



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



Written by: Jonny Joseph  
Edited by: Alan Siegel

June 2025

## **Special Annual General Meeting Edition**

### **Annual General Meeting**

This is an important meeting as we have two board positions elections (Vice-President and Member-At-Large) and a few bylaws amendments to consider and vote on. Just as importantly, it is an opportunity for us to celebrate a successful year and enjoy a social time together without any instruction and few formalities. We encourage all members to attend and enjoy an evening together. Nominations and bylaw proposals must be submitted in writing prior to the May Membership Meeting.

This year's Annual General Meeting will take place on **June 24, 2025**, at 6:33pm. The meeting will be held at **Grunions Sports Bar & Grill, 1501 N Sepulveda Blvd, Manhattan Beach, CA** and will begin with the business part of the meeting. Please arrive timely if you are a Member in Good Standing and you wish to vote on the proposed bylaw amendments and for the two Board positions – Vice-President and Member-at-Large. We have 51 Members in Good Standing. If you are unsure if you are a Member in Good Standing, please contact our secretary.

### **Annual Dues**

A budget for expenses expected to be incurred in the 2025-2026 Membership Year, based on the actual expenses incurred through April 2025 for the 2024–2025 year plus expected expenses for the remainder of the year, was prepared. Annual membership dues to pay for these anticipated costs were calculated to approximate \$100 per member, based on 170 members. Our website has been updated, and members may submit their applications to renew their membership and pay their dues for 2025–2026.

As of the date of this newsletter, almost 60 members have submitted payment or have had their dues deducted from their May Referee Match Fees, However, only 16 members have submitted applications for membership. Please submit your Returning Member Application so you can continue to referee.

Please be reminded:

- Applications will not be considered until dues have been paid
- Members who have recruited new members for the past year, with the new member paying dues for the second time, receive a 50% discount off their 2025–2026 dues.
- Match fees payable by the Association for games refereed during May (already done) and June will be reduced by the annual dues amount unless you notify the Treasurer by email,
- Before making payment, please check with our Treasurer if you are unsure of whether you have done games which will pay your dues or will be receiving the NMI benefit,
- Dues are payable by June 30 and are considered late if not paid by July 31. A late fee of \$20 must be added for payments received after July 31. Payments may be made by PayPal, Zelle or check.

We will close our membership once we reach 200 members so don't risk being left out, submit your application ASAP! 😊

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#### **Board of Directors**

President: Jonny Joseph

Vice-President: Steve Morgan

Secretary: Kiku Annon

Treasurer: Bruce Ashton

Member-At-Large: David Martin

Assignor: Gabriel Goldsman



## **Single Referee Call-In Procedures**

Please note that we have revised our day of game single referee call-in procedures as follows:

- Weekday games – continue to call into our SBSRA hotline, (310) 955 9905, and select 1 to leave a message,
- Weekend games – send a text message to the Assignor, (213) 220 3580 and include the following:
  - Your Name,
  - Field Location,
  - Time of Game.

## **Proposed Bylaw Amendments**

Our bylaws provide for the following regarding bylaws amendments:

### **XI BYLAWS, A. 2.**

“All proposed Bylaw amendments or the complete, proposed amended Bylaws shall be presented in writing at the Membership Meeting immediately prior to the Membership Meeting at which they will be voted on. Such amendments shall be published in the minutes of that meeting and made available to the members not less than one week prior to the scheduled vote taking place at the Membership Meeting or AGM.”

In accordance with our bylaws the following bylaw amendment proposals were presented in writing to the membership at the May 2025 Membership Meeting and are included herein for your review:

### **1. Bylaw # V MEMBERSHIP DUES AND FEES TO BOARD MEMBERS F. and G.**

**Proposer: Board of Directors**

#### **Reason for change:**

The Association has grown significantly with the growth of soccer in Southern California over the last ten years:

- Went from two youth leagues - Coast Soccer League (CSL) and Southern California Development Soccer League (SCDSL, now SOCAL) to many more, adding the following leagues:
  - Development Player League
  - Elite Academy
  - ECNL/ECRL
  - Girls Academy
  - National League
- Added middle school games, TUSD and Palos Verdes School District schools, and futsal
- Membership has grown to almost 170 members
- We have contractual relationships, requiring annual updates with approximately 15 customers (leagues, cities and clubs)
- Association revenue (Referee Fees paid in cash and by check, assigning fees and check writing fees) collected approximated \$660,000 in the 2023 – 2024 season. This is equivalent to a small business and requires hours of work to operate effectively for our members!



- Increased complexity with insurance requirements
- We have achieved significant growth in referee fees.

At our last board elections, there were few members who were willing to be candidates for election to the board, so we need to provide some incentive to serve.

Our annual membership dues for 2024-2025 were amongst the lowest of comparable referee associations and the proposed increase in dues to include this stipend will result in dues comparable to other associations. The amendment provides for a limitation of the amount of the stipend, determined annually, based on the total amounts billed to customers through April of the year preceding the year during which the stipend will be paid. In the first year, 2025 – 2026, the proposed stipend would be limited to \$4,049, which is 2% of the amounts billed to customers from July 1, 2024 through April 30, 2025 (\$202,456). For 2026-2027 and membership years thereafter, the proposed stipend would be limited to 4% of the amounts billed to customers, which are estimated to equal \$8,098.

The intention is to set the stipend to \$4,000 in 2025-2026 and \$8,000 for 2026-2027 and subsequent years, absent a significant increase in amounts billed to customers. It is worth noting that the amounts billed to customers exclude referee fees paid at the field which have been estimated to be double the amounts billed by the association. Accordingly, the stipend limitations would approximate 0.75% and 1.5%, respectively, based on the amounts collected from customers in total for the first 10 months of the 2024-2025 season.

### **Proposed Change:**

Proposed changes to existing bylaws are noted in **red**:

“F. BOD Members are not compensated for their board activities, other than the following which are paid by **some certain** of the Association’s customers:

1. Assignor fees are determined by the BOD on an annual basis. Fees are documented in BOD Meeting minutes.
2. Treasurer fees are determined by the BOD on an annual basis. Fees are documented in BOD Meeting minutes. These fees cover the Treasurer’s time and costs for processing, printing and mailing referee fees checks to members.

### **G. Stipends may be paid to the following Board Members:**

1. **President**
2. **Vice-President**
3. **Secretary**
4. **Member-at-Large**

**These amounts will be funded from annual dues collected from members.**

**The total, proposed stipend will not exceed 2% of the amounts billed to customers through the end of April of the 2024-2025 membership year for the 2025-2026 membership year and 4% of the amounts billed to customers through the end of April of subsequent membership years for the membership years thereafter. In other words, the annual limitation will be determined on an annual basis using the actual billings for the first 10 months of the prior membership year.**



**The proposed stipend will be presented to the membership at the May membership meeting with the Year-to-Date April Profit and Loss Report for the membership to verify the proposed total stipend amount does not exceed the percentages noted above.**

**The proposed total stipend will be allocated based on approximate time spent on his/her duties as follows:**

- 1. President - 50%**
- 2. Vice-President - 15%**
- 3. Secretary - 25%**
- 4. Member-at-Large - 10%**

## **2. Bylaw # VI BOARD OF DIRECTORS C.**

**Proposer: Board of Directors**

### **Reason for Change:**

The role and duties of the Treasurer require a specific skill set and professional experience. This is uniquely different from other board positions whose roles and duties can be learned on the job. Changing this important board position from an elected position to one that is appointed on an annual basis, the same as other board appointed positions, allows the association to determine and evaluate the qualifications of any candidates for this position. This position is critical for the proper operation of the Association to ensure the uninterrupted flow of cash from customers and to our members.

### **Proposed Change:**

Proposed changes to existing bylaws are noted in **red**:

C. The BOD is made up of the "Elected Officers," whose duties are described in VII ELECTED OFFICERS; and "Non-Elected Board Members," whose duties are described in VIII NON-ELECTED BOARD MEMBERS, as follows:

1. Elected Officers:
  - a. President,
  - b. Vice President,
  - c. Secretary, **and**
  - ~~d. Treasurer, and~~
  - d. Member-at-Large.
2. Non-Elected Board Members, which may include and **is-are** not limited to:
  - a. **Treasurer,**
  - b. Assignor,
  - c. Director of Instruction and Training, and
  - d. Director of Mentoring and Observation.



### 3. Bylaw VI BOARD OF DIRECTORS F.

**Proposer: Board of Directors**

**Reason for Change:**

Although this has been our practice for many years, as recommended in our most recent financial review, add a bylaw to formalize the requirement for minutes to be taken at Board Meetings.

**Proposed Change:**

Add the following paragraph:

5. For all Board Meetings with a duly constituted quorum, the Secretary, or his/her designate, shall take, record and report minutes of such meeting for approval at the subsequent meeting and shall be made available in a timely fashion to the membership upon request.

### 4. Bylaw # VII ELECTED OFFICERS A-1 and A-2.

**Proposer: Board of Directors**

**Reason for Change:**

Bylaw Amendment 2. above changes the Treasurer position from an elected one to an appointed one. This results in only one board position that is elected in odd-numbered years and three in even-numbered years. Changing the election cycle of one board position from even to odd to have two board position elections each year helps to ensure continuity and institutional memory on the Board. As the current Member-at-Large position is vacant, changing the election cycle for that position makes the change seamless.

**Proposed Change:**

Proposed changes to existing bylaws are noted in **red**:

- A. The five Elected Officers shall be elected by a secret ballot vote of the membership at the Annual General Meeting (AGM) based on the election cycle of each office. Each office election cycle is outlined below. Only Members in Good Standing, as determined following the immediately prior Membership Meeting, are eligible to vote in elections for board offices.
  1. President, **and the Secretary, and the Member-at-Large** are elected for two-year terms in even-numbered years.
  2. Vice President and the **Member-at-Large Treasurer** are elected for two-year terms in odd-numbered years.

### 5. Bylaw # VII Elected Officers C-4. and 5.

**Proposer: Board of Directors**

**Reason for Change:**

The role and duties of the Secretary currently include maintaining the roster and keeping attendance records for membership meetings. The Secretary also sends all correspondence from the Board to



members regarding issues dealing with membership, including new membership and returning membership applications. The Secretary's duties have included the above for at least the past six years.

**Proposed Change:**

Move the following paragraph (b.) from Member-at-Large to Secretary (and renumber as appropriate):

Process all applications for membership in the Association received from prospective members and members wishing to renew their membership for the forthcoming Membership Year. Following deliberation and decision of the BOD, process membership applications and communicate the results to each applicant.

## 6. **Bylaw IX ANNUAL GENERAL MEETING**

**Proposer: Board of Directors**

**Reason for Change:**

Although this has been our practice for many years, as recommended in our most recent financial review, add a bylaw to formalize the requirement for minutes to be taken at annual general meetings.

**Proposed Change:**

Add the following paragraph:

F. For all AGMs with a duly constituted quorum, the Secretary, or his/her designate, shall take, record and report minutes of such meeting for approval at the subsequent meeting and these shall be made available to the membership in a timely fashion.

## 7. **Bylaw X MEMBERSHIP MEETINGS**

**Proposer: Board of Directors**

**Reason for Change:**

Although this has been our practice for many years, as recommended in our most recent financial review, add a bylaw to formalize the requirement for minutes to be taken at monthly membership meetings.

**Proposed Change:**

Add the following paragraph:

F. For all monthly meetings with a duly constituted quorum, the Secretary, or his/her designate, shall take, record and report minutes of such meeting for approval at the subsequent meeting and these shall be made available to the membership in a timely fashion.



## **Board Candidate Statements**

### **Vice President**

Dear SBSRA Members,

I have been nominated to run for the position of Vice President of SBSRA with the specific duties as outlined below.

Vice President: a. Exercise the responsibilities of the President in the event of her/his absence or disability. b. Assist the President in the performance of her/his duties. c. Chair the Grievance Committee and select the committee members. d. Manage the Member Ranking process each year and collaborate with the Association's Director of Mentoring and Observation in regard to observations.

Notably, I have been a very long-time member of SBSRA (25+ years) with a brief hiatus extended due to the Covid pandemic. During my membership tenure I served on the Board of Directors of SBSRA as its Treasurer for a number of years. Bruce Ashton, the current Treasurer assumed my vacated role.

I retired last year, after 34 years, as a financial executive with American Honda Motor Company. I have undergraduate and graduate degrees in Accounting and Finance. Coupled with my many years of referee experience, prior SBSRA Board experience and years as a business professional, I believe I have the necessary skills and knowledge to once again effectively serve on the SBSRA Board and provide support, knowledge and guidance to the SBSRA membership.

Thank you in advance for your Vice President vote and support.



Steve Brandon

### **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.





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## **SBSRA General Membership Meeting Minutes May 27, 2025**

1. Called to order at 7:04 PM
2. Approval of April 2025 Meeting Minutes, Motion made by Alan Siegel, seconded by Steve Brandon, approved by acclamation
3. Monthly Training – Gabriel Goldsman – Foul Recognition:
  - Referees need to know the LOTG and when to call a foul or NOT to call a foul and this depends on many things:
    - the level of the players,
    - the level of the game, and
    - so on.
  - Three types of fouls:
    - careless – is lack of attention,
    - reckless – endangering yourself and others to some degree,
    - with excessive force – exceeds the force needed to do the task and is an extreme example of endangering the opponent.
  - Does the player show lack of attention,
  - Is the contact fair or unfair based on the LOTG
  - Does the player act with complete disregard for the safety of the opponent.
  - If the player got the ball through the player or even if they got the ball first
  - Does the use of force seem excessive for the challenge,
  - Important point: where is the contact being made (low tackles with moderate force is usually a yellow, higher tackles with a lot of force is a red card and sometimes even low tackles can be a red card)
  - Videos were shown to help with foul recognition,
  - An important item to consider is that if you give advantage you cannot then issue a red card, according the LOTG
4. Treasurer's Report:
  - Address Changes – Please let Bruce know if your address changes as he is not notified when changes are made in Arbiter
  - Checks for games – these checks are for games refereed in April, collect from Bruce after the meeting
  - Payment of Dues – Dues for the 25-26 membership year can be deducted from a member's check that will be issued in June or July for games officiated in May and June. NMA is \$50 deduction per person for the second year of membership of the applicable new member. Dues are due by the end of June, with a grace period to the end of July
  - Changing banks to better suit our needs – members are encouraged to deposit any outstanding checks ASAP





### 5. President's Report:

#### a) Board Meeting, April 2025 – JJ reported that the following matters were discussed:

- Annual Dues –A budget of expected costs for the next year was presented and discussed. The budget included additional costs anticipated for technology (see below) and proposed stipends to be paid to four board members. Based on these total expected costs and the estimated number of members for the 2025 - 2026 year, dues were set for \$100. JJ noted that we were able to lower our dues multiple times over the past few years and that raising them to \$100 will result in our dues being similar to other referee associations in Southern California. The \$20 increase is quickly earned in match fees and our Association has much to offer in return for it.
- Dues are payable by June 30 but can be up to 30 days late without penalty. Timing of Payments. The SBSRA Guidelines and website (<https://sbsra.org/association/paypal/>) states that the Treasurer can deduct members' dues from checks for match fees owed, unless the member states otherwise. Only games done in May and June are eligible to have dues taken. Games done in July are paid in August and thus will be considered late if the referee wants them taken from those match fees.
- Information technology issues – Website crashing more often and email server has been problematic lately due to increased security required by some of the other popular email service providers. We may need to switch email service provider which will be more costly, going up to an estimated \$1,000 for the second year.
- JJ asked the Membership if they had received an email from the assignor regarding proper referee attire. JJ emphasized the need to maintain a professional appearance at games and the importance of first impressions when arriving at game sites. Wearing non-USSF shirts and varied headwear, other than baseball style caps, without flaps covering the neck and shoulders, are unacceptable even when refereeing as a single referee

#### b) Board Member Nominations:

- i. Vice President – no official nominees, closed
- ii. Member-at-Large – no official nominees, closed

Steve Brandon to consider accepting nomination for one of these positions. JJ

cautioned that if members are unwilling to step up for these positions, each of which are necessary for us to run the Association effectively, we may not be able to

continue. He also noted that perhaps having term limits for board members was not delivering the desired effect and should be deleted from our bylaws

#### c) By-Law Amendments – see attachment for text of each proposed amendment. JJ introduced the proposed bylaw amendments noting the following:

- The amendments were all proposed by the Board of Directors who agreed on each of them unanimously as we believe they will strengthen the Association
- Three of the seven proposed amendments, resulted from the bi-annual review of our financial records, require the taking of minutes which have been done for many years already



- The proposals are presented at this meeting, as required by the bylaws, can be discussed at this meeting and the next meeting, and will be voted on at the next membership meeting
- The proposed amendments will be included in the June Flag & Whistle for the membership to study and refer to the existing bylaws ahead of the meeting at which the proposals will be voted on
- Each proposal was displayed on the screen and discussed briefly. JJ acknowledged points raised and stated they will be discussed at the next board meeting and adjustments made to proposed wording as appropriate

d) AGM – Tentatively set to be at Grunions for June 24th.

e) New Member Introductions: Greg Levitan, Jose Bonilla, Russell Stern, Josue Contreras.

6. Vice President's Report:

- a) ROL Update and SafeSport – 158 on the ROL.

7. Secretary's Report:

a) SBSRA Membership Report

- Total Members - 168
- Number of New Member Applications received this Month – 2

8. Assignor's Report:

- a) Cal South Update – Cal South announced that attending a Referee Abuse Prevention presentation will be required for recertification for 2026. The next scheduled presentation is on the next day (Wednesday, May 28)
- b) Games Expectations – Most Leagues are done. Rest and relax for now as there are few games available. Activity will increase in August with a large number of games expected after Labor Day in September
- c) CORE Training – June 10<sup>th</sup> – SFP, Match considerations, July will be dark

9. Member-At-Large Report – Chris Nevil spoke about departing MAL David Martin's long-term membership of SBSRA and significant contribution to youth soccer in Southern California, primarily through AYSO, in multiple capacities, including Area Director of Area 1P in West Los Angeles

10. Other Business - None

11. Meeting Adjourned at 9:15pm