



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

March 2022

Notes from the Board

Off-Season – what off-season?

This is the quiet time of year – right? Tell our assignors that! Thus far, just halfway through March we have provided referees for 282 games, compared to 371 in January and 327 in February. So open up your blocks we have plenty of games that need us.

Professionalism

As discussed at our last Membership Meeting, professionalism is enhanced by our appearances. We are pleased to offer a free SBSRA logo t-shirt (short or long sleeves) to all new members (since February 2021) and an opportunity for all members to buy these shirts too. Please place orders on our website (see link on our Welcome/Home page) by March 25.

Futsal

At the time of writing this month's newsletter, we are in conversation with a local futsal league to provide them with referees. Buckle up and get ready!

They have youth and adult games that take place Monday – Friday, approximately 5 games each day on 4 or 5 courts/fields. That could be as many as >100 games per week – whew! We have proposed very good referee fees and the ball is in their court (no pun intended) to let us know if they want experienced referees who will be properly trained to provide excellent, professional officiating. Stand by for further news on this. For more information, please visit <https://futsal.com/>.

We had a lesser opportunity to provide referees for another futsal league almost a year ago. At that time, approximately 45 referees responded to our “preliminary interest survey” with 32 responding “Yes.” Based on that we appear to have sufficient referees willing to do these games and expect many of our new members will be interested also. Stayed tuned for further news....

Availability and Blocks

We recently have had an increase in members declining games after they were assigned after accepting other soccer referee assignments. As independent contractors, we all are entitled to accept assignments wherever we can get them. However, in fairness to all of our assignors; Gabriel and Veto here, and others elsewhere, we are all requested to block the days that we are unavailable to the applicable assignor(s). Choosing who we want to work for on specific days is perfectly fine, waiting to see which games you are assigned and then declining the less favorable ones is simply not acceptable. The extra work it creates for the assignor, is more than most of us can imagine. Please block ahead of time

Board of Directors

President: Jonny Joseph

Vice-President: Steve Morgan

Secretary: Jack Desemone

Treasurer: Bruce Ashton

Member-At-Large: Tim Martinez

Assignor: Gabriel Goldsman



Proposed New Ratings System

In the February 2022 issue of The Flag and Whistle, we shared the quantitative results of the survey requesting feedback from the Membership on the proposed New Ratings System. In addition, we received comments and/or questions from 24 of the 45 members who responded to the survey. All of the comments received (unedited with no spelling or grammar corrections) together with Board responses to answer or address them are included below:

<p>Member's Comment</p> <p>1) Having been a part of an association with public ratings I've observed that it has been more of a 'interesting thing to look at' for 100-200 level referees and can be frustrating or embarrassing for 400-500 level referees. It led to some tense conversations with members who believe they should be rated higher. It might also be worth considering having 2 ratings for each referee one for CTR and one for AR as people's skill levels can be vastly different between these two positions.</p>
<p>Board Response</p> <p>As can be seen by the summary of responses received, the membership is not in favor of publishing individual ratings. Instead we will publish an aggregation to share the distribution of number of referees per rating band, e.g., 100, 200, etc. we will also publish the monthly changes in ratings from old to new rating but without identifying each subject referee. At this time we are not contemplating AR ratings different to the CR rating but it is a valid point. We will look at expanding the ratings to include AR ratings once all CR ratings have been updated.</p>
<p>2) If the situation with referee shortages continues I believe it will be difficult to get fair evaluations of most of our very active referees. If it's the first game on a Saturday chances are you'll get a good idea of the referee's ability. If it's a Sunday of a 10-game weekend I am not so sure.</p>
<p>Board Response</p> <p>Valid points, care will be taken to schedule the observations to minimize the concerns expressed.</p>
<p>3) If possible allow the referee to be observed to select two names from the pool of observers.</p>
<p>Board Response</p> <p>The assessors are certified professionals who take their jobs seriously. This recommendation would over complicate the process and may impair the independence of observers we will be striving for.</p>
<p>4) Using only certified assessors seems like it will take a long time to assess the entire association.</p>
<p>Board Response</p> <p>We believe we have sufficient observers to complete the whole membership within a year, possibly faster.</p>
<p>5) I appreciate everyone's work on this new rating system. The details that you have provided for the criteria used for each category are good.</p>
<p>Board Response</p> <p>Thank you, this is a good starting point, it may evolve further as time goes by.</p>
<p>6) Ratings are for the purpose of assigning games of the appropriate level for the referee and the Assignor and should be considered personal information and not for public disclosure</p>



<p><u>Board Response</u> This is the opinion of the majority of the respondents. Individual ratings will remain private for each individual referee and the Assignor’s information only.</p>
<p>7) This only works IF the assignor follows the New Rating System.</p>
<p><u>Board Response</u> True. Implementing this robust and transparent system as we have designed it to be, will enable each referee to determine if he/she is receiving the appropriate assignments. However, there are several factors that go into assigning, not just the ratings, primarily the mix of games we have on any given day.</p>
<p>8) This system is highly dependent on the quality and consistency of the assessors. Do we have the appropriate qualified assessors and are they consistent from one to the next? How will assessments be normalized" across a range of game levels? "</p>
<p><u>Board Response</u> All observers will be USSF-certified assessors. They will meet for SBSRA training before implementing the system to ensure a consistent approach. They will meet on a regular basis to discuss observations already completed. Observation scores will be adjusted based on each game level.</p>
<p>9) I strenuously disagree with posting all members' ratings for all to see. I don't see the value and it will likely breed quite a bit of discontent.</p>
<p><u>Board Response</u> This is the opinion of the majority of the respondents. We will share information on a macro level only on our website.</p>
<p>10) I actually think instead of posting everyone's score (with an opt out) we should anonymously publish ALL the scores and the distribution of the scores (maybe even the trajectory of the scores - i.e. ref #X went from a 300 to a 225 etc.).</p> <p>I think it is important to know where each referee fits in the scheme of the assn but it's not important to know exactly that Jonny Joseph is a 225 and Bruce Ashton is a 125 or any of that. We don't need to be arguing about I'm better than X or Y...</p>
<p><u>Board Response</u> Good ideas. We will share information on a macro level only on our website. This is the opinion of the majority of the respondents.</p>
<p>11) 1 assessment can't provide enough information to change a referee's ratings. Cal South requires multiple two for upgrades etc. The best referee can have 1 bad day or the weakest referee could have 1 good day & this proposal that could greatly effect the referee's ratings.</p> <p>Observers should be paid at least the same pay as the CR. SBSRA paying so little compared to Cal South. SBSRA is going to pay an Observer \$21 @ U12 observation. A flat \$100 min.</p>
<p><u>Board Response</u> We will begin with one observation per referee. The Observers will meet to discuss the results of each observation. If someone has a bad day, it is likely that the other Observers will realize this. The observed referee is able to request a second observation at his/her own cost. Observations will continue to be performed on an on-going basis, this is not intended to be a “one-and-done” deal.</p>



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Comment noted and discussed by the Board. The Observers will be assigned games to referee that are compatible with their observation assignments. They are in agreement with the fee decided upon.

Many responses were received, of course we could not force everyone to respond to the survey or the respondents to answer every question.

12) The key variable is will each assessor have a fair and consistent approach. Having been involved with multiple sports (baseball soccer football basketball) as a coach referee player assessor and board member I know ratings by each individual vary and often times significantly from each evaluator. I have seen this at all levels and think that really should be looked at in depth before rolling this out.

Board Response

All observers will be USSF-certified assessors who are certified and experienced in performing USSF assessments. They will meet for SBSRA training before implementing the system to ensure a consistent approach. They will meet on a regular basis to discuss observations already completed. The Observers have the full confidence of the Board to perform a fine job.

13) It's hard to be prepared for our games when we have NO idea which teams or even the game level (Flights or silver etc) we will be doing until we get there.

Board Response

Noted, we are all in the same situation. However, for many of our games, one can go to the leagues' websites to see prior results and team standings.

14) Our referee association rocked for 25+ years.

We brought an outstanding product.

Several outstanding members left after arrivals of Gabriel Goldsman and Michael Hinz

Fur 4-5 years experienced members categorically excluded from CR'ing any games extending past 30 minute halftimes.

If assigned a AR for a 35 minute+ halftime game we watched someone calling a game from the halfway line wearing a hat and making calls from 35 yards away from play.

Board Response

Agreed that we have rocked for 25+ years and that we offer an outstanding service!

Members leave from time to time for various reasons. Gabriel and Michael assumed their positions at different times, years apart. Conspiracy theories are often just that, theories. Both of these members have selflessly given many hours of their time to serve us all.

This Revised Rating System is designed to ensure all referees are assigned to the appropriate games given their ratings. However, there are several factors that go into assigning, not just the ratings, primarily the mix of games we have on any given day.

This Revised Rating System is designed to ensure all referees are assigned to the appropriate games given their ratings. If you have concerns about other referees, please communicate that to a Board Member.



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15) we seem to be making this real complicated for a group of people that have a life and just want to referee a few games
<p>Board Response Really not complicated at all, we have just taken the trouble to explain it fully. We recognize that we have a very diverse group of referees. We have an obligation to our Leagues (Customers) to assign the appropriate referees to our games. We have an obligation to our referees to provide them with meaningful feedback. This New Ratings System is designed to accomplish both objectives and will be worth the effort.</p>
16) Game coach player and spectator management should be top of the list during assessments.
<p>Board Response Noted and agreed!</p>
17) I don't think much will change. I think people are assigned because of the relationship and not because of how well they Referee.
<p>Board Response Implementing this robust and transparent system as we have designed it to be, will enable each referee to determine if he/she is receiving the appropriate assignments. However, there are several factors that go into assigning, not just the ratings, primarily the mix of games we have on any given day.</p>
18) The proposed ranking system is a valuable achievement by Jonny Joseph. I provided a lot of comments and suggestion after reviewing the proposed process in detail.
<p>Board Response This has been a team effort by the Board and other volunteers.</p>
19) Just two comments on what I think is overall a very good (and needed) process:
<p>1. To make the rating process work to objective really only the ref and the assigner need to know the exact score/rating. I'm afraid that if it's public it will encourage focus on the wrong things. E.G. 'I know I'm better than that person so why did he/she get rated higher'.</p> <p>2. Three strengths three weaknesses in the assessment? OK but have assessors focus on the top two areas that make a REAL difference.</p>
<p>Board Response</p> <p>1. This is the opinion of the majority of the respondents. We will share information on a macro level only on our website.</p> <p>2. Noted.</p>
20) I think you are asking for trouble if all referee's ratings are posted. I predict you will get a lot of argument about the accuracy and the subject referee's perceived rating.
<p>Board Response This is the opinion of the majority of the respondents. We will share information on a macro level only on our website.</p>
21) I am parent of players and not just a referee. I have observed all kind of referees and I think this may become more or an issue than a solution. I think if an observation would be more beneficial if followed up with training with small groups that are having the same issue. If we start saying you can only do certain games because of feting the. We



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get ask to do a higher rated game because you are short that level not cool. When do not get any games with open schedules the. Get high level games.

Board Response

The observation concludes with a debrief by the Observer. If we identify common areas for improvement, group training will be designed to address these areas.

The primary purpose of ratings is to identify referees best suited for the various level of games we officiate. There is no limitation of “certain games” but it is important that we create assignments designed for our referees to be successful. However, there are several factors that go into assigning, not just the ratings, primarily the mix of games we have on any given day.

22) I don't need to be contacted, I am 100% supportive of this process.

Board Response

Thank you.

23) How will you determine which age and gender to conduct an assessment as some referees are only comfortable at a certain level, for instance i am slowing down and prefer to officiate girls games up to u16, i can do boys games up to u14, but i can officiate at all levels if needed. Some refs only want AR. how do you plan to address referees that are ranked high right now and after assessment are demoted, and the only way the referee will know is by the quality of games assigned.

Board Response

Observations will be performed for each referee at the highest level that each of us has been officiating at most recently.

Referees who only wish to be Assistant Referees need to communicate that to the Assignor. Each referee’s preliminary rating score will be shared with the referee during the post-match debrief. It is intended to be a transparent system whereby we all know our rating and how it was determined using the objective criteria.

All of this is set out in the January 2022 Flag and Whistle.

24) Assessments can be challenging. I wonder what level of game I will be assessed at. I've only a/r'd d48 games so far. I am comfortable at 14U but not sure I would be comfortable at single referee games. Still lots to learn about the association and various organizations we referee for.

Is there any thought to assign mentors separately from the assessments?

Board Response

Observations will be performed for each referee at the highest level that each of us has been officiating at most recently.

The observation concludes with a debrief by the Observer. If we identify common areas for improvement, group training will be designed to address these areas.

Mentors will be assigned to all new members. Additional mentoring is available on request to the Assignor.

The comments and Board responses have been published on our website also. Thank you to all who responded to the survey and shared your thoughts, concerns and questions with us.



Training Opportunities

The following training opportunities are coming up and all members are encouraged to attend as many of them as we are able to do:

Cal South Monthly In-Service Webinar

Wednesday, March 16, 2022

7:00pm – 8:30pm

Guest Speaker: **Alex Chilowicz, MLS Referee & Professional Saxophonist**

Head of Coaching, Education & Evaluation

Topic: **Conductor of Practical Refereeing**

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 (Quiz) to receive In-Service Training credit.

New Member Training

Tuesday, March 29, 2022

6: 33pm (1 hour before monthly membership meeting)

This training is required for all new members to become full members of our association. All referees, new and experienced are required to attend so we can share all the details of how to maximize your enjoyment and experience as a referee in our organization.

CORE Training at North High

Tuesday, April 19, 2022

7:00pm – 9:30pm

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.



Monthly Membership Meeting

Our next in-person, monthly meeting will take place on Tuesday, March 29, 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 and we will have a new members' orientation class one hour beforehand.

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

Following is this month's Referee Quick Tip. Members are encouraged to submit quick tips that work for them for consideration for future issues.

Confused?

The ball has just gone out of play, over the touchline. The Assistant Referee on that side of the field and the Center Referee face each other and make good eye contact. It quickly becomes apparent that neither is sure which team last touched the ball and thus who gets to throw the ball back into play.

What to do?

Patience! Watch the players. Often times the players will take up positions that show which direction the throw is expected to go in. If both teams appear to be in agreement, go with their decision.

What if the players all look at the referees for a decision?

Make the one that is less likely to cause a problem if you are mistaken and award the throw to the defending team (throw in takes place in their half of the field).

What is it is on the halfway line?

Award the throw to the team whose coach/players/spectators are yelling less. That way it does not appear that your decision has been influenced by them.

Do you have a quick tip to share? If so, please email it to President@sbsra.org.

Members in Action

Can you solve it? The following crossword puzzle was created by our own Alan Siegel and published in the New York Times:



Crossword | Edited by Will Shortz

PUZZLE BY ALAN SEIGEL

ACROSS

- 1 Genre for the boy band BTS
- 5 Palm that yields deep purple fruit
- 9 Rotating barbecue rod
- 13 Befuddled state
- 14 Nut from an oak
- 15 Answer to Gollum's riddle in "The Hobbit"
- 16 Morning waker-upper
- 18 "Terrible" czar
- 19 ___ the Frog
- 20 Vigor
- 21 The one for Starbucks shows a two-tailed mermaid
- 22 Peeved
- 23 Step counter
- 25 Baghdad currency
- 27 Skin art, in brief
- 28 "Friend or ___?"
- 31 Furthermore
- 33 Upstate New York city
- 37 Orienteering aid
- 40 Trove of business contacts
- 42 Singing group often in robes

DOWN

- 1 Army uniform material
- 43 Wise one in "Star Wars"
- 45 "Didn't I call it?"
- 46 Helper for Santa
- 48 Upbeat and cheerful
- 51 What many a home movie was once shot on
- 55 Cocktail favored by Carrie Bradshaw on "Sex and the City"
- 59 Home of the N.B.A.'s Jazz
- 60 Goof up
- 61 Repeated verbatim
- 62 ___ fides (credentials)
- 63 Device that can replace 16-, 23-, 37-, 40- and 51-Across
- 65 Profession for many an M.I.T. grad: Abbr.
- 66 Do, re, mi, etc.
- 67 Guestimate words
- 68 Aisle, window or middle, on a plane
- 69 Harbinger
- 70 Muscat's land

ANSWER TO PREVIOUS PUZZLE

C	O	M	B	O	C	L	A	P	T	R	A	P			
A	P	E	R	Y	H	E	S	A	R	E	B	E			
M	E	T	A	L	E	T	H	N	I	C	I	T	Y		
E	R	R	S	L	E	I	S	P	A	D	E	R			
L	A	O	L	A	T	T	E	P	E	R	E				
S	T	A	C	E	Y	A	B	R	A	M	S				
P	I	R	O	G	I	E	A	S	E	B	A	S			
I	C	E	B	A	T	H	S	C	R	O	O	G			
N	S	A	T	O	A	D	E	L	M	O	R	E			
A	B	B	A	C	O	N	T	E	X	T	I	S	K	E	Y
P	R	A	N	C	E	T	A	C	P	E	A	S			
P	E	N	T	A	G	R	A	M	P	E	A	B	O		
S	A	T	E	S	A	U	C	E	H	E	L	L	O		
D	U	R	A	N	G	O	S	O	L	S	E	N			

Online subscriptions: Today's puzzle and more than 9,000 past puzzles, [nytimes.com/crosswords](https://www.nytimes.com/crosswords) (\$39.95 a year).
Read about and comment on each puzzle: [nytimes.com/wordplay](https://www.nytimes.com/wordplay).



To see the answers, go to <https://www.xwordinfo.com/Crossword?date=2/14/2022> and to read about it <https://www.nytimes.com/2022/02/13/crosswords/daily-puzzle-2022-02-14.html>. Congratulations Alan!

Congratulations to Elizabeth Kapoor and her El Segundo High School soccer teammates for winning their Los Angeles championship game beating West Torrance 2-0!

Membership Meeting Minutes Approval

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



SBSRA Monthly Membership Meeting Minutes Tuesday, February 22, 2022

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

1. Call to order at 7:35
2. Approval of Jan. 2022 MM minutes - Tim Martinez motioned to approve the January minutes, Sandy Wilson seconded the motion, approved by acclamation.
3. SBSRA Training - Gabriel reviewed changes to the Laws of The Game over the last two years:
 - a. Drop Ball - only to one player, opponents must be 4 meters away, ball must be touched by two players before scoring.
 - b. Offside - the opponent must make a play on the ball to reset the offside position. Be careful to determine if it was a deflection or a save, which do not reset offside.
 - c. Handling/Handball - The line to determine whether there is an offense is at the armpit. A goal cannot be scored if there is a handball by the attacker who immediately puts the ball into the goal.
 - d. Ball contacting the referee - If it contacts the referee and goes in the goal, it's a drop ball to the keeper. If a promising attack or a change in possession results after striking the referee, the ball is dropped to the team that last touched the ball. Any drop ball in the penalty area is dropped to the goalkeeper.
 - e. If the goalkeeper handles the ball inside their penalty area when not permitted to do so, an indirect free kick is awarded but there is no disciplinary sanction. However, if the offence is playing the ball a second time (with or without the hand/arm) after a restart before it touches another player, the goalkeeper must be sanctioned if the offence stops a promising attack or denies an opponent or the opposing team a goal or an obvious goal-scoring opportunity.
 - f. Penalty Kick - When the keeper and attacker commit an offense simultaneously, the attacker is penalized. Also, the keeper must have at least one foot on the line when the ball is kicked. First violation is a verbal warning, any offense thereafter is a Yellow Card.
4. Treasurer's Report - BA reminded the membership the following:
 - a. Cash Checks as soon as they are received.
 - b. Address Changes - If you change your mailing address, you need to notify Bruce in addition to updating it in your Arbiter profile.
 - c. Social Security Numbers - BA needs your SSN as it is a government requirement.
5. Board Meeting Report (February 2022) - SM reported the following:
 - a. Discussed additional fees to be charged for forfeited games when both teams don't show up, Board decided this was not always feasible but the Board will continue to discuss this issue.
 - b. New procedures to be implemented to track the path from New Member Applications to acceptance of New Member into the Association,
 - c. New Ratings System - see #9 below,
 - d. Assignor Fees - Board discussed those situations where referees are not paid at the field, the Treasurer is required to prepare referee checks. In the past, we had varying splits between the Assignor Fees and Treasurer Fees for these cases. Board agreed a 80/20



- split between the assignors and the treasurer on a go-forward basis, unless otherwise stated in our agreements with leagues, tournaments, etc. ,
- e. 2022/2023 budget process will begin over the next few weeks. Association is in a solid financial position, and we will do our best to estimate our expenses for the forthcoming fiscal year. Total projected expenses will be divided by our estimated membership count to determine annual dues for the next year,
 - f. Referee Professionalism - Board discussed the positive impact our Association's black undershirts have had for us and agreed to provide a free shirt to all new members who have joined the Association since our pandemic return (March 2021). There will be a choice of one long or short sleeved shirt. All members will be provided with an opportunity to buy shirts also at a great price from our preferred supplier - Manny. Timing will be in the next few weeks,
 - g. Membership Satisfaction Survey - this will be worked on and made available in April for Members to share their thoughts,
 - h. Successes have been achieved with negotiating improved fees for referees with customers, including SBPSL, Seazon Sports and a new season with City of Beverly Hills.
6. Cal South ROL - SM reported that we still have some members that have not completed their 2022 Cal South recertification requirements. Accordingly, they can't be assigned games until they are on the ROL.
 7. New Members Introductions -Mario Ramirez and Ethan Bray introduced themselves and were warmly welcomed to the Association.
 8. Assignor's Report - GG reported that the CSL spring league will be starting and we can expect more games starting in March.
 9. New Ratings System Update - SM reported the following:
 - a. As discussed at the January Membership Meeting, the details of the Proposed New Ratings System were published in the January Flag and Whistle,
 - b. 45 members responded to the survey that Rick Roberts set up for us on our website (thank you Rick),
 - c. The responses were overwhelmingly positive with the exception of publishing members' individual ratings on our website,
 - d. The results of the survey were included in the February Flag and Whistle,
 - e. Additionally, we received approximately 20 comments/questions which will be answered by the Board and published on our website. ALL comments/questions will be responded to in the spirit of transparency and to share all information we have to offer!
 - f. Next step is to meet with the USSF certified Assessors who will be performing the observations to finalize all the details of the system. This is scheduled for next week, a couple of weeks behind our initially published timeline,
 - g. For more details, please refer to the January and February Flag and Whistle.

Meeting adjourned at 8:58

Teqbal

The Teqbal event is now scheduled to take place on April 9 and 10 (see January Flag and Whistle). Interested? Please contact Elliot Taylor, Education Coordinator, elliott@lateqers.com, 310-351-3270.



Warren's Howellers and Some Things to Think About

This Guy Knew How to Manage Expectations

Many of us remember the late SBSRA referee Walt Hoovler for his many colorful years on the pitch. Even when he had clearly reached senior status after a long career, he could still handle even the toughest of games. One way he did this, as those of us who were with him remember, was his standard pre-game instructions to the team captains. After the coin flip etc., he would deliver his speech, saying "I got good news and bad news for you guys today. The good news is that I do not hear too good, so you can probably yell and complain about my calls all you want, and I may not even notice," which was followed by the captains smiling and nodding at each other that they were in for a good time. But then Walt would continue, "but the bad news is, I do not see too good either," and then he would blow the whistle to start the game. Somehow, it always seemed to work for him.

You Make the Call



Most of the Coaches I've Met Can't Tell Either (attributed to Faith Mathis)

"You may feel like you've done your best and you've done your worst, and you don't know the difference."

Truer Words Were Never Spoken (attributed to Tom Brady)

"I'm always complaining to the referees. Most of the time they basically ignore me, because everyone's yelling for calls. They realize I'm a pain in the ass. That's just kind of the way it goes."

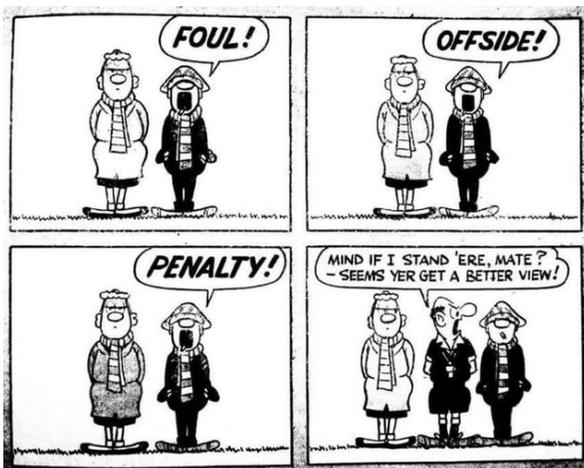
This is a bit of a **Stretch...**



This Is How Ties Were Handled in the Good Old Days (news article from 2000)

A penalty kick shootout was about to take place (between 8 and 9 year old girls in South Brunswick NJ) between teams from Staten Island and North Hunterdon. Before it could, a Staten Island coach argued that a North Hunterdon coach shouldn't be allowed to stand behind the goal. The argument escalated into a fistfight with as many as a dozen parents and coaches involved. No children were involved, South Brunswick police officer Jim Ryan said.

Has anyone ever tried this? The reaction from coaches is priceless!



Thought of the Month (attributed to Marja Oesch)

"But the most important change is your mindset."

----- Keep  Smiling! -----