



Washington State Referee Committee

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"Official USSF affiliated soccer referee organization for the state of Washington"

Quarterly Newsletter Edition 1, September 2010

Chairman's Communication

During the last several years we have heard questions from referees such as "what is the SRC? Who are they? What do they do for referees?" In other words, there are some Washington State Referees that aren't sure who is responsible for getting the training for you, or who registers you as a referee, or who is responsible for your upgrade when you're ready to move to higher grade. To answer these questions (as well as what we do with the funds we collect from you;) we went around the state visiting chapters and answered as many questions as we were asked. After these visits, there were still quite of few referees still asking similar questions. That led us to plan for a once a year summit of all referee chapter presidents where we can discuss issues of shared concerns. Our goal from very beginning has been to be completely transparent in the conduct of business at SRC. The idea behind holding the summit was that the issues discussed at the summit will flow down to the grass-roots level by chapter president sharing the information with the members about what we discussed and where we are headed.

During the first ever Summit held on August 9, 2008 the chapter presidents provided good feedback on their needs; as well as what we can do better at the SRC level. The feedback received asked us to work on some of the pressing issues the chapter presidents were most concerned with. For example:

- A procedure on how to incorporate a chapter for 'Not for profit 501.c(3) corporation.' **A note of thanks to David Day who prepared this procedure which was forwarded to all those who needed it.*
- A position paper on Labor & Industries coverage, employees vs. independent contractors, unemployment compensation, and Federal tax liabilities.

We delivered what we were asked **during the second Summit which was held on April 25, 2009**, and subsequently received more questions. The discussed topics were:

- Minor work permits for youth referee U14 and under.
- Labor & Industries coverage for referees officiating games.
- More structured and consistent mentoring program, for all levels of refereeing.

Some responses to the above questions were compiled. Here is what was presented:

We delivered what is legal now for age 14 and under to officiate as a referee provided these referees have been certified by a national referee certification program. The RCW 26.28.060 was amended by HB 1457 with an intense lobbying by the Youth Soccer organization. In 2009, the L & I was negotiated by WSYSA with the State Department of Labor and Industries. Currently WSYSA provides coverage for officiating youth games. The L & I coverage for adult games is borne by chapters concerned.

On the issue of mentoring we asked each chapter president to provide a chapter delegate to a state level mentoring/coaching training. The idea was that these state level trained mentors can further train more mentors at the chapter level who would facilitate mentoring locally. We were disappointed with the turn out -

only six people showed up to this training. However, there are few chapters who are pressing ahead with the mentoring program and seem to be making visible progress but obviously not to the extent it is desired or needed, and consistency desired is anything but.

We thought we will hold the next summit with different format so after much debate we approached a veteran consultant, who has worked with other soccer organizations, to help us out in bringing synergy between chapters and SRC. Tom O'Shea from Agility Consulting designed a survey questionnaire especially for us which we sent to all chapter presidents. The survey summary we received was revealing: there are areas we're not doing well and in some areas we are doing ok. This led to an intense focus on work session during the **third chapter president summit held on May 16, 2010** where the chapter presidents (12 were present) helped us define the **Vision, Mission and Value, Strategies, and Objectives**. *Please reference to page 2 to review the results of our May 16th summit.*

We translated most of the Objectives into working initiatives which were assigned to a group with a team leader. The details of these ten initiatives will be published in the next newsletter which will include progress to-date. The initiatives we have picked are those which can produce most benefits to our referees and can be completed in a reasonable short timeframe.

It is our hope that with this newsletter we are reaching a wider audience answering some of the pressing questions on how we function. We promise to be as transparent and as reachable as feasible in what we do. We will continue to seek your viewpoints and advice and counsel from association presidents in guiding the referee development program. You have our commitment that each of us at the SRC will continue to pursue the best for Washington referees while, above all else, working every day to earn your trust. We are confident that with everybody working together we will succeed in reaching our vision. If you have any questions, concerns, comments or suggestions please feel free to email any of the SRC committee members. Contact information is listed on the website at www.wasrc.org under information / the src.

Sincerely,
Ram C Prasad

Chair
State Referee Administrator
State Youth Referee Administrator
State Director of Assessment
State Director of Instruction
State Assignor Coordinator
Adult Representative
Youth Representative
Treasurer
Secretary
Referee Registrar
State Adult Association President
State Youth Association President

- Ram C Prasad
- Betty Schmeck
- Roberto A Alvarez
- Frederick J Mabbott
- Juris Jansons
- Dorothy J Epps
- Donald W Roberts
- David M Painton
- Andrew P Boyd
- Sue Jones
- Phoebe Russell
- Timothy W. Busch
- Doug Andreassen

Chairman's Communication continue...

What is the Vision for SRC?

- Consistent, reliable resource for soccer referee information and training.
- Provider of programs and procedures to support Washington State referees.
- Promoter of development of referees to the highest levels of the game.
- Clearinghouse to provide regular work for referees.
- Leaders in training, mentoring & business support for the chapters and referees.
- Organization that works for the development of referees at all levels.
- Fostering excellence in referees on and off the field.
- Provider of well motivated and trained professional referees to the needs of USSF and other affiliated bodies.
- Provider of inspirational leadership and instruction to help ALL referees reach their maximum potential.
- Organization that promotes consistency throughout all chapters.

SRC Mission and value Elements

- Provide stewardship for Laws and Spirit of the game within Washington State.
- Facilitate & disseminate all USSF guidance on instruction, development, communication, education, assignment and assessment.
- Develop and disseminate BEST PRACTICES for recruitment and retention of USSF registered referees and best practices of business administration.
- Support every tier of the game in the State from recreation to competitive.
- Be a valued partner with all soccer stakeholders within the State to include chapters, youth, adults, and communities for the good of the game.
- Promote awareness of the "Washington Ref" brand and activities of SRC and chapters.

Values include:

Respect, integrity, pride, transparency, service, accountability, professionalism and diversity.

What are the focus areas or strategies for SRC?

- Improve website and communication systems.
- Decentralize administrative responsibilities to enhance local service delivery.
- Focus on instruction, assessment, and assignment.
- Improve assessment request rate from 5-10% to 25-33% level.
- Structured programs in instruction, mentoring, and assessment.
- Creating a core committee to review and standardize all training aspects.
- Greater accountability and enforcement of standards.
- Become more "referee friendly" or customer service oriented (Improving morale, payment speed, protection, access to assessments and upgrades).
- New mechanisms for keeping leadership fresh May be rotating or terms?
- More systematic talent management system (sort those in it for "fun" vs. serious).
- Engage (survey) referee population to see what they want & need.

What are the key Objectives for the SRC?

- Establish practices and procedures that future participants know and can follow.
- Empower and facilitate greater local operated training and clinics.
- Expand training offerings and mentor programs to all levels of officials
- Expand availability of assessments throughout the State and at more levels.
- Improve referee retention levels Slow down turnover!
- Create greater communication and information sharing across county lines.
- Create more and standardize training.
- Build and share more basic templates to help chapters do their business.
- Make SRC an "independent" and stand-alone organization.
- Use funds to support and expand the depth and breadth of our programs.

SRC Grade 9 "No Charge" Program

The Washington State Referee Committee has proposed a new program to help soccer organizations get better trained referees. A number of youth soccer organizations in the state offer very limited or even no training for referees officiating their "Mod," small sided and youth games. To help associations, and others develop better prepared officials, the **SRC announced that as of September 1, 2010 the SRC will not charge sponsoring organization a fee for its Grade 9 Referee clinics that have a minimum of 12 registrants.** The need to have better prepared referees at all levels is clear. The game is being played and watched by more people in this state. This increase in participation has improved fan and player understanding of the game, and has increased demands that referees be more knowledgeable and skilled, even at the youngest levels of play.

The USSF Grade 9 Clinic is a 9-hr training session designed to prepare officials to be center referees for small sided and recreational youth games to a 13 year old age level. The clinic includes classroom and field sessions and is conducted by trained USSF Instructors. Participants in these clinics take a 50 question test. Passing the test make them eligible to register with the USSF.

Being a registered USSF (United States Soccer Federation) referee makes an official eligible to be assigned to affiliated USSF games and receive other services. The SRC has announced also, that **there will be no charge to sponsoring organizations for the Bridge Clinic** which is designed to upgrade officials from the Grade 9 to the Grade 8 referee level so that they become eligible to officiate older and more competitive games. The Bridge Clinic is an 8 hour clinic. It is designed to take into account an officials Grade 9 experience and build on it so that that official is better prepared to face the challenges that come with older players and fans.

The State Referee Committee has initiated this "no fee" program as a test, to see if it will encourage more referee training. The program will run until December 31, 2011.

More information about these clinics and their availability visit the State Referee Committee Website at wasrc.org. Click on the "Instruction" tab. Specific questions about clinics and how to arrange them should be raised with the **Director of Instruction** Juris Jansons at jansonsj@aol.com.

Gearing up for 2011!

-by Betty Schmeck, State Referee Administrator

The United State Soccer Federation determines the registration calendar, not Washington State Referee Committee. On page 35 of the 2010 Referee Administrative handbook under **Section 2. Registration Period**, you will find an explanation of the calendar. Washington will begin registration for 2011 in September, 2010. This gives you a nine month window to register.

The start of the new registration period is here! Are you ready to register for 2011? Registration information will soon be arriving in your mail box. It will be in the post card format.

Registration process:

- Complete 5 hours of continuing education
- Take a written test at the appropriate level
- Grade 7 or higher, fitness test
- Complete a registration form (available at a recertification meeting)
- Pay the correct fee

Do you have the hours you need? Do you need to take the test? How about a fitness test? Check out the Washington State Referee Web-site for dates and locations for training and testing: <http://www.wasrc.org/clinics> Don't forget to pre-register so the instructor and area referee administrator can provide enough materials for everyone. You will need to log on the WASRC web-site to pre-register for any *recertification* clinic.

You are not alone in the requirements that need to be met annually. Every referee including the nationals are required to complete the training hours, fitness and written test.

You must re-certify by January 1, 2011 to be assigned state cup games. You must be re-certified by **JUNE 1, 2011** to be registered for 2011 and receive assignments in the fall.

Grade 8 referees with less than three years experience can use two hours of on the field mentoring for CE. You will need to provide the game #, date, time, location, age of teams and the name of the mentor on your CE form.

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Many changes in the registration process have occurred in the past few years. We hope these changes have made it easier for you to meet the requirements. More recertification clinics are being offered annually with higher level instruction in areas close to your home. There are more changes coming all in the planning stages right now. One of the changes I would like to see is have annual written test available online so you can sit at your computer, take the test; bring the results to a registration meeting. You would then pay your fee and get your badge. Additional ideas are online instruction that would count toward the required five hours of CE, more upgrade clinics on a state-wide basis.

Next upgrade clinic is in Ritzville WA. This is an intermediate clinic focusing on the official upgrading to 7.

Rumor of a new fitness test being required is just that, rumor! Currently only those officials working the professional level games are required to take the new "beeper" test. That is not to say that it won't be a future requirement. Before it can happen, instructors will have to be trained in how to give the test. Equipment will have to be purchased to give the test also. If the new fitness test becomes a reality for upgrades, for grade 7's and above, an annual calendar of dates and locations will have to be established to provide on a state-wide basis.

CONGRATULATIONS – 85% RECERTIFICATION COMPLETED BY 12/31/2009

Registration Numbers for 2010:

| Grade | Referees | Assessors | Assignors | Instructors |
|-------|----------|-----------|-----------|-------------|
| 3 | 1 | 3 | | 2 |
| 4 | 3 | | | |
| 5 | 23 | 12 | | 11 |
| 6 | 30 | 1 | | |
| 7 | 162 | 10 | | 18 |
| 8 | 4,141 | | 177 | |
| 9 | 655 | 9 | | 75 |
| 11 | | | | |
| 13 | 2 | | | |
| 14 | 0 | | | |
| 15 | 27 | | | |
| 16 | 10 | | | |
| 17 | 1 | | | |

Performance Report of Washington Referees at USYS Far West Regional's in Albuquerque

-by Roberto Alvarez

This year our 32-member referee delegation was comprised of 19 rookies and only 13 veterans. As a result, the goals we set going into the event were considered somewhat aggressive.

Young Referee of the Year: I hoped that one of our two candidates, Brooke Reed and Taylor Shiroma, would be selected as the Region IV Young Referee of the Year. Despite being strong candidates, neither Brooke nor Taylor were selected.

Quarterfinals assignments: All 32-members were selected for quarter-finals assignments. With so many rookies, this was an optimistic goal, but...*goal achieved!*

Semifinals assignments: I hoped that our 13 veterans would earn a spot along with 2 rookies. The end result was **17** referees received a semifinal, including **8** rookies - *goal surpassed!*

Finals assignments: We were looking to have 6 of our referees receive a final. This was a realistic goal, based on expected performance by the veterans and forecasting that no rookies would get a final. The end result **8** referees received a final assignment, including **2** rookies. *goal surpassed!*

National Presidents Cup appointments: I expected three of our veterans to be in the running for a spot. We did not send any to Presidents Cup, but one of the three *exceeded expectations* by being named to US Youth Nationals.

US Youth Nationals appointments: We hoped to have one additional referee join Erik Martes, who had already been pre-selected to return to Nationals. Instead, both Zach Pendt and Christian Clerc were selected for Nationals - *goal surpassed!*

Actual results were even better than imagined, with our rookies really stepping up to the task - the end result is that *we exceeded expectations!*

Semifinals assignments – 17 referees

David Alvarez
Saeed Askar
Travis Baker
Nick Barling (rookie)
Chris Bates (rookie)
Lisa Brouelette
Michael Brown (rookie)
Kenton Gartrell
Brandon Harms (rookie)
Kelsey Harms (rookie)
Ian Johnson (rookie)
Eric Kurimura (rookie)
Ray Moffatte
Brooke Reed
Brian Schneck (rookie)
Taylor Shiroma
Victoria White

Finals assignments – 8 referees

Saeed Askar
Lisa Brouelette
Christian Clerc
Ian Johnson (rookie)
Eric Kurimura (rookie)
Zach Pendt
Taylor Shiroma
Victoria White

“Upgrading 101” by Chuck Suter

There have always been a lot of questions about what it takes to complete the upgrade process. For those planning to upgrade for the first time, your best resources are as follows:

The Referee Administrative Handbook (RAH) is your essential guide for upgrading. The RAH can be downloaded from the US Soccer web site at <http://www.ussoccer.com/Referees/Referee-Development/Instructional-Materials.aspx>. Starting on page 21 is the criteria required for upgrading. There are several other useful downloads at that site as well. Particularly important to referees trying to upgrade is *Assessment Criteria: National Assessment Program*. This document spells out what assessors will be looking for during your assessment.

After you reach the goals spelled out in the RAH, you can submit your upgrade packet. The procedure for upgrading is on the WASRC website at www.wasrc.org. Please read the entire page several times and understand the procedure so that your upgrade can be processed smoothly and painlessly as possible.

When you are ready to submit your packet, write a letter to your Area Referee Administrator (ARA) stating your intention to upgrade. The letter doesn't need to be long but it must include the following: 1) your name 2) your address 3) a phone number you can be reached if there are questions and 4) most importantly your email address.

After the ARA reviews your packet, they send it to me. When I receive it, I check the packet again. If it is complete, it will be sent it to Fred Mabbott to have vouchers and letters issued to the referee. Should it be incomplete or there is an error, I attempt to work it out with the referee and their ARA to remedy the issues.

Common problems with the packets include:

1. Expired fitness or written tests. You have 6 months from the time you take your test(s) to the date of your assessments. If your test is 4 months or older, please help yourself and re-take the test before submitting the packet.
2. Inaccurate or missing training. I can't stress how important accurately documenting your clinic dates, numbers and hours are. I double check every clinic listed and even contact SDI's in other states to confirm that a class was held and you attended. When there are questions, I contact others to validate the level of training.
3. Listing recertification or other non-upgrade hours on your form. Please list only clinics that you take for upgrade. The WASRC web site MUST show them as intermediate (for grade 7 upgrades), advanced (5, 6, 7) or professional (all). For all upgrades, we accept training in the last 24 months before the packet is submitted. Training older than 24 months will be rejected. For clinics taken out of state (regional's, nationals, etc.,) I will contact others in the state to validate the training is appropriate level. For out of state training, you can speed up the process by contacting Juris Jansons to have him write an email stating the training is appropriate.
4. Incomplete or improper game logs. The upgrade page has a sample game log for submitting games. It may be tedious to fill out the log, it does help speed the process for your ARA and me.

In closing, if you have questions on the upgrade process, please feel free to contact me at chuck_the_ref@hotmail.com. I will try to respond within 48 hours.