each member shall;

1. Attend at least five Cal South training sessions on the Laws of the Game each SBSRA Membership year.
2. Attend at least five SBSRA Membership Meetings each SBSRA Membership year. The Board will consider requests for exceptions.
3. Have paid all dues and assessments, fines and penalties payable to the Association. A member who has been suspended or whose membership has been terminated cannot be in good standing.

The determination of whether a member is in good standing will be made after the May Membership Meeting and after the Annual General Meeting. All members in good standing after the Annual General Meeting shall continue to be in good standing until the next determination after the May Membership Meeting.

V MEMBERSHIP DUES AND FEES TO BOARD MEMBERS

- A. Annual Membership Dues, as listed in the SBSRA Guidelines, are payable for the Membership Year, July 1 to June 30 of the following year. There is a one-month grace period for payment, with late fees payable thereafter.
- B. On an annual basis, the Treasurer will prepare an Association budget of expenses for the forthcoming Membership Year, with a comparison to the current Year-to-Date actual amount, an expected budget through the end of the year and an expected total for the year for consideration and approval by the BOD. Line item explanations of expected variances



greater than 10% of the current year's expected amounts will be provided for consideration by the BOD.

- C. The Treasurer will prepare an expected membership count and calculate the budgeted annual membership dues, based on the budgeted expenses and expected membership count, for consideration and approval by the Association's BOD as specified in VII C. 3. G. below.
- D. Special assessments, when approved by a simple majority of the membership voting at a Membership Meeting, may be levied on members when necessary to sustain the Association.
- E. BOD Members are not compensated for their board activities, other than the following which are paid by certain of the Association's customers:
 - 1. Assignor fees are determined by the BOD on an annual basis. Fees are documented in BOD Meeting minutes.
 - 2. Treasurer fees are determined by the BOD on an annual basis. Fees are documented in BOD Meeting minutes. These fees cover the Treasurer's time and costs for processing, printing and mailing referee fees checks to members.

VI BOARD OF DIRECTORS

- A. All members of the Board of Directors (BOD) are required to be members in good standing in the Association throughout their elected terms. If, for any reason, a Board Member ceases to be a member in good standing during her/his term, and the situation is not corrected within thirty (30) days of notice to the Board Member, she/he may be removed from the Board by the remaining Elected Board Members as specified in VI E. 4. below.
- B. Board Members may not be members of any other soccer referee association included in Cal South's "Referee Association's" webpage.
- C. The BOD is made up of the "Elected Officers", whose duties are described in VII ELECTED OFFICERS; and "Non-Elected Board Members," whose duties are described in VIII NON-ELECTED BOARD MEMBERS, as follows:
 - 1. Elected Officers:
 - a. President,
 - b. Vice President,
 - c. Secretary,
 - d. Treasurer, and
 - e. Member-at-Large.
 - 2. Non-Elected Board Members, which may include and is not limited to:
 - a. Assignor,
 - b. Director of Instruction and Training, and
 - c. Director of Mentoring and Observation.
- D. Board of Directors duties:
 - 1. Address all matters pertaining to Association business.
 - 2. Address all matters pertaining to soccer and referees as related to the Association.
 - 3. Have sole discretion to resolve disciplinary matters related to Association members. (Subject to Section XII).
 - 4. Attend all Board of Director's Meetings in person or electronically. Board Members are expected to attend at least 75% of these meetings during the Association's year.



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5. Attempt to purchase medical/liability insurance to cover Association members while refereeing games scheduled by the Assignor. In the event such insurance cannot be obtained at a reasonable fee, in the judgment of the BOD, all such insurance shall be the sole responsibility of each member. Each member must have insurance coverage in order to be assigned games. The President shall inform the members that the Association cannot obtain such insurance by email as soon as this has been determined and at the next Membership Meeting. The Association will not accept medical or liability claims for injury or property damage.
6. Obtain liability (Errors and Omissions) insurance to provide the BOD with coverage while conducting Association business. The cost of the associated premiums shall be borne by the Association.

E. Board Authority:

1. All Board decisions (except those relating to Membership Code of Conduct) shall be final, subject to appeal by two-thirds (2/3) of the members in good standing present at a Membership Meeting (See Section XII). Appeals must be made no later than the second Membership Meeting after the Board's decision appears in the Membership Meeting or AGM minutes. Following a motion for the appeal of a Board decision by a member at the applicable Membership Meeting, and a second of the motion by another member, a vote on the motion by secret ballot shall take place. The vote shall take place during that meeting, if possible, or within 5 days if necessary.
2. The BOD shall resolve all differences and controversies which may arise within the Association, or any other matters not covered by the Bylaws.
3. Elected Officers shall address any and all differences and controversies relating to Non-Elected Board Members.
4. The BOD may take disciplinary action for Code of Conduct violations or for not being a Member in Good Standing against a member of the Board of Directors only by a unanimous vote of the remaining Elected Officers. This action could range from a temporary suspension of duties, removal from the BOD, and removal from the association.
5. A majority vote by the BOD may dismiss any member of the association for cause. (Subject to Section XII).

F. Board Meetings:

1. Shall be held not less than every other month, at a date, time and manner to be determined by a majority of the BOD, with an agenda sent out to the BOD at least 48 hours prior to each meeting.
2. A quorum of the BOD shall be a simple majority of the Board members, including either the President or the Vice-President.
3. BOD meetings may be held in person, by conference call or electronically.
4. If it becomes apparent that a Board Member will be unable to attend Board Meetings on a regular, monthly basis or following a Board Member's absence of 50% or more of the Board Meetings during a six month period, the other members of the Board of Directors, by a simple majority vote, may declare the Board position vacant. A replacement Board Member will then be elected in accordance with VII ELECTED OFFICERS, A. 7. below.



- G. An Elected Officer may be removed from office only by a vote of the remaining Elected Officers.
- H. Every act taken or decision made by the Board will be through a vote of the majority of the Directors present at a meeting duly held at which a quorum is present. Any vote result with a tie of approvals and disapprovals results in a “no-decision” and may be tabled for further discussion and vote at a subsequent Board Meeting.

VII ELECTED OFFICERS

- A. The five Elected Officers shall be elected by a secret ballot vote of the membership at the Annual General Meeting (AGM) based on the election cycle of each office. Each office election cycle is outlined below. Only members in good standing, as determined following the immediately prior Membership Meeting, are eligible to vote in elections for board offices.
 - 1. President, Secretary, and the Member-at-Large are elected for two-year terms in even-numbered years.
 - 2. Vice President and Treasurer are elected for two-year terms in odd-numbered years.
 - 3. Board Member elections, by secret ballot, may be held in person or electronically, as determined by the BOD.
 - 4. In the event that two or more candidates for an office receive an equal number of votes, a “tie vote,” a run-off election will be held for the candidates receiving the most tied votes, if there were more than two candidates.
For tie votes with only two candidates, a run-off vote between these two candidates will take place within 48 hours in a manner to be determined by the BOD.
 - 5. The term of office of newly-elected officers shall begin on the first of the month following their election.
 - 6. Elected Board Members will be limited to three (3) consecutive terms, elected or appointed, on the Board, effective upon adoption of this provision. A two (2) year/twenty four (24) months continuous absence from the Board will reset this requirement and the Board Member may be elected or appointed to any office thereafter.
 - 7. If an office becomes vacant, a replacement shall be elected for the remainder of the term at the next MEMBERSHIP MEETING under the same conditions as in effect for an AGM election.
- B. Duties of the five Elected Officers are to;
 - 1. Oversee the activities of the Board.
 - 2. Appoint any additional Non-Elected Position(s), which may be required by Cal South and/or USSF.
 - 3. Add additional Non-Elected Board Member positions deemed necessary by the elected officers.
- C. Duties of each Officer are described below.
 - 1. President;
 - a. Perform the duties incident to this office and such other duties as may be required by law. He/she shall be the Association’s official public spokesperson.
 - b. Administer the business of SBSRA with the collaboration and consent of the BOD.
 - c. Preside at all meetings of the membership and of the BOD.
 - 2. Vice President:



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- a. Exercise the responsibilities of the President in the event of her/his absence or disability.
 - b. Assist the President in the performance of her/his duties.
 - c. Chair the Grievance Committee and select the Committee members.
 - d. Manage the Member Ranking process each year and collaborate with the Association's Director of Mentoring and Observation in regards to observations.
3. Treasurer:
- a. Receive all moneys due to the Association.
 - b. Deposit collected monies in such depository accounts as designated by the BOD.
 - c. Disburse monies as required and approved by the BOD.
 - d. Maintain adequate and correct books of account, showing receipts and disbursements of the Association and account for its cash and other assets.
 - e. Prepare and serve statements of account for dues of members and the organization, as necessary.
 - f. Present quarterly financial reports at Membership Meetings.
 - g. Prepare an Association fiscal budget for the BOD as a guideline for expenditures, as specified in Section V. B. and C. above.
 - h. Ensure copies of the Financial Reports are made available to the membership and stored/archived in a manner so they can be maintained for a minimum of seven years, or as required by law.
 - i. Present draft tax returns to the BOD for the Board to review and approve before the returns are filed. The Association shall maintain copies of the filed tax returns for a minimum of seven years, or as required by law.
 - j. Maintain and manage all risk management activities, including liability insurance for the members, and errors and omissions coverage for the BOD.
 - k. Perform such other duties incident to the office as may be assigned by the BOD, or as required by law.
 - l. Recommend, for BOD approval, one or more non-Board member(s) to perform an informal assessment, of the Association's financial records once every two years, covering the prior two years, as described in Section XIII below.
4. Secretary:
- a. Prepare draft agendas for Membership Meetings and Board Meetings for review and edits by the Board one (1) week before each meeting and distribute the final agenda to the Board at least thirty six (36) hours before each meeting,
 - b. Take minutes and maintain a record of the minutes of all meetings of the BOD and the membership for a minimum of seven years, as required by law.
 - c. Provide draft Membership Meeting minutes to the Board for review no later than seventy two (72) hours after each meeting and provide final draft minutes to the membership no later than one (1) week before the subsequent Membership Meeting for approval by the membership at that meeting.
 - d. Provide draft Board Meeting minutes to the Board no later than seventy two (72) hours after each meeting for review and comments by the Board.
 - e. Provide revised draft Board Meeting minutes to the Board including the comments received from Board Members no later than thirty six (36) hours before the subsequent Board Meeting for approval by the Board at that meeting.



- f. Maintain an up-to-date roll of all members, including Membership Status, Membership and Cal South Training Meetings attendance.
 - g. Review bylaws and other organizational documents to ensure continuing relevancy.
 - h. Perform such other duties incident to the office as may be assigned by the BOD, or as required by law.
5. Member-at-Large:
- a. Serve as the member representative to the BOD for concerns, questions, and suggestions regarding Association operations, including the design and conduct of surveys to obtain member feedback.
 - b. Process all applications for membership in the association received from prospective members and members wishing to renew their membership for the forthcoming membership year. Following deliberation and decision of the BOD, process membership applications and communicate the results to each applicant.
 - c. Represent any member who appeals a BOD decision to a Grievance Committee, if requested by the member.
 - d. Receive and review, in cooperation with the Assignor, all USSF or other match reports generated by SBSRA Referees for all Red Cards (Send-offs), serious injuries, game terminations or other unusual match incidents.
 - e. Approve all match reports and forward the reports to the applicable party, as deemed appropriate by the BOD.

The Member-at-Large may not vote on members' disciplinary matters.

VIII NON-ELECTED BOARD MEMBERS

- A. Non-Elected Board Members are appointed each year by the Elected Officers for a one year term.
- B. Non-Elected Board members serve at the discretion of the Elected Officers.
- C. Non-Elected Board members may be removed by a majority vote of the BOD.
- D. All Non-Elected Board Members must be ratified at the next Membership Meeting after their appointment by a simple majority of the Members in Good Standing through a secret ballot vote. Non-Elected Board members shall serve through the first board meeting after July 1 of each successive year.
- E. If the appointment of a Non-Elected Board Member is not ratified by the Membership, as specified in C. above, the BOD shall propose an alternative candidate at the next Membership Meeting.
- F. If an office becomes vacant during the term, the BOD will appoint a replacement, subject to ratification by the Membership, as described above. The replacement officer will serve the remaining period of that term.
- G. Duties of the Non-Elected Board Members are described below:
 - 1. Assignor:
 - a. Follow Board approved assigning policies and guidelines, which shall be prepared and presented by Assignor for approval to the BOD on an annual basis, as soon after the AGM as possible.
 - b. Not be influenced by any individual Board Member or Member.



- c. Assign matches utilizing the Member Rankings, provided by the Vice President as determined by the Member Ranking Committee, identified conflicts of interest, members availability, suitability of assignment, and other pertinent factors.
 - d. Assist the Member-at-Large with the review of match reports, as described in Section VII, C. 5.
 - e. Collaborate with the Director of Mentoring and Observations to assign referees to facilitate mentoring and observation.
2. Director of Instruction and Training:
 - a. Develop, schedule, and manage instruction, and training courses and clinics for SBSRA members. These training courses and clinics may occur during the normal SBSRA Membership Meetings or at other times agreed upon by the BOD.
 3. Director of Mentoring and Observations
 - a. Assign Mentors to SBSRA members for growth and improvement.
 - b. Schedule coaching opportunities for members in response to requests from members to assist with the advancement of their SBSRA ranking or in response from the BOD to review a member's abilities and/or SBSRA ranking.
 4. Other Non-Elected Officers - as deemed necessary by the Elected Board Members.

IX ANNUAL GENERAL MEETING

- A. The Annual General Meeting (AGM) shall be held in June of each year.
- B. The date, time and manner of the AGM shall be set by the BOD.
- C. Prior notice of the AGM details shall be e-mailed to each member no later than the preceding Membership Meeting.
- D. A quorum of the AGM shall be 50% of all Members in Good Standing.
- E. All meetings shall be governed by Robert's Rules of Order.

X MEMBERSHIP MEETINGS

- A. There shall be a minimum of five Membership Meetings per year.
- B. The date, time and manner of each meeting shall be set by the BOD.
- C. The meeting schedule shall be available on the SBSRA website prior to the meeting or a meeting notice shall be e-mailed to each member at least 48 hours prior to the start of the meeting.
- D. A quorum of the Membership Meeting shall be 25% of all members, including honorary members.
- E. Following a motion for the removal of a Board Member by a member, and a second of the motion by another member, a vote on the motion by secret ballot shall take place. Only members determined to be members in good standing may vote on this matter. A vote to remove a Board Member requires a two-thirds (2/3) majority of the votes cast to remove the Board Member.

XI BYLAWS

- A. Changes to the Bylaws may be proposed in the following manner:



1. Bylaws may be changed only during the AGM, the October Membership Meeting or the February Membership Meeting by a vote of a majority of Members in Good Standing, except as noted in 3. below.
2. All proposed Bylaw amendments or the complete, proposed amended Bylaws shall be presented in writing at the Membership Meeting immediately prior to the Membership Meeting at which they will be voted on. Such amendments shall be published in the minutes of that meeting and made available to the members not less than one week prior to the scheduled vote taking place at the Membership Meeting or AGM.
3. The BOD shall form a committee to review the Bylaws in odd numbered years unless the President or Board deems a special review is needed in the interim. Any recommendations provided by this committee shall be presented to the BOD for its review. Subsequent to the feedback received from the BOD, the bylaws committee will finalize its recommendation and then submit the recommendation to the Membership for approval, as described above.
4. The BOD shall maintain an archive of prior bylaws/guidelines behind the membership firewall on the Association's website.

XII MEMBERSHIP CODE OF CONDUCT

- A. Members shall abide by these Bylaws, the USSF Referee's Code of Conduct and the SBSRA Guidelines.
- B. Members shall conduct themselves in a respectable and professional manner.
- C. All charges of a breach of Association conduct against a member shall be made in writing to the President setting forth full details. The President shall notify the member of the charges against him. The member will be given seventy two (72) hours either to offer a written response or, at her/his option, request a hearing before the BOD.
- D. The President shall present the written charges and the member's response, if any, to the BOD. The BOD shall afford the member a hearing on the charges.
- E. The Board shall decide by majority vote of the total number of Board Members, excluding the Member-at-Large, any actions, penalties and/or fines which it deems appropriate, including suspension and expulsion of the offending member from the Association.
- F. Following the decision of the BOD, the offending member may request an appeal of the decision to the Grievance Committee. This appeal shall be made in writing to the Secretary within seven (7) days of receiving the notice of upheld charges.
- G. The Grievance Committee:
 1. The Chairperson of the Grievance Committee shall be the Vice President.
 2. In the event that the Vice President is a party to the hearing, the Treasurer, who will act as the Chairperson of the Grievance Committee, shall replace her/him.
 3. The Grievance Committee shall be composed of four disinterested members, none of whom may be any other Board members, in addition to the Chairperson and shall be appointed by the Chairperson.
 4. The Grievance Committee Chairperson will set up a meeting to be held within seven (7) days of receiving the request for said meeting. The meeting shall be conducted with a representative of the BOD, the aggrieved member, the Member-at-Large, if requested by the Member, or any other SBSRA member acting as an advocate for the aggrieved.



With both sides present, they will present their arguments to the Grievance Committee and then leave the meeting.

5. The Grievance Committee, after hearing both sides, shall determine to uphold, modify or dismiss the charge(s) against the member. The Grievance Committee Chairperson shall provide a written notification to the Secretary and the aggrieved member of their decision. Notice shall be delivered within three (3) days of the meeting.
6. The Chairperson shall vote only in the case of a tie vote.
7. The decision of the Grievance Committee shall be final.

XIII Informal Assessment of Financial Records

- A. The assessment of the Association's financial records will be performed every two years, covering the prior two year fiscal period.
- B. The assessment will be performed by one or more non-Board members, recommended by the Treasurer and selected by the Board.
- C. Following review and approval of the assessment by the Board, the results of the assessment will be presented to the membership at a Membership Meeting.
- D. The results of the assessment will be maintained and made available to the Membership for a minimum of seven years.
- E. The informal assessment procedures will include, but will not be limited to the following:
 1. Identification of policies and procedures regarding the financial records of the Association,
 2. Reading of Membership and Board Meeting Minutes,
 3. Determination of compliance with all Not-for-Profit status requirements,
 4. Verification of Board approved Budgets for Expenses and Membership Dues,
 5. Ensuring Association Financial Statements and related Treasurer presentations are maintained for membership review,
 6. Comparison of the Association's annual financial statements and tax returns for consistency,
 7. Verification that draft tax returns were presented to the Board for approval prior to filing,
 8. Performance of analytical review procedures for related financial statement line items,
 9. Testing of a sample of disbursements to source documentation,
 10. Testing of a sample of receipts to source documentation and banking records,
 11. Testing of membership dues received against cash received and NMI credits given,
 12. Determine completeness of the Association's bank accounts and bank statements,
 13. Comparison of bank statement transactions to the Association's general ledger,
 14. Comparison of the tax reporting documentation (1099s) to payments made to the Association's members.

XIV Dissolution

Upon dissolution or winding up of the Association, any assets remaining after payment, or provision for payment, of all debts and liabilities of the Association shall be distributed to all currently paid-up members or members who have received the New Member Incentive (NMI) credit. The payment to each member will be calculated in the ratio that their dues payments received or value of their NMI credit during the current or most current membership year bears to total dues received as recorded in the books of the Association.



Dictator or Facilitator: What Type of Official are You?

Referee Magazine
September 24, 2020

The late Bill Klem, perhaps the greatest umpire in the history of baseball, was once shown a photo that supposedly proved he blew a call.

“Gentlemen,” the old arbiter replied, “he was out because I said he was out.”

That was the sort of stance officials had to take in those days or they likely wouldn’t have survived in the game. Times have changed.

Oh, sure, there are still times when the iron fist that Klem and his brethren employed with regularity is needed. Depending on the game situation and circumstances, it can benefit an official to take a hard line. More often, though, these days the best officials are less dictators than facilitators. “We want to manage the game” is the phrase of the day.

Does the following description sound like someone you know?

The Dictator

Like any general personality type, nobody will fit the bill perfectly as a dictatorial-type. There may be aspects of a person’s personality that lean toward a dictatorial-type but other aspects do not. With that qualifier in mind, officials who lean toward a dictatorial-type personality most likely possess the following characteristics:

- **They control the game to their tempo** — they want things to unfold or evolve to their own accord or pace, as opposed to the natural flow of the game that comes from the players.
- **They refuse to treat athletes and coaches with respect** — they view themselves as the king of the jungle and they are the boss. It’s that old, “This is my game!” mentality.
- **They act like fascists** — they believe they are the law and literally act like police officers gone overboard. Basically, their sense of authority crosses into authoritarianism, even totalitarianism.
- **They are poor communicators** — they refuse to listen to input offered by partners, assistants, linesmen, athletes and coaches.
- **They “always” make perfect calls** — they believe all of their calls are the right calls. Even when they make mistakes, they refuse to admit to them.
- **They enjoy the chorus of boos** — they bask in the chorus of boos because that’s when they are receiving as much attention as the athletes.

Reading that list, did you see yourself possessing any of those qualities? Don’t worry too much if you see yourself only periodically in one or two of those categories. After all, there are times when we love it when they boo, and who is a perfect communicator all the time? But if you see a lot of yourself in that list, it might be time to make a minor tune-up on your attitude or make a major overhaul on your officiating attitudes.



The Facilitator.

So what is a better way to approach officiating? Currently, the most popular and effective “style” is to employ a facilitator-type personality. That’s embodied by the notion that officials are there to manage the game, as opposed to control the game.

Perhaps the two best words to sum up the qualities of a facilitator-type of official are management and communication. Good officials know how to keep the best interest of the players, coaches and fans in check. They also know how to keep the lines of communication open between themselves and everyone else involved with the game.

The best types of facilitators on the playing field are most likely to possess many of these attributes:

- **They are active listeners** — not only do they hear what players, coaches and other officials are saying, but they are listening to them, absorbing and understanding the information.
- **They ask questions** — whenever they are unsure of something, they seek clarification, especially from their partners and crewmates.
- **They intervene when necessary** — they let players and coaches know what is going to be tolerated and offer fair warnings. They don’t interject themselves unless they have to.
- **They treat everyone involved in the game with respect** — they realize they have a job to do and that everyone else at the game has a job to do, too. They understand that only with everyone working in unison with professionalism on everyone’s part can the game flow. Of course, they understand they can’t control the professionalism of others, but strive to maintain their own.
- **They value constructive criticism** — good officials welcome feedback, whether it is positive or negative, so they can improve their game.
- **They allow the game to flow** — they allow players to create the tempo and flow of the game and only intervene to do their job, rather than create work for themselves where none exists.
- **They prefer remaining in the background** — the less heard from the officials, the better the game is. At the same time, when the game action dictates they must come to the forefront, they do so without hesitation, professionally putting the game back on course again.
- **They get simple enjoyment from the game** — much like athletes enjoy playing, coaches coaching and fans watching, facilitator-type officials derive pleasure from their jobs.

Which type are you? The choice is yours (but remember, things don’t always end well for dictators! - added by SBSRA).

Warren’s Howellers and Dome Things to Think About

On the Benefits of Being a Referee (attributed to **Brent Larson**)

“The fact that all your real-world troubles seem to melt away when you are out on the field.”

Not Good....

Swedish soccer referee **Martin Strombergsson** was suspended in July for derogatory comments to goalkeeper **Aly Keita** during a match in Sweden. Keita said Strombergsson told him to shut up and go back to his goal so bananas can be thrown at him.

No better...

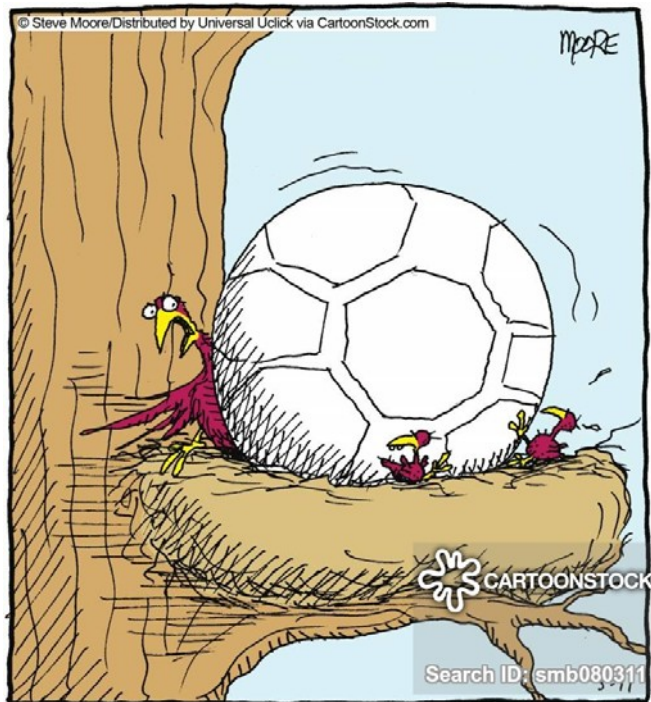


Good way to look at it? (attributed to **Holiday Mathias**)

“Do what’s fun. As you follow your own curiosity and joy, it sparks the same in others.”



“I know it’s just a game, sweetie, but our entire gender’s political survival hinges on the outcome.”



“Gabrielle! Grace! What did I tell you kids about playing soccer in the nest!”

Final Thought of the Month (attributed to **John Lewis**)

“When you see something that is not right, not fair, not just, you have to speak up. You have to say something; you have to do something.”

----- **Keep Smiling** -----