



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



Written by: Jonny Joseph

November 2021

## **Notes from the Board**

### **Almost There...**

We are approaching the end of the club season for the older age groups but there are many other games that will keep us all busy. In addition, we are working with other associations to assist them with officiating two tournaments:

November 26-28 – SilverLakes Fall Showcase, Girls 2003 – 2009, Game Fees of \$1.60 per minute.  
<https://www.silverlakestournaments.com/fall-showcase/>

December 11-12 – Orange Surf Tournament, Orange County and possibly Torrance locations, Game Fees of \$1.60 per minute. Further details to follow.

Any interest in refereeing high school or middle school games? Contact Jonny for further details if you can be available one or more afternoons during the week from now through February.

### **Take Care of Your Stuff**

Recently, one of our referees experienced the awful feeling of having some of his stuff stolen while refereeing games. It occurred at Historical Belmar Park in Santa Monica. The referee team had left their bags, chairs and other belongings next to the restrooms. When they returned after their games, it was clear someone had gone through one of them with a mobile phone, wallet and other items taken. Needless and tragic to say, this was not a priority situation for the Santa Monica Police Department and aside from finding some items abandoned close by, the valuable items could not be recovered.

To avoid a similar experience, consider the following:

- Do not bring anything valuable (e.g., wallet, mobile phone, jewelry) to the field,
- Only bring items absolutely needed for your games,
- Place all items in a bag with the zipper closed,
- Place the bag in an area where it can be seen by one or more of the referee team at all times,
- Place the bag in a location where no one will be for more than a short time, e.g., behind the goal,
- Take rest breaks wherever you leave your bag.

### **Seazon Sports Expands Further**

Following the successful launch of their younger players' program at Marina High School, Huntington Beach with SBSRA last month, Seazon Sports is expanding their program at nearby La Quinta High School in Westminster next weekend. We were able to negotiate very favorable game fees for our members for these games, so despite lengthy gaps between games, they should be worthwhile. Enjoy!

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#### **Board of Directors**

**President:** Jonny Joseph

**Vice-President:** Steve Morgan

**Secretary:** Jack Desemone

**Treasurer:** Bruce Ashton

**Member-At-Large:** Tim Martinez **Assignor:** Gabriel Goldsman



## **Training Opportunities**

We have multiple training opportunities coming up and all members are encouraged to attend as many of them as we are able to do:

**Tuesday, November 16, 2021**

CORE training at North High.

Guest: **Former FIFA Referee Juan Guzman**

Topic: **Combating Referee Abuse**

Please sign up any time before the course, at no cost, at

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

**Wednesday, November 17, 2021**

**Cal South Monthly In-Service Webinar**

Topic: **Aerial Challenges Video Analysis**

Please register at **[https://us06web.zoom.us/webinar/register/WN\\_EUt1kgOIRUSYzMFxzDCo\\_w](https://us06web.zoom.us/webinar/register/WN_EUt1kgOIRUSYzMFxzDCo_w)**

**Monday, November 22, 2021**

CORE training at Ventura College, Ventura

Guests: **FIFA Assistant Referees Ian & Frank Anderson**

Topic: **Law 11 – Offside**

You may sign up any time before the course, at no cost, at

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

## **Monthly Membership Meeting**

Our last monthly meeting for this calendar year is scheduled for Tuesday, November 30 at 7:03pm. Please be reminded that attendance in person at North High School is the only option as Zoom is no longer be available.

To conform with LA County requirements, please ensure that a mask is worn, covering the nose and mouth at all times during the meeting.

We look forward to seeing you there!

We still have about some IFAB 21/22 Law Books available to members. So, if you have not taken one and would like a book, please attend the meeting to pick up a copy.

## **Supplemental Reports**

Due to ongoing challenges, we continue to provide the following guidance for all members:

Please be reminded that whenever we have serious situations, a supplemental report is required:



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- The **Cal South Supplemental report form**, on the SBSRA website, must be used,
  - The report is required to be prepared ASAP, **within 24 hours** for **all serious situations**, including:
    - **Red cards;**
    - **Serious injuries** (paramedics called, player taken to emergency room/hospital), attended to by the trainer; or,
    - **Game terminations**, etc.,
  - Take a **copy of the Match Report** to prepare the Cal South incident report,
  - Use **simple language** and include the **facts of the incident** only:
    - **When** – date and time, point in the match;
    - **Where** – venue and specific location on the field;
    - **Who** was involved? The player's name, number and team; and,
    - **What** happened? Don't speculate, just note what you saw.Note there is no **"Why."** Not our job to speculate on why someone did what they did and we should not include a diagnosis of the injury, even if we have the ability to do so.
  - **Do not use abbreviations**, only use **language in the Laws of the Game** to describe the applicable misconduct.
  - **Call the Assignor**, after any game that requires an incident report so he is informed when the league calls him.
  - **Submit the supplemental report** to our Member-At-Large (MAL) and the Assignor (and Co-Assignor if the game was assigned by the Co-Assignor) who will review the report and possibly suggest edits.
  - Following submission of the incident report to the MAL, please call him to ensure it has been received if you have not received an **acknowledgement of receipt within 2 hours**.
  - **Following review and approval** of the report by the MAL and Assignor, the **Assignor submits the final report** to the applicable league.
  - **If you have kept ID cards**, not required for all red cards, the card(s), together with copies of the match report and incident report must be sent to the applicable league administrator **by the end of the first business day (likely Monday)** following the game.
  - The **importance of this process** cannot be stressed strongly enough! These reports are really needed by the leagues and everything we do needs to **reflect our professionalism** as individuals and as a referee association.

## Two Person (Whistle) Referees

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

## Membership Meeting Minutes Approval

Included below are the September Minutes, which were also included in last month's Flag & Whistle, and the October Minutes for Membership approval.



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## **SBSRA Monthly Membership Meeting Minutes Tuesday, September 28, 2021** North Torrance HS and via Zoom Conference

**Board members present:** Jonny Joseph, Bruce Ashton, Gabriel Goldsman, Tim Martinez.  
(Absent: Steve Morgan, Jack Desemone).

1. Call to order – JJ called the meeting to order at 7:07
2. Approval of August 2021 Minutes - JJ noted that due to a recent change in the Bylaws and the publishing of the draft minutes later than the prescribed date we are unable to approve the August minutes. JJ offered opportunity for discussion of the draft minutes but none ensued.
3. Cal South Training - JJ reminded members that to get monthly training credit, members must go online and complete the Cal South video training and quiz. All Cal South certified referees must complete at least 5 training sessions each year to be recertified for the following year.

JJ introduced Gabriel Goldsman for this month's session. Topic for this month was free kicks. GG stated that free kicks have recently been mismanaged by many referees and provided tips and techniques for managing free kicks better.

GG stressed that for any Cal South/USSF affiliated 11 v 11 games the two-man (dual system) is NOT PERMITTED.

4. Board Meeting Report (September 2021): JJ reported the following:
  - i. Directors E&O Insurance – following Board due diligence, we identified an alternative insurer (same one providing our liability insurance) for almost 50% of the prior insurance premium and the coverage was changed commencing September 30, 2021.
  - ii. Following Fram's selection of SBSRA to be their Development Player League referee association, they recommended us to Santa Monica Surf who requested that we provide referees for their girls' DPL home games for 2021 – 2022. Two significant wins for us!
  - iii. League resumption discussions were discussed; Beverly Hills had planned to resume this month but have now postponed to "next season," actual dates to be advised. SBPSL and El Segundo resumed successfully earlier this month. We have plenty of games for all!
5. Cal South ROL – JJ reported that we have almost 120 members on the ROL, including a few new members and we have approximately 8 inactive members who could return soon.
6. New Members – No news members or member candidates identified themselves.
7. New Member Recruitment - As noted in the Flag & Whistle that went out recently, it is clear from the statistics presented that we do not have sufficient referees for the number of games made available to us to assign. Indeed, we have begun to return certain field locations in our service area for this reason. On behalf of the Board and in particular the assignors, JJ thanked those members who have come out



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every weekend, doing multiple games each Saturday and Sunday, in many cases more than some would prefer, to support the association. However, this is not sustainable, providing us with two choices – continue turning back games or recruit more referees. Turning back games will hurt us in the long run so recruiting new referees needs to be a priority. While some of us may be comfortable and have the time to just talk to people at the fields, we have created a recruiting flyer that can be hand out to recruit new referees. We recommend that these be given to team managers and coaches for them to duplicate and provide to their players' families to recruit new referees. The file will be emailed to all members to print out to take to the fields with them.

Joe Robelotto suggested that meet with the various leagues we cover and solicit their help in recruiting.

8. Assignor's Report - GG received the complete So Cal schedule about midnight last night and is working on this weekend's assignments still. GG also stated that if our refs work for other associations in the morning, he will not assign them games in the afternoon because he doesn't want to set them up to fail or get injured.

GG emphasized that coaches need to understand that we are there to help them so they need to help us too by cooperating. GG also stated that our policy is ZERO tolerance for poor coach and spectator behavior.

9. Member-At-Large Report - TM discussed supplemental reports, stressing that we need to keep them simple, limited to the facts. Reports need to be submitted in a timely manner – hopefully on the same day. TM also requested that members copy Gabriel on emails containing the reports.

TM asked members to help any new referees that they recruit by ensuring that they provide references with contact information on new member applications. If they do not provide references; he cannot submit their applications to the Board for approval.

10. Single Game call in reminder - JJ stated this is a critical procedure to ensure we have no referee service failures on single referee games. A service failure occurs when we don't have at least one referee at an assigned game. Historically, the assignors have given members who have not called in and are not reached an hour before kickoff some leeway but due to recent near misses, replacement referees will now be called earlier.

11. Treasurer's Report - BA reminded the membership to cash their checks promptly and to advise him of address changes. Address changes made in Arbiter are not forwarded onto the treasurer! JJ apologized for not having checks for distribution this month, BA to mail in the morning. JJ noted that checks to members totaled almost \$50,000 this month!

### 12. Other Business:

- i. SBPSL Vaccination Requirements - GG reminded the membership that PSL is requiring all players and referees to be vaccinated. All referees wanting to work PSL games must go to our website and attest to their vaccination status.
- ii. SBS 7v7 & SBPSL Match Reports - JJ noted that reports for both of these leagues must be photographed and sent to Gabriel by email right after the games have concluded before leaving the fields.
- iii. Zoom vs. In Person Membership Meeting Attendance - Michael Hinz opined that the Board did not have the ability to decide that to maintain Member-In-Good-Standing status, attendance of a



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minimum of three of those meetings must be in person. To impose this requirement on the Membership would require a Bylaw amendment. JJ stated that the Board had discussed the issue and concluded that the Board decision was simply a clarification of the Bylaw requirement that attendance at a minimum of five Membership Meetings was required to be a Member-In-Good Standing, amongst other requirements. BA stated that Bylaws could not anticipate every issue and that the Board had the ability to interpret our Bylaws in the event that they did not specifically cover an issue. Further, the Bylaws could only be changed on a few occasions during each Membership Year which may not be often enough to address certain issues. JJ stated that the Board would reconsider the matter.

Next Meeting: October 26, 2021, 7:03 PM, North High Library.



## **SBSRA Monthly Membership Meeting Minutes** **Tuesday, October 26, 2021** North Torrance HS

**Board members present:** Jonny Joseph, Bruce Ashton, Gabriel Goldsman, Tim Martinez, Steve Morgan, Jack Desemone.

4. Call to order – SM called the meeting to order at 7:15.
5. Approval of August 2021 Minutes – Bill Yee motioned to approve the August minutes, Sue Pascoe seconded the motion, approved by acclamation.
6. Treasurer’s Report:
  - a. BA presented the financial statements for the quarter ended September 30, 2021 and noted they are available on our website;
  - b. BA requested members to deposit SBSRA checks as soon after we receive them as possible and reminded the membership that: he needs Social Security Numbers for all referees who were paid by SBSRA for tournaments and other games where we are not paid at the field,
  - c. BA reminded the membership that correct home addresses need to be sent to BA (updating in Arbiter is not sufficient) whenever a change takes place,
  - d. Parking at Historic Belmont, not reimbursed by the home team, will be reimbursed by providing the Treasurer with a parking ticket receipt or Credit Card statement.
7. New Members - James Lee and Jonathan Dekhtyar introduced themselves as prospective new members.
8. Cal South Training – Arturo Angeles presented his experience in soccer both in Mexico and the United States. He also emphasized that referees should not be intimidated by coaches because we have power. We should use it when needed. He also emphasized that referees need to be fit, because the game is moving faster, to be in the right position to make good decisions.
9. October Board Meeting Report - JJ reported on the following matters discussed by the Board at the October meeting:
  - a. Requirements for attendance at monthly membership meetings - the Board noted that Zoom meetings had worked well during the pandemic but now that we are able to meet in person and having tried to offer the meetings in-person and on Zoom, there were too many challenges trying to do both. From October 2021, only in-person meetings will be available as noted in the September Flag & Whistle,
  - b. Recruitment of new referees was discussed and ideas on how to do so were shared. We encourage members to print and hand out the recently created flyers and talk to people at the fields to encourage them to sign up,
  - c. New tournament opportunities were discussed for 2022 with the Association likely picking up two new tournaments, which we have not participated in previously, in the spring and summer of next year.
10. VP Report - SM reported that 31 members are on the 2022 ROL. SM emphasized that the membership should do it ASAP so not to be caught in a year-end backlog.





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11. Assignor's Report - GG reported that there are still games available for the upcoming weekend and that members should open their blocks if they want games.
12. Member-at-large - TM spoke to the members about the importance of completing Supplemental Reports in a timely manner. He reminded members to stick to the facts and use Laws-of-the-Game verbiage only. Opinions do not matter, are not helpful and should not be included.
13. New Member Recruitment – as noted in the Board report earlier, a new member recruitment flyer was distributed to all members shortly after prior month's membership meeting. It was also suggested that members should try to engage with anyone they come across at the fields
14. Single Referee Games - JJ reminded the membership that they need to call in 1 to 4 hours before the scheduled kick off to ensure we minimize service failures.
15. Two Person Two whistle - JJ reminded the membership that the Two-Referee-Whistle system used in HS is not permitted in USSF games and must not be used. Unless assigned by an Association Assignor to work as a two-person team, please DO NOT DO IT! We continue to see instances of it happening. On the other hand, when assigned to do games as a two-person crew, it is not up to the referees to decide that one referee can handle the game and for the other to do it solo. There may be a reason why the assignor has put two referees on a game and the league expects it to be so.
16. Duration of Games - We need to play the full game as scheduled unless there is a late start or another valid reason to end it sooner, e.g., bad weather or insufficient lighting. Games that need to be shortened require equal length halves. Simply having a one-sided game/blowout, or individual players asking for it to be shortened are not valid reasons to do so. If team managers/coaches both agree then it is acceptable to do so. Also, each half of a game must be played for the same duration.
17. Other Business:
  - a. SOCAL issues - GG reported that there have been many scheduling issues with SOCAL this season, primarily due to their significant growth in number of teams and uncertainty of field permits each week. GG urged the membership to understand that the many changes in schedule that have occurred were beyond his control and that he appreciated that members had been flexible and we hope that SOCAL will work things out soon.
  - b. PSL Reports - GG reminded members that the Center Referee must send a pdf of the match reports to him by Sunday night.
  - c. Game Scheduling - Larry Savell noted that there is not enough times between games to keep them moving smoothly. JJ and GG were aware of the situation and will communicate this to SOCAL to see if there is anything SOCAL can do to improve their scheduling.
18. Meeting adjourned at 9:05.





One of my mentors, the late Rick Guerin who was a SBSRA member, once shared that he believed the secret to effective officiating was good “People Management.” With that in mind, we searched for an article on the subject that might resonate with our referee group this month.

The following article was adapted for publication here.

## A Guide to People Management: Definition, Tips and Skills

June 9, 2021

By: Indeed Editorial Team

<https://www.indeed.com/career-advice/career-development/guide-to-people-management>

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**This article has been approved by an Indeed Career Coach**

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Effective people management is a necessary quality for current and aspiring leaders who aim to improve workplace communication and prepare employees for success. Examining the skills that make up people management can help you discover your strengths and identify areas for improvement.

In this article, we explore what people management is and how to develop the skills that are vital to quality people management in the workplace.

### What is people management?

People management is the process of training, motivating and directing employees to optimize workplace productivity and promote professional growth. Workplace leaders, such as team leads, managers and department heads use people management to oversee workflow and boost employee performance every day.

*[In the SBSRA world, perhaps a better way of understanding the topic is the process of working collaboratively with all stakeholders to be an effective official on the soccer field to enhance the enjoyment of the game for players, coaches and spectators. This can be extended further to our efforts to be a valued member of the referee community with the Association, Assignors and all our members. Many of the points expressed below apply to, and should resonate best with, more senior members of SBSRA.]*

People management is useful in many workplace situations, such as for:

### **Handling interpersonal conflicts**

Managers and employees in leadership positions have an important role in resolving conflicts. Effective people management can help you mediate conflicts between employees in a way that promotes collaboration and respect. *[In the SBSRA world, we are managing player and coach conflicts every game.]*



## Leading employee training

As a workplace leader, you may be responsible for onboarding new employees and coaching current employees on updated processes. You can use the elements of people management to provide constructive feedback and mentor employees so they can succeed in their positions. *[Sound familiar senior referees?]*

## Managing deadlines

Directing employees includes assigning tasks and establishing achievable goals. Effective people management can help you evaluate your team's resources and set realistic deadlines that encourage progress. *[Finishing and starting games on time/schedule?]*

## Building company culture

Your leadership position may allow you to positively influence your work environment. You can use your people management responsibilities to build rapport with employees. You can also ask your team for feedback on their perspective of the company, and then turn that feedback into actionable changes to a company culture that every employee can help develop. *[We have the opportunity to learn from each other, regardless of seniority.]*

## Essential people management skills

People management requires several soft skills, including those that can lead to open and honest communication as well as improved employee experience. Each of these skills can better help you interact with your employees and perform organizational tasks.

Here are eight essential people management skills to incorporate into your workplace:

1. Empowering employees
2. Active listening
3. Conflict-resolution
4. Flexibility
5. Patience
6. Clear communication
7. Trust
8. Organization

In next month's issue we will share the details of each of the above eight management skills with you.

## **Warren's Howellers and Some Things to Think About**

Warren had to have a body part replaced recently so we have some Jonny Jokes and Funnies instead:



"Don't worry, I Got It."

### **Tough Choice!**

A match between two non-League teams took place last winter in the South of England in the city of Portsmouth. It had been raining heavily all week and the ground resembled a swamp. [Much of Portsmouth is at sea level or below] However, the referee ruled that play was possible and tossed the coin to determine ends. The visiting captain won the toss and, after a moment's thought, said, 'OK - we'll take the shallow end.'

### **It's a Lonely Job/Life**

It was the World Cup Final dinner and dance held in the evening, after the final. The festivities were in full swing when three newcomers arrived without tickets. 'It's all right,' said one, 'we're friends of the referee.' 'Whoever heard of a referee with three friends?' said the bouncer, as he threw them out.

### **Moms Always Know Best?**

At one point during a soccer match in America, the coach said to one of his young players, 'Do you understand what cooperation is? What a team is?' The little boy nodded in the affirmative. 'Do you understand that what matters is how we play together as a team?' "You know that the referee is part of the team that makes games possible?" The little boy nodded yes. 'So,' the coach continued, 'When offside is given, or a foul is not seen, you don't argue or swear or attack the referee. Do you understand all that?' Again the little boy nodded. 'Good,' said the coach, 'now go over there and explain it to your mother.'



## **Sometimes One Just Cannot Win**

A spectator at a local league match kept up a constant barrage of insults and derogatory remarks directed against the referee. Finally, the referee could stand it no longer. He marched over to the sideline and, looking the noisy spectator squarely in the eye, shouted, 'Look here - I've been watching you for the last twenty minutes .....' 'I thought so', the spectator interrupted loudly, 'I knew you couldn't have been watching the game.'

## **Such Compassion**

In the middle of the game, the soccer referee suddenly blows his whistle to stop play when he sees a long funeral procession on the road that runs alongside the field. He closes his eyes and bows his head in prayer. 'Wow,' said the yellow carded striker. 'That is the most thoughtful and touching thing I've ever seen. You truly are a kind man. I'll never think badly of a referee again.' The referee replies, 'Thanks lad, we were married nearly 30 years.'

## **Not funny!**



I am guessing this referee was not amused by what this player said!

## **Quote of the Month (attributed to Cristiano Ronaldo)**

"I am not a perfectionist, but I like to feel that things are done well. More important than that, I feel an endless need to learn, to improve, to please the coach and the fans but also to feel satisfied with myself. It is my conviction that there are no limits to learning, and that it can never stop, no matter what our age."

----- Keep 😊 Smiling! -----