



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



Written by: Jonny Joseph and Warren Howell  
 Edited by: Jonny Joseph

February 2022

**Notes from the Board**

In January's Flag and Whistle, we shared two important items:

(1) Over 5,000 games were officiated by us from March 20 – December 31, 2021 as follows:

<u>League/Competition</u>	<u># of Games</u>	<u>%</u>
So Cal	1,958	38%
South Bay Sports 7v7	872	17%
Coast Soccer League	775	15%
Tournaments	629	12%
Manhattan Beach 7 on 7	260	5%
ECNL/ECRL/RL/DPL	216	3%
Seasons Sports	132	3%
South Bay Sports 11v11	117	2%
SBPSL	93	2%
State Cup	83	2%
Others	109*	2%
	5,244	100%

\* Prior error of 27 games now corrected.

In response to some feedback, we provide the distribution of these games by age group:

<u>Age Group</u>	<u># of Games</u>	<u>%</u>
Younger than 2012	393	7%
2012	414	8%
2011	402	8%
2010	471	9%
2009	400	8%
2008	471	9%
2007	378	7%
2006	371	7%
2005	208	4%
2004	165	3%
Older than 2004	153	3%
Adult	1,418	27%
Total	5,244	100%

**Board of Directors**

**President:** Jonny Joseph  
**Treasurer:** Bruce Ashton

**Vice-President:** Steve Morgan  
**Member-At-Large:** Tim Martinez  
**Secretary:** Jack Desemone  
**Assignor:** Gabriel Goldsman



In summary:

- 27% of our games are adult games,
- 56% of our games were U15 and younger.
- 77% of our youth games were U15 and younger.

So we really offer a big variety of games to our members. There is something here for everyone!

## (2) The proposed New Ratings System:

The Membership has spoken!

Following the publication of the proposed New Ratings System in the January 2022 Flag and Whistle, presentation of the proposed New Ratings System at our January General Membership Meeting, a survey requesting feedback from the Membership was set up on our website. We received 45 responses from members (approximately 1/3 of the membership) which are summarized below:

Unless otherwise stated, each survey item asked respondents to state their level of agreement as follows:

Strongly Disagree	1
Somewhat Disagree	2
Neither Agree Nor Disagree	3
Somewhat Agree	4
Strongly Agree	5

The responses to each item are summarized using the following measures:

- Minimum – lowest level of agreement “Strongly Disagree”
- Mean – simple average of responses
- Mode – most received response
- Maximum – highest level of agreement “Strongly Agree”

## Survey Results

1. The Association has changed significantly over the last few years, including officiating more challenging games. Accordingly, our Association needs a New Rating System.

Minimum	1
Mean	4.0
Mode	5
Maximum	5



## The Flag and Whistle

February 2022

---

2. I have read the New Rating System description in the January Flag and Whistle and understand how it will work.

Yes	45
No	0

3. I like the New Rating System.

Minimum	2
Mean	3.8
Mode	4
Maximum	5

4. An annual evaluation of each referee is sufficient.

Minimum	1
Mean	3.6
Mode	4
Maximum	5

5. The New Rating System will benefit our referees.

Minimum	2
Mean	4.1
Mode	5
Maximum	5

6. The transparency of the New Rating System is improved by providing each referee with a preliminary rating score at the conclusion of their observation game.

Minimum	2
Mean	4.2
Mode	4
Maximum	5

7. According to our Bylaws (VIII.G.1.C), the Assignor must use the ratings (along with identified conflicts of interest, members availability, suitability of assignment, and other pertinent factors) to assign games. The New Rating System will improve the SBSRA assignment process.

Minimum	1
Mean	3.9
Mode	5
Maximum	5



# The Flag and Whistle

February 2022

---

8. The Observer debriefing each referee after the observed game will be positive and will be beneficial to the referee.

Minimum	2
Mean	4.4
Mode	5
Maximum	5

9. A listing of 3 positive items and 3 areas for improvement will be sufficient feedback for the referee after the observed game.

Minimum	2
Mean	4.1
Mode	4
Maximum	5

10. I believe the Objective Criteria used for each category on the Observation Checklist is suitable for the purpose of rating each of our referees.

## Q10.1. Professionalism

Minimum	3
Mean	4.6
Mode	5
Maximum	5

## Q10.2. Game Preparation

Minimum	2
Mean	4.3
Mode	4
Maximum	5

## Q10.3. Application of the LOTG

Minimum	4
Mean	4.7
Mode	5
Maximum	5

## Q10.4. Foul Recognition

Minimum	4
Mean	4.7
Mode	5
Maximum	5

## Q10.5. Mechanics

Minimum	3
Mean	4.6
Mode	5
Maximum	5



Q10.6. Fitness & Dynamics

Minimum	4
Mean	4.6
Mode	5
Maximum	5

Q10.7. Game Management

Minimum	4
Mean	4.7
Mode	5
Maximum	5

Q10.8. Teamwork

Minimum	3
Mean	4.5
Mode	5
Maximum	5

11. Paying the Observers 50% of the Center Referee fee is a reasonable amount to pay for observation services.

Minimum	1
Mean	3.4
Mode	4
Maximum	5

12. Providing the first annual observation free for all members and paying for a second observation at the request of Referees is reasonable.

Minimum	1
Mean	3.9
Mode	5
Maximum	5

13. The proposed process for SBSRA New Members is fair and reasonable and will help new members to get properly acclimated.

Minimum	3
Mean	4.4
Mode	5
Maximum	5

14. The ratings should be posted on the SBSRA website for all SBSRA members to view once all observations have been completed.

Minimum	1
Mean	2.7
Mode	5
Maximum	5



14.1. Should we post each referee’s score or post the ratings group (e.g., 100, 200, 300, etc.) for each referee?

Post each score	7
Post the ratings group	22
N/A	13

14.2. Individual referees should be able to elect not to have their rating published.

Minimum	1
Mean	3.5
Mode	5
Maximum	5
N/A	8

## Conclusion

The Membership “Somewhat Agreed” to “Strongly Agreed” with most of the survey items, with the exception of “14. The ratings should be posted on the SBSRA website for all SBSRA members to view once all observations have been completed.” to which the Membership responded with an average 2.7 score, leaning towards “Somewhat disagree.”

In addition, we received a number of comments and questions, all of which will be published on our website, together with the Board’s response to each question. The Board has taken the process of developing this New Ratings System very seriously and with the utmost of diligence. In the spirit of the transparency to the members that we intend for this very key area of the governance of our Association, we felt it important to share all comments and our responses to them with all of you. The Membership will receive notification as soon as the comments and Board responses have been published on our website.

Due to other commitments, our timeline for implementation has slipped a little and we now look forward to an April 1, 2022 implementation goal, a month later than planned. Watch this space for more updates!

## SBSRA Excels at State Cup

Congratulations to our team who represented SBRA so well at State Cup last weekend!



**Left to Right:** Tim Martinez, Iain Hannant, Juan Rodriguez, Rafael Nahom, Justin Knoll, Ricardo Chavez



## **Good News and More Good News!**

We have renewed our agreement to provide our professional refereeing services to South Bay Peninsula Soccer League (SBPSL) with an increase in referee fees to \$160 per match, a 6% increase from \$150 per match.

The City of Beverly Hills has reached out to us to enter into a new agreement to provide our professional refereeing services in advance of the restart of their 7v7 Adult League. We hope to announce their league start date soon. Referee Fees will increase from \$40 per game to \$50 per game, an increase of 25%.

Working with Seazon Sports, we have temporarily increased our Referee Fees by \$10 per game to compensate our referees for the extra-long time between the end of one game and the beginning of the next one (45 – 50 minutes).

## **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:

### **CORE Training at North High**

Tuesday, March 15, 2022

Guests: **TBD**

Topic: **TBD**

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

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

What is CORE?

Center of Referee Education (CORE) is a program established by Cal South State Referee Committee (SRC). It is open to all USSF certified referees. It consists of physical trainings & lectured meetings for referees who are looking to be at some point be at the elite level of Cal South.

Emphasis is placed on both physical fitness and classroom instruction. Referees attending this event are expected to come prepared with material for physical fitness (i.e.: tennis shoes, whistle, cards, flags) as well as material for classroom (i.e.: FIFA Laws of the Game, Guide to Procedures, paper and pen).

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

### **Cal South Monthly In-Service Webinar**

Wednesday, February 16, 2022

Guest Speaker: Alan Black, Professional Referee Organization (PRO) Head of Coaching, Education & Evaluation



---

Topic: Foul Recognition & Foul Discrimination

Please review prior trainings and/or register in advance at <https://calsouth.com/referee-in-service-training/>. Please be reminded that after viewing the presentation, live or recorded, one must take the Review to receive In-Service Training credit.

## Monthly Membership Meeting

The January meeting was held on Zoom. If you missed it, you can see a recording at <https://sbsra.org/association/meetings/>.

Following the drop of the infection rate of Covid-19 in Los Angeles County, we will resume our in-person, monthly meetings on Tuesday, February 22, 2022 in the Cafeteria at North High School, starting at 7:33 pm.

We look forward to seeing you there!

Tim Martinez will have coins and badges for new members.

## Supplemental Reports

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

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

- The **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.

Conversely, if you have been assigned as a **TWO-PERSON REFEREE CREW** for **non-USSF-sanctioned games**, please honor the assignment regardless of what your assigned partner may say. If there is an issue, please contact the appropriate assignor – Gabriel for weekend games and Veto for weekday games.

## Monthly Referee Quick Tip

Beginning this month, we have a new Flag and Whistle feature – Referee Quick Tip. Members are encouraged to submit quick tips that work for them for consideration for future issues.

## Assistant Referee Hand Signals

Assistant Referees are inherently far from the Center Referee once play starts. So how can the ARs communicate with CRs without having to raise their voices, in which case most everyone would hear them)? Following are three often used signals that ARs can take advantage of to communicate with their CR in a subtle way:

1. Pat your badge pocket towards the end of a half – indicates that time for that half has expired,
2. Pat your badge pocket after a foul – indicates a Yellow Card suggestion,
3. Pat your back pocket after a foul - indicates a Red Card suggestion.

Do you have a quick tip to share? If so, please email it to [President@sbsra.org](mailto:President@sbsra.org).

## Membership Meeting Minutes Approval

Included below are the January Minutes for Membership approval at our next meeting.



---

## SBSRA Monthly Membership Meeting Minutes Tuesday, January 25, 2022 Via Zoom

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

1. Call to order – JJ called the meeting to order at 7:35.
2. Approval of November 2021 Minutes – Sue Pascoe motioned to approve the August minutes, Surendra Menon seconded the motion, approved by acclamation.
3. Treasurer’s Report:
  - a. BA informed the membership that checks for December 2021 were mailed earlier that day.
  - b. Occupation List-BA reported that he received 3 responses to his request. Therefore, it will not move forward.
  - c. BA reported that the financial statements and his quarterly report are on the website behind the Members’ firewall. Accounts Receivable are mostly current and we have enough cash for all anticipated costs and some unexpected costs. In the last quarter, the actuals were very close to what was budgeted. There were 9 new members who joined during the quarter, and when compared to the budget one can notice that the favorable budget/actual variance for new members offset the unfavorable variance for returning members. BA noted that although we have a \$10k surplus of actual versus budget for the first 6 months, it needs to be remembered that the dues were set to cover 18 months of expenses and that we have additional costs, normal monthly costs to be incurred during the rest of the year through June 30, 2022.
4. VP Report - SM reported that 103 members are on the 2022 ROL and 26 members are only on the 2021 ROL as of January 21. SM reported that 7 members have other issues that are preventing them from getting games, e.g., outstanding dues payments. Total of 136 members are on Arbiter. JJ noted we are approaching having the same number of members in Arbiter that we had pre-pandemic.
5. New Members - Harold Cooper and Meghan McGrath introduced themselves and shared their refereeing backgrounds.
6. Assignor’s Report - GG thanked the membership for stepping up to accept make-up games received from SoCal at the last moment. MH asked for clarification regarding player ID cards for SoCal games. GG emphasized the need for referees to report issues at the field at the time they arise. GG will obtain clarification on the issue from SoCal. GG reported that Servando Berna has met all requirements to become a Regional Referee, and that Juan Rodriguez is very close to becoming a Regional Referee



7. SBSRA Training:
  - a. A video clip of a recent SBPSL game was shown and in the absence of audio for the video GG explained that there was a confrontation on the field with a player using loud, offensive language. Based on the clip, it appeared the Assistant Referees did nothing to help the Center Referee handle the situation.
  - b. GG reiterated that this should be addressed in the pre-game, the referees need to act as a team, and be alert to potential problems.
  
8. January Board Meeting Report - JJ reported on the following matters discussed by the Board at the January meeting:
  - a. The focus of the meeting was on the proposed New Ratings System. The details of the proposed system were included in the January Flag and Whistle for the membership to review. A survey to obtain Membership feedback on specific components of the system and for the members to share comments, make suggestions and ask questions will be set up on our website shortly.
  - b. An organization representing Teqball contacted SBSRA looking for referees for a tournament in February. JJ reported that the information was included in the January Flag and Whistle, but Teqball is not an Association event. However, if any individual referees would like to pursue this, they are free to do it on their own.
  - c. Membership Satisfaction Survey - SM is working on creating a Membership Satisfaction Survey.
  - d. Middle School Soccer Games - JJ reported that Torrance Unified School District approached SBSRA for referees for Middle School games starting in February. This is a pilot program and may result in a full-sized league with 8 participating schools in the future. We were able to negotiate a very nice referee and assigning fee structure and referees should enjoy doing these games. Veto is assigning these games and has already sent out an email to the Membership to request indications of interest.
  
9. New Ratings System – JJ introduced the New Ratings System, noting the following:
  - a. Board and committees have worked hard on this proposed new system,
  - b. Details were published in the recent January Flag and Whistle, which all members are requested to read carefully,
  - c. There will be no discussion of the proposal tonight as this is complex subject and better suited to an offline interaction,
  - d. A survey will be created to obtain Membership feedback, suggestions, ideas and questions and the Board will consider all input and share the results of it with the Membership.

A brief presentation on the reasons for a revised rating system and the highlights of the system followed, including explanation of the terms “rating” and “ranking.”



- GG shared the details of the steps that will be used to implement the system, including;
- a. Notifying referees ahead of their observation game,
  - b. The friendly nature and mentoring opportunities of the observation process,
  - c. To be performed by SBSRA Members who are also currently certified USSF Assessors,
  - d. Who will meet during each month (ideally twice a month) to discuss the observations performed to ensure a consistency and consensus process,
  - e. A points system based on a maximum score of 400 to be deducted from 500 to yield a ratings score,
  - f. Each referee will get a detailed report and score card with areas of strength and for improvement,
  - g. Regional and Grassroots Elite Referees will not require observation as they have recently been assessed by Cal South.

JJ noted that a timetable for implementation and further details was included in the January Flag and Whistle.

JJ and GG emphasized that the intent of the New Rating System was to provide mentoring opportunities for our referees and to help us to improve our assigning of members to their appropriate games.

10. Other Business:

- a. JJ congratulated Jay Foster on being a Jeopardy contestant, Jay shared that his episode will be aired on the Friday of this week and encouraged all members watch Jay in action,
- b. SM thanked the ad hoc group that helped with the New Ratings System discussions – Alan Siegel, Craig Breitman, Dave Martin, Steve Resnick, Surendra Menon and Tim Martinez. The Association is largely run by volunteers and thus we are appreciative whenever anyone gives their time to help out,
- c. GG reminded everyone to open their blocks for future tournaments, including State Cup,
- d. In response to questions, Veto shared additional information about the Torrance Unified Middle School games.
- e. GG congratulated Servando Berna on recently becoming a Regional referee and noted that Juan Rodriguez had also recently received his Regional badge.

11. Meeting adjourned at 8:53pm.

---



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

Warren has partially recovered from his surgery (doctors duped him and now he still has some rehab to complete) but he is back to writing this section for us all to enjoy:

### Try This at Your Next Match.....or Maybe Not.....

Long, long ago in Carson, California there was an older boys' soccer match scheduled. This was in the "wild-west" days of the sport, when the participants were not nearly as well-behaved as they are now, and all sorts of misbehavior and mayhem were common among everyone at the field, including occasionally the referees. On this day our long-time friend and SBSRA Member, **Walt Hoovler**, who passed away late last year, handled the center referee chores. He was assisted by his constant referee partner and past SBSRA President **Dick Lujan** as one A.R., with not so much help from the less experienced and skilled **Large Member** referee nervously waiting to see what happened as the other A.R.

But there was trouble afoot, as it soon became known that this was a grudge match and misbehavior, if not all out rioting, could be expected. Walt was not overly concerned though and assured the ref team he would handle it and handle it he did. He brought the captains of both teams out, did the coin flip and then started speaking. He began by saying "I want you to remember the 3 P's," and then explained that the first was "Play the ball." After the captains said that they understood, he declared "Play the whistle." The captains quickly expressed that they understood this instruction also, at which point Walt went silent and motionlessly gave them the notorious Walt Stare. Getting nervous after a while, one of the captains asked "Ref, what is the third P?" Looking each of them in the eye in turn, he answered ".....Don't Piss Us Off!" Shaken, and stirred, the captains returned to their respective teams, and a competitive but fair game unfolded without cards (**Editor's Note** - not that remarkable as there were no cards in those days) nor incidents.

### **More sweet girls playing soccer?**





## **Gabriel, does this applies to all 17 of them?**

"Everybody knows Laws are just suggestions that nobody has to listen to." (attributed to Darrin Bell)

## **This can't feel good if you are wearing the red jersey!**



## **Thoughts of the Month**

"If you can't be a good example, you'll just have to be a horrible warning." (Catherine Aird)

"Judges are like umpires," John Roberts famously said at his confirmation hearing as Chief Justice. "Umpires don't make the rules, they apply them. They make sure everybody plays by the rules, but it is a limited role. Nobody ever went to a ball game to see the umpire."

----- Keep 😊 Smiling! -----