



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



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Edited by: Jonny Joseph and Alan Siegel

January 2024

Notes from the Board

Happy New Year!!

Aside from those who have been refereeing high school games (a lot of them!), hopefully everyone has had a good break and rest from soccer. Both State Cups (Cal South and SoCal) take place in January and February and following the completion of high school playoffs in February, we expect club games to restart in large volume. Please be ready!

As of January 19, 2024, our membership data includes:

- 140 active members
- 104 on 2024 Registered Officials List (ROL)
- 36 are not on the ROL and are unavailable for assignments
- 31 members are certified to officiate Futsal

If you are amongst the 36 members not yet registered, please take care of this as soon as possible – WE NEED YOU!

League Rules

Recently we have become aware of members not being familiar with the rules of the league they are officiating for. This creates a variety of problems on and off the pitch. Members, please, we must check the rules of our leagues before going to the fields. Each league has a dedicated page on our website which can be found at <https://www.sbsra.org/competitions>.

In particular, South Bay Peninsula Soccer League (SBPSL) asked SBSRA to emphasize the following:

Check In:

- Each player or team official must present you with their player ID when checking in individually. The player ID includes their team name, player name and photo – see examples here (https://sbsra.org/images/SBPSL_Cards.png). Make sure all match their appearance, jersey number, team name and the match report.
- **NO ID = NO PLAY– There are No Player Check-in Exceptions. No guest players, no substituting drivers licenses for SBPSL ID cards, etc.**
- Count the number of players, number of ID cards and names checked on the match reports to ensure consistency.
- Others, i.e., spectators, may not be in the bench/substitutes area.
- Collect the game fee in cash, only. No Venmo, Zelle, Bitcoin, etc.

Board of Directors

President: Jonny Joseph **Vice-President:** Steve Morgan **Secretary:** Kiku Annon
Treasurer: Bruce Ashton **Member-At-Large:** Stephen Resnick **Assignor:** Gabriel Goldsman



During the Game:

- We need to strictly enforce the league's "no-bad-language" rule. Use basic sense, if the player mutters it under his breath, simply remind him to be careful not to say it any louder. If it can be heard 20 – 30 yards away, it is likely a caution (Yellow card) and if it is directed at anyone it is a Red Card.
- They want fouls called. Let's give them what they want unless it is a promising attack, close to goal, etc., when you might consider applying the Advantage Powers and Duties of Law 5.

After the Game:

- When completing the match reports, please ensure you complete the section concerning field conditions – corner flags, etc.
- Ensure all players'/managers' cards are returned, except for sent off players. The cards for sent off players/managers need to be mailed to the league.
- Take a scan of the match reports, which will be clearer than a picture. If you don't know how to scan, please ask a board member for help.
- The scanned match report must be emailed to John Moody (jmomoods@verizon.net) by Monday morning, **with the Member-at-Large (MAL) copied**, so he knows it has been sent.
- Any supplemental reports must be sent to the MAL and the assignor, **not the league**, as soon as possible and before the match reports are sent.

Also, please be reminded for all leagues:

- Supplemental reports for red cards, severe injuries, game terminations or any other significant events must be prepared and submitted **within 24 hours**, but hopefully on the same day as the game. Please remember to **use your LOTG book** to use the correct technical language and to text the MAL right after the game so he knows to expect your report.
- Many (most, all?) of us think we can officiate at the World Cup. EVERY game deserves a good referee. I know many (most, all?) of us want the upper-level games every week. That is simply not possible. Each week there are more referees in our Association that can manage these games very well than there are games at this level. As members of the Association, we all need to be willing to officiate the lower-level games also. Try them, you may just have fun!

New Member Incentive Program

Remember, we have a New Member Incentive program whereby you can enjoy a year's membership with no dues payable for any new member you recruit when they pay for their second year of membership. We are anticipating a very busy fall season. With huge demand (of many games) we need additional supply (of referees).

We created a flyer (https://sbsra.org/wp-content/uploads/2023/05/Ref_Recruiting_Poster.202305.pdf) for us to hand out at the fields. These are also available on our website. Print them out, insert your information at the bottom of the flyer (so you get credit from the Association) and take them with you to the fields to hand out.



Cal South Female Referee Initiative

As announced recently, Cal South's Referee Committee is launching its "Female Development Initiative." This initiative is a program dedicated to the female referee who is seeking support or to advance her referee license.

With this program being focused on female referees, Cal South will be hosting a series of instruction dedicated to females in the referee community via Zoom (and some in person), along with mentoring sessions during State/National cup and other local tournaments. Also planned is an all-female mentor camp in Ojai in June 2024. Many of the guest speakers, mentors and coaches will include current and past female FIFA, PRO and National officials.

Their hope is that the participants in the program will share with their association what they have learned and inspire not only other female referees, but everyone in their association.

So female members in our association (of all ages and experience levels), please be aware of the program ([application form link](#) and following QR code is also offered).



With your support, Cal South feels they will have the best female referee program in the nation. If you have any questions, please contact Penny Rehm (prehm@calsouth.com) or (951) 315 5023.

United Soccer Coaches Convention

Esse Baharmast



Kari Seitz



Tori Penso



Professionalism

Match Reports

Our referee duties do not end when we blow the final whistle. We usually need to complete a match report. This is mostly in the form of a printed document provided by team managers or coaches. We need to be aware of league requirements and ensure we comply with them.



In particular:

In cases which require misconduct reports, members are reminded to send the misconduct reports to our Member-at-Large and the applicable assignor and **not to any leagues**.

For more details about the completion of any match reports and the reporting requirements for all of our leagues, please visit our Competitions page at <https://sbsra.org/competitions>.

Availability and Blocks

All members have an obligation to minimize the number of times we decline games after we are assigned.

As independent contractors, we all are entitled to accept assignments wherever we can get them. However, in fairness to all 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) ahead of time. Choosing which association/league/organization we want to work for on specific days is perfectly fine. However, 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!**

Honesty

Our assignors' jobs are complex, and they spend a significant amount of time assigning games each week. Periodically, we have members turning back games (declining after receiving the assignment) for various reasons. A common reason is games from another assignor that the member prefers. In many of these cases, we learn about the other assignments and know that any reason given for turning back our association's games is not the truth!

This is not acceptable. Please pick up the phone and call the assignor to discuss your situation. They will work with you to make you happy and will not deny you the opportunity to referee a "better game."

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 **USSF Supplemental report form**, on the SBSRA website, must be used and refer to the **IFAB LOTG** for **proper terminology** to use,
- The report is required to be prepared ASAP, **within 24 hours** for **all serious situations**, including:
 - **Red cards;**



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- **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 assist you with preparing the USSF 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**.” It is 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 a supplemental report, so he is informed when the league calls him and **send a text to the Member-At-Large (MAL)** to alert him a report is coming.
 - **Submit the supplemental report** to our MAL and the applicable Assignor (who assigned the game) who will review the report and possibly suggest edits. **Referees - do not submit supplemental reports to any leagues.**
 - Following submission of the incident report to the MAL, please call him/her 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** (which is only required in limited cases for red cards), the card(s), together with copies of the match report and supplemental 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 on our professionalism** as individuals and as a referee association.

At the July Membership Meeting, we went through two supplemental reports – the original draft submitted, and the final report sent to the league after edits were made with the assistance of certain Board Members. To assist members further, we have added these sample reports to our website (<https://sbsra.org/laws/>) – one how not to do it and one which is more concise but contains all of the necessary information that we should provide most leagues. If you have any questions or need further guidance, please contact Stephen Resnick who would be happy to spend time with you to assist with this very important function.



Rule Change

For those doing **National Premier League games**, please note their change of rules for rosters and substitutions:

For 2007-2005 games: A maximum of 20 players may be dressed and play in a game. The 20 players must be on the official Match Report given to the match official and opposing team before the start of the game. Any players listed on the roster that will not play must have a line through their names on the Match Report or set as inactive players.

For Discovery NPL games: 3 moments, per half, for substitutions. Half-time does not count as a moment. Re-entry is allowed per half at the moments used by the coach. Subbing on the moment of an opposition, still counts towards a team's 3 moments.

Training Opportunities

The following training opportunities are coming up and all members are encouraged to attend as many of these as you are able.

You may sign up at any time for all future Cal South courses, at no cost, at

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

CORE Training at North High

The next CORE training session at North High is scheduled for February 13, 2024.

What is CORE?

Center of Referee Education (CORE) is a program established by the Cal South State Referee Committee (SRC). It is open to all USSF certified referees. It primarily consists of lectured meetings for referees who are ambitious to rise to the elite level of Cal South refereeing or just want to be better in the field. Occasionally, physical trainings on the field will be added to selected training sessions. Referees attending this event are expected to come prepared with items customarily taken to the field on match days (i.e., whistle, cards, flags) as well as material for classroom (i.e., current IFAB Laws of the Game, Considerations for Match Analysis, 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.

In addition, to become a full member of SBSRA, all members are required to attend one CORE training to be exposed to this wonderful program and opportunity to enhance one's skills and learning.

New Referee Training at North High

Do you want a year's **free membership dues** of SBSRA? Do you know of anyone who wants to be a referee?



Please let them know of the next opportunity to attend Cal South's next New Referee Training at North High School at the same time as the CORE training each month.

Ensure they include your name on their SBSRA New Member Application, which you can download from <https://sbsra.org/association/nma/> so you can benefit from our New Member Incentive (NMI) program.

New SBSRA Member Training

This training is required for all new SBSRA members to become full members of our association. All referees, both those new to refereeing and those with prior referee experience 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**. We are close to recording this presentation and it will be available on demand very soon.

In addition, under the leadership of our assignor, Gabriel, we launched a new members' training program to provide all new members with the knowledge and confidence to begin their refereeing career. The vast majority of new members will not be assigned to games until they have completed this training. New members should look for an invitation to the next session.

Cal South Monthly In-Service Webinar

[CLICK HERE TO REGISTER FOR OR TO VIEW THESE WEBINARS](#)

Please be reminded that after viewing the presentation, live or recorded, one must take the Review (Quiz) to receive In-Service Training credit.

Other Cal South Offerings

Candidates need to register for your selected courses on the Cal South Referee Website under the "Classes & Clinics offered" tab:
(<https://cysa.affinitysoccer.com/eventmanager/public/calendarlist.asp?calguid=&eventtab=current>).

Two Person (Whistle) Referee System

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 in any USSF-sanctioned games that we do. If you have any doubt, please **DO NOT USE THE TWO-PERSON REFEREE SYSTEM** unless you have been assigned by one of our Assignors to be on a two-person referee 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

We have already experienced some rain this year and a lot more is forecast this season. With that in mind, we offer the following two tips:

- 1) Include a large plastic bag (a clean trash bag?) in your referee bag for you to put your referee bag in to keep everything dry, if necessary,
- 2) Wear a waterproof jacket, or slick sweat suit jacket, under your referee jersey to keep your body dry,
- 3) Bring a spare pair of socks to change into in case your shoes get wet.

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

From the Office of the Treasurer

Please be reminded:

- 1) **Home/Mailing Address Changes** - Provide the Treasurer with your change of address at the same time that you make the change in Arbiter,
- 2) **Checks** – Please cash these in a timely manner,
- 3) **Forfeits** - Notify the applicable Assignor and the Treasurer within 24 hours of forfeited games. This way we can ensure the applicable league is billed for the ref fees that would have been paid on the field and that the referees are paid the fees owed to them,
- 4) **W-9 form** – Every member is required by Federal law to provide a W-9 form (<https://www.irs.gov/pub/irs-pdf/fw9.pdf>) to the Treasurer. We have included this as a requirement in our Returning Membership Application process for the 2023 – 2024 season. We are required to keep these forms for at least 7 years after you cease to be a member. Simply providing your SSN is not sufficient. Please cooperate so as not to place your Treasurer and the Association in jeopardy.

Monthly Membership Meetings

To maintain our high standards of refereeing, the Association provides two vehicles to share information and instruction with our members – this *Flag & Whistle* monthly newsletter and our monthly membership meetings. Please try to attend the meeting and read the newsletter every month - this is how we share important information with all of our members.

Approval of Minutes

Included below are the General Membership Meeting Minutes for the most recent meeting for approval by the Membership at our next meeting.

Next Meeting

The next Monthly Membership Meeting will be on **Tuesday, January 30, 2024, starting at 7:03pm** at our regular location - North High School Cafeteria. We look forward to seeing you there!



SBSRA General Membership Meeting Minutes November 28, 2023

1. Call to order at 7:05 pm.
2. Monthly Training - Pre-game and Managing Dissent presented by Rick Rehm: Clips were shown. How can we minimize mistakes?
 - a) Preparation:
 - i. check your bag,
 - ii. allow for time to get to the field,
 - iii. contact partners,
 - iv. arrange where to meet.
 - b) Have a pre-game, that covers what it should:
 - i. Longer pre-games are needed with people you don't work with much and all should cover the basics.
 - ii. Inspect the field for markings, goals, nets, corner flags.
 - iii. What to expect from your ARs, give them instructions and any information about the teams if relevant.
 - iv. A group discussion was held and members shared their information as center refs and ARs.
 - v. Cover the specifics of what you expect, e.g. substitutions, all dead balls, etc.
 - vi. Pre-game should be a conversation, make sure all members of the referee team are on the same page and you know what to expect based on experience.
 - vii. Do an adequate warm up.
 - viii. Meet with the coaches, be professional, polite, humble and check in the teams.
 - ix. Act as a team as much as possible.
 - c) Dissent:
 - i. How to recognize an emotional outburst versus failing to act in a responsible manner.
 - ii. Dissent is public protest or disagreement with a match official's decision.
 - iii. Follow the steps - warn, caution, eject.
 - iv. Verbal behavior that is rude, hurtful, abusive, can be sent off.
 - v. Physical assault should always be handled by calling the authorities (911).
 - vi. All referees should not allow bad behavior because if it is allowed, it is encouraged.
 - vii. Recognize phases of behavior; *calm*, *trigger* (flashpoint that affects emotional state); Frustration, Intimidation, Retaliation.
 - viii. Establish space, to reduce *agitation*.
 - ix. We can discipline players, we can stop the game, set the level early if at all possible.
 - x. Considerations of when dissent is likely based on the score and other factors.
 - xi. Public, personal, provoking, persistent (know the differences between dissent and emotional outburst).
 - xii. Choices are to ignore, threaten, suspend, avoid, quit, or handle it - which is the best option?
 - xiii. Use your cards, don't be afraid to issue a second card and do not tolerate racist or similar comments.
 - xiv. Don't engage with spectators, acknowledge the coach if need be.
 - xv. Note all the information needed to write a good report.



3. Approval of October 2023 Meeting Minutes, Motion made by Zoe Schweitzer, seconded by Chris Nevil, approved by acclamation.
 4. Treasurer's Report - Accounts receivable are all current, members are reminded to provide BA with their W-9s as we approach year end!
 5. President's Report
 - a) End of Season - We survived! JJ thanked Gabriel for a great job that required us to only return a small number of fields throughout the season. The number of games and other statistics were included in the November Flag & Whistle for members to review. JJ thanked the membership, many of whom went above and beyond normal demands to referee additional games on many days. Despite the challenges, our reputation as a very good referee group continues to grow,
 - b) High School Soccer Update - CIFSS relented and provided a solution to resolve the referee fee issue, so the season is back on track for most schools who agreed to work with the units. Steve McCall thanked JJ for his work on behalf of high school soccer referees.
 - c) Board Meeting - Nov. 2023 - Discussed a terminated game, with a club AR reporting racial abuse by an opposing player. This went beyond the role of a club AR. So, if you choose to use club ARs, please tell them to only signal the ball in and out, not even direction. Possibly next year clubs will provide "trained" club linesmen.
 - d) Other - We have Law Books, coins and badges, with association dry-fit shirts also available for all members who ordered them.
 6. Vice President's Report
 - a) ROL Update and Safe Sport - 44 members only on the 2024 registration. Only 11 are on the Futsal ROL for 2024. Veto reminded members to register for 2024 ASAP to ensure they are on the ROL on January 1st. SM recommended members take advantage of year-end uniform and equipment sales and to do so before December 31st to include these expenses in their 2023 tax returns.
 7. Secretary's Report
 - a) SBSRA Membership Report
 - i. Full Members - 114
 - ii. Probationary - 27
 - iii. Non ROL - 2
 - iv. Honorary - 2
 8. Assignor's Report:
 - a) Cal South Update - State Cup in Jan, SilverLakes (SoCal) and Lancaster/Galway Downs (Cal South)
 - b) Game Expectations for the Next Few Weeks - Not many games right now, Cal South State Cup will be assigned by State Association, EA and other leagues will be back next year, likely in late February.
 - c) CORE Training - next session in February
 9. Other Business - New Member Frank Zakravsky introduced himself
 10. Meeting was adjourned at 8:40 pm.
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Warren's Howellers and Some Things to Think About

Just Another Day at the Office (Recent News Article)

In Vancouver, Whitecaps players [grabbed referee Tim Ford and surrounded him](#), enraged. [Objects and profanity rained down on Ford](#) as a difficult day of thankless work ended. On a second straight night of MLS playoffs, an incandescent coach was red carded, and thousands of fans fumed.

They fumed at soccer's universal scourge, the officials. Week after week, the sport's most powerful men blast refs. Hours before the MLS player, [reportedly FC Cincinnati's Matt Miazga](#), entered an officials' locker room, [Arsenal](#) coach **Mikel Arteta** ranted about no-calls in a 1-0 loss to Newcastle, calling them "an absolute disgrace." The following day, his club released [an astounding statement](#), "wholeheartedly" supporting Arteta's comments and saying that the Premier League's officiating body "urgently needs to address the standard of officiating."

The intimation, and apparently the growing consensus, is that the league has a refereeing problem. The irony is that Arsenal, and Arteta, and Miazga, and Whitecaps coach **Vanni Sartini** were all contributing to a much deeper problem. It's a problem that U.S. Soccer CEO **JT Batson** recently called an "epidemic": Nobody wants to become a referee anymore. "It's a vocational crisis," **Roberto Rosetti**, UEFA's head of refereeing, [said last year](#). To pro players and coaches making six and seven figures, it's a hidden crisis. But to grassroots soccer leaders on multiple continents, it's acute and alarming.

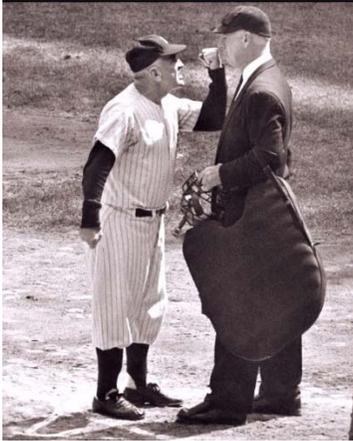
"The number of games canceled every weekend because there aren't enough referees is really disheartening," Batson said in September. [The reason there aren't enough referees](#), of course, is that everywhere they go, they're treated horribly. They're screamed at and threatened by youth soccer parents, a notorious breed; and no, there isn't anything Arteta can do about that. Parents and constantly irate youth coaches are a deeply ingrained plague without a simple cure. Their behavior has gotten so bad that the International Football Association Board (IFAB) has been [allowing grassroots referees to wear body cameras](#) "as a deterrent."

Sartini, who'd inflamed fans with [an extravagant tirade as he walked off the pitch](#), went on to [call Ford](#) "a disaster," "shameful," "f***ing horrible" and "a disgrace." He [blamed Ford](#) — who's actually "a good guy," he admitted — for a variety of things, from his players' nerves to the result. "We didn't have a fair chance," he bemoaned.

The solution is complex. For governing bodies, it involves chipping away at barriers to entry and publicly promoting the value of referees, who often feel unappreciated. But for players, coaches and fans, it's simple: start treating them like human beings, fellow human beings who make split-second decisions that occasionally become innocent mistakes.



This is How They Did it in the Old Days



A Man after My Own Heart (News item)

A Wisconsin high school public address admonishment of parents who were berating officials working a game. "I would like to take this opportunity to remind all fans to shut up."

What Did I Do???



Okay I'll Give it a Try, But I Don't Think It Will Help

"Hey ref, get a new haircut!" (Spectator Yelling at a Soccer Ref During a Match)

----- Keep 😊 Smiling and Be 🚪 Safe! -----