



# The Flag and Whistle

Newsletter of the Soccer South Bay Referee Association

April 30, 2008

P.O. Box 10466, Torrance, CA 90505

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[www.ssbra.org](http://www.ssbra.org)

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## BYLAW CHANGES PROPOSED AND NOMINATIONS MADE SOCCER REFEREES GET A BIG RAISE IN PAY AND FREE PSYCHIATRIC CARE FREE TRANSPORTATION TO EURO 2008 SOCCER VENUE AVAILABLE

The April meeting started out with a bang, as the annual Sportsmanship awards were presented by President **Ed McClure**. These went to **Janice Urrutia** and SSBRA Member **Lauren Copley**, who were both present to accept them. Showing once again that there is no such thing as a free lunch, President **Ed McClure** asked them to say a few words to the group, which they did to much applause and good-natured comments. Janice (a high school junior) got a check for \$200, while high school senior Lauren got \$400. **Soccer Central** in Torrance also generously provided a gift certificate to both of the winners for \$75 each.

Secretary **Warren “Jacuzzi Jack” Howell** was up next, but did not have much to say yet. He did introduce newcomers **Miles Dawson**, **Ray Conboy** and **Sheila Danbeli** to the crowd, and talked them into saying a few words and getting the famous warm SSBRA welcome in response.

Treasurer **Tom “The Tightwad Treasurer” Mallen** took a turn, and told us there is \$5864.32 in the bank with a few bills still to be paid and some uncashed checks being held by some Members (these will be canceled at some point – cash them if you got them before that happens). Assignor **Bill Cook** then spoke briefly, thanking the group

for their efforts in covering State, National and local games. The next week-end matches in Simi Valley and in the South Bay are assigned, but there are still some holes and plenty of work for whoever wants games. **Alan Sampson** spoke up then to ask about timekeeping at the upcoming tournaments, with Bill confirming it was the usual running clock and encouraging the referees to read the tournament rules ahead of time. Bill also told us that so far SSBRA had covered about 2340 games in 2008, well on pace to reach 6000 by the end of the year.

Ed then smoothly turned the floor over to **Steve Elliott**, who modeled the (surprisingly) bright yellow shirts used at a recent MLS Galaxy game for us, which very definitely is not one of the 5 new USSF colors. Adding to the confusion, Steve also displayed the 4 different types of socks now in use, and then showed us that there were two different styles of the new green shirts out there as well, leaving some of the Members with a headache as we tried to figure it all out. Steve did say, to our relief, that mixing and matching different styles is OK for now – at least where shirts are concerned (with the different styles, colors and sleeve lengths, simple math shows there are now thirty (30) different shirts that could be worn at a match). After a comment by **Ralph “Worst Ref Ever” Quiroz**, Manny Fineberg took the floor and spoke to the confusion and concerns everyone has about all of this. Manny via Soccerone.com can supply whatever you need, and our Members can verify that it is all top quality at very reasonable prices (Manny again had some special socks and shoes for sale at the meeting that went very fast, with **Steve Brandon** in particular being seen hauling off enough socks to outfit most of an AYSO region). Manny also mentioned the “Big Sunday” event coming up and the special soccer opportunities the volunteers would provide for underprivileged kids.

It was time for **Larry Stern** to present the proposed changes to the bylaws, copies of which were provided. It is a major re-write, the motivation being that the old bylaws were meant for a much smaller group, and adjustments are needed to ensure that the Members themselves continued to have the strongest voices in the Association. The main areas of change were in electing the Member-at-Large, eliminating the Past-President Board position, having the Members ratify all appointed Board Members, allowing the bylaws to be changed 3 times a year, establishment of a fine appeal process, and the fine dollar amounts are to be reduced. Much discussion followed all of this of course, with Steve Elliott, **Ed Beverly** and **Dan Damian** all saying a few words before the amendments were formally presented and seconded (see full texts below). Then Ed Beverly presented a bylaw change of his own. The text of it, which is to be inserted “wherever it fits in the Bylaws,” reads “No Board Member shall choose which particular referee he or she is willing to work with; either as inclusive or exclusionary.”

Ed then asked how the Members felt about having the AGM in the same place as last year, with no one really offering a viable alternative (see below for time and place of the May AGM). Warren explained that the offices of President, Secretary and Treasurer were up for election in May (the treasurer spot being for one year only to find a replacement for Tom Mallen, who is leaving mid-way through his term). Nominations for these offices are to be made at this, the April meeting, with further nominations possible at the May AGM (these would not be on the printed ballot but would have to be written in). The bylaw modifications, after being submitted in writing at this April meeting, also would need to be voted on in May. All of this would be on one ballot to cut down on paper handling. At that point it was time for the nominations, with Vice-President **Paul Kelly**, as the only elected Board Member not directly involved, taking over the meeting. There was one nomination for each post: Ed McClure for President, Warren Howell for Secretary and Steve Brandon for Treasurer.

**Alvar Kabe** then asked to be heard about an unusual play in a recent game of his, with **Heidi “Honey” Garlick** and Steve Elliott supplying the answer after the expected discussion (an errant pass back was headed into the goal and a field defender played it out with his hand in the goal area – no DOGSO as there was no shot from an attacker involved). A general discussion came after with **Ernesto Perez** (who will soon be starting his college career at UC Davis), **Jim Lucania** (telling us about an incident at a National Cup match), Ed McClure, Ralph Quiroz, **Rick Gates** and Dan Damian all sharing their views and thoughts with the crowd.

It was finally time for the raffle, featuring much sought after, high-quality valuable prizes generously donated by Manny Fineberg and Soccerone.com. Taking a break from passing out checks, Tom Mallen arranged for the goodies to be won by the deserving, with **Sharam Danbeli, Veto Galati, Bob Foster, Pablo Diaz, George**

**Heggie, Bob Slater, Dave Lanoye, Art Frankel** and Tom Mallen himself all getting lucky. Tom was not done yet, as he then started passing out cash right and left, looking not unlike a Chicago politician at election time, to those who had paid for parking in Bakersfield and what not, making him (at least for that evening) the most popular man in Torrance. Meanwhile, with the meeting adjourned and the Board Members no longer droning, the rest of the Members got down to what they like best, socializing and telling tall tales to each other.

## **BOARD OF DIRECTORS MEETING, April 21, 2008**

- Larry Stern presented the proposed changes to the bylaws that the special committee had created. After discussion, the Board voted unanimously to recommend said changes
- Some SBPSL O/40 games were discussed, they went well
- The next Center Circle Award is still ready for presentation
- Ray Conboy and **Sheila Danbeli** were accepted as new Members
- A late fine was imposed on a Member for a recent incident
- There is \$8360.51 in the bank. Upcoming expenses include \$1800 for insurance and pizza night at the AGM
- The purchase of a piece of computer equipment for training was discussed. **Gabriel "Mario" Goldsman** will research a no-cost alternative
- A lengthy discussion took place over an issue at the request of a Board Member. The Members of the Board had a difference of opinion, and no resolution was reached.
- The Sportsmanship awards will go to Janice Urrutia and Lauren Copley, and will be presented at the April general meeting
- AGM location discussed. The Members will be asked their opinion at the April meeting
- **Tom Bobadilla** is taking a group of referees to a tournament in Juneau, Alaska later in the year
- There was then a general discussion of several Members and their recent match performances
- The posts of President, Secretary and Treasurer (because of Tom Mallen's resignation) are up for election at the May AGM. Nominations will be held at the April meeting, as will the presentation of the bylaw changes. Warren will create written bylaw change handouts for the meeting
- Bill reported that the SBS schedules are getting to him late, making the assigning all the more challenging. Larry Stern is helping out and learning how it is done.
- The Barraga 7v7 league has apparently folded



Janice and Ed



Lauren and Ed

## **NEXT MONTHLY MEETING**

**THE NEXT MEETING, THE ANNUAL GENERAL MEETING, IS ON TUESDAY, MAY 27, 2008 AT 7:00 P.M. THE LOCATION WILL BE AT THE LAMPPOST PIZZA IN ROLLING HILLS ON CRENSHAW BLVD. AND ROLLING HILLS ROAD. THE ELECTION PART OF THE MEETING (PRESIDENT, SECRETARY, TREASURER, AND BYLAW CHANGES) WILL BE HELD IN THE PARKING LOT. AFTER THE ELECTION WE WILL GO INTO THE RESTAURANT AND HAVE OUR ANNUAL PARTY (SSBRA MEMBERS ONLY PLEASE AT THE PARTY, NO FAMILY OR OTHER NON-MEMBERS). NOTE THE EARLY START TIME AND CHANGE OF LOCATION.**

## **Soccer Referee Passes Away at Half-Time of National Cup Match** (submitted by **Russ Lloyd**)

This Saturday, April 26, at the John Blanche facility in Temecula, we lost a long time friend and referee, **Tom Freestone**. Most of us will remember him as a knowledgeable referee who knew the game, but wanted to have fun while doing the game. He was centering the first half of his game, but was unable to return to complete the game. He passed away at approximately 8:52 AM and left behind of his son Toby, daughter Jamie and grandson Tommy.

We all should think of the good times we had with him and the knowledge he gave to us. May we all take a moment to say our prayers and thanks for what we have and what Tom gave us.

## **State and National Cup News** (submitted by Jim Lucania)

Ernesto Perez and I, plus another 30 or so other mentor program refs, were in Temecula on the April 19-20 handling all the State Cup quarters, semis and finals from U14-U19. In honor of Heros, all the referees wore black armbands with an HB logo on it and Cal South produced a memorial coin with a caricature likeness of Heros and his dates on the front and the Cal South logo on the back. We both got some good assignments and are doing the association proud. On Saturday my team worked a U19 and a U18 boy's semi and a U19 girl's semi. Ernesto's worked the other U18 boy's semi, a U15 boy's semi and a U18 girl's quarterfinal. On Sunday my team worked the U16 girl's final and Ernesto's the U15 girl's final. We were together for the U18 girl's final.

Our group will be split up for National Cup next weekend, but we will wear those armbands again in both Lancaster and San Juan Capistrano. All game fees, instructor fees and assessor fees we earn next weekend at those two sites will be donated to the **Heros Baghoumian** Memorial Fund.



Referees, including Jim Lucania, take time out for a photo opportunity during State Cup matches in Temecula

## **Euro 2008 Refs to Tackle Dissent and Violent Play** (submitted by **Lee Jordan**)

REGENSDORF, Switzerland, April 17 (Reuters) - Referees at Euro 2008 will come down hard on players who use excessive force or show dissent if they follow instructions they were given on Thursday. The 12 referees who will officiate at the June tournament in Austria and Switzerland were handed a six-point list of instructions at the end of a four-day workshop at their Euro 2008 base near Zurich. The instructions, compiled by European soccer's governing body UEFA, order referees to "act firmly (red card) against challenges involving excessive force...including the illegal use of arms and elbows."

UEFA said that players would also be expected to respect officials' decisions. "Referees can accept a spontaneous expression of frustration from players," the instructions state, "but will firmly sanction players who show dissent to the referees by word or action." The referees have also been instructed to control holding or pushing in the penalty area prior to corners and free kicks and to punish "simulation intended to deceive the referee" with yellow cards.

As is already the case in the Champions League, UEFA's disciplinary body will be able to use video evidence to punish players who fool the referee by diving or pretending to have been fouled.

The referees have also been told to deal firmly with mass confrontations with the instructions stating that "any players involved... have to realize that the main protester(s), including any who run over to join in, will get a yellow card." At a news conference accompanying the workshop, UEFA referees' committee member **Hugh Dallas** warned "we can guarantee a minimum of one player from each team will be cautioned following such an incident." The list ends with a note to team coaches, advising them that they will be "left to do their jobs" in the technical area immediately in front of the team bench provided they act responsibly. "If a coach openly criticizes the referee, action will be taken to curb his behavior," the instructions add.

The directives do not include any radical changes to existing practice in European competition but instead highlight the areas in which referees will be asked to place particular emphasis during Euro 2008. UEFA president **Michel Platini** said last month that the organization would use the tournament to call for more respect within the game with individual campaigns addressing the need to respect opponents, national anthems and referees.

UEFA said they would demonstrate their own respect for the referees with an accompanying support team and increased pay levels. In addition to the team of referee-specific doctors, fitness trainers and masseurs provided at Euro 2004, match officials will also be offered the services of a sports psychologist. Referees will be paid 10,000 euros for every match at which they officiate with their assistants receiving 5,000 euros. That corresponds to an increase of almost 60 percent compared with Euro 2004 where the officials received the same amount but in Swiss francs. "UEFA decided the amount of pay based upon the pressure and responsibility, the professional preparations required and, of course, the quality of the referees," UEFA's head of refereeing **Ivan Cornu** told the news conference. UEFA said the 12 referees, who will be matched with assistants from each of their own countries, had been selected based on their good performances in European matches.

List of 12 Euro 2008 referees:

**Konrad Plautz** (Austria)  
**Frank de Bleckere** (Belgium)  
**Howard Webb** (England)  
**Herbert Fandel** (Germany)  
**Kyros Vassaras** (Greece)  
**Roberto Rosetti** (Italy)  
**Pieter Vink** (Netherlands)  
**Tom Henning Ovrebo** (Norway)

**Lubos Michel** (Slovakia)  
**Manuel Enrique Mejuto Gonzalez** (Spain)  
**Peter Frojdfeldt** (Sweden)  
**Massimo Busacca** (Switzerland)

### **Smoke Gets in Your Eyes.....** (recent news article)

Ajax kept alive its title hopes on April 14, rallying for a 2-1 victory over FC Groningen. **Luis Suarez** struck in the 66th minute to regain the lead for Ajax after **Matias Cahais'** goal on the stroke of halftime had cancelled out **Rasmus Lindgren's** early opener for the visitors. Ajax moved within three points of first-place PSV Eindhoven with one game remaining. If PSV loses at Vitesse Arnhem on Sunday and Ajax beat Heracles Almelo, the Amsterdam club could still sneak the title by virtue of a better goal difference.

Wednesday's match at the Euroborg had originally been scheduled for last weekend but had to be postponed after Groningen fans set fire to rolls of toilet paper in the stands, shrouding the stadium in smoke.

### **Wisdom for Referees** (from OCSRA newsletter)

#### **Work Hard**

Players usually work at it-so should you. Everyone respects hard work. Tell yourself, "I'm going to stay with play. I'll run with the players. I am up to this game. My effort will be worthy of this game." Earn respect. You are there to make calls that control the game. Make them!

#### **Fans / Critics**

Fans are usually ignorant of the laws, highly emotional and biased. Some yell, 'get after' referees. So what? Ignore them. Ask coach to deal with them, if they get out of hand. Sometimes coaches, others have good points to criticize. Some of that is OK. Ask experienced officials about it. Assessments can help. No player, coach or referee is perfect. Anyone can work to improve.

#### **Be In Charge**

Show confidence. Dress in proper uniform, knee socks up. Shoes polished. Be firm but positive. Act-never threaten. If it deserves your action- do it. Actions speak louder than words. Never justify or explain calls. Appearance, voice, whistles, solid effort: show you are there to do the job. Say little. Let players play.

#### **Turn Off Heat**

When things heat up, emotions run high, you are the one to be calm. You can do the right thing, with a degree of calmness. Be sure, then act-under control. Make calls, especially fouls decisively, right away. If it looks like a bad thing-it is probably a foul. Stop it. Call it. Injuries-stop play. Be sensitive to the younger players. Young means you need to stop for even slight injuries- immediately!!! Slow it down. When things slow down, they cool off.

#### **Say What?**

If the moment is appropriate (quiet, calm, no controversy) then respond to polite normal tone of voice inquiry. "Why did you call that?" 'I saw it that way.' Or 'The call has been made.' "What's the call?" 'Blue ball going this way.' "You missed a throw-in." 'You're right #12, we all miss a few. I'll keep a closer eye out.' "How much time left?" 'Less than 10', 'about half the period left', 'under 2 minutes', etc. (Be general. Later, you may have to stop the clock for good reason.)

#### **Never debate a call.**

Be decisive. Avoid talking to rude, hostile coaches or players. One cannot reason with the unreasonable person. Get on with play. Yet you can be approachable and human: Example: If you point wrong way and realize your error, (before play has restarted), correct it. 'I'm sorry, it is this way.' "Ref, watch the pushing." 'Thanks, I will. Both teams.' Then get on with play. A moving ball is best friend of referee and players alike.

## **France Orders 2 Fan Groups Disbanded** (recent news article)

PARIS (AP), April 17 —The French government ordered two soccer fans groups at Paris Saint-Germain and Metz to disband.

Interior Minister **Michele Alliot-Marie** said the far-right fans were involved in several racist incidents at the clubs' stadiums. The groups are the Boulogne Boys at PSG and The Faction at the eastern city of Metz. A commission recommended the move Thursday to help prevent violence at sports venues.

The Boulogne Boys drew headlines after a March 29 match when a banner insulted people from northern France. The Faction fans at Metz shouted racial insults at a Moroccan player from Valenciennes in February. PSG and Metz play in the top French league.

## **This Could Apply to SSBRA Members at Meetings Too** (7<sup>th</sup> grade math teacher to her class)

“During the performance, half of you were sleeping, half of you were talking, and the other half of you were flat out being rude!”

## **Marlene's Going to China** (submitted by Tom Bobadilla)

**Marlene Duffy**, FIFA AR, has been selected to represent us in the Olympics. This is a great achievement for Marlene, her family and the USSF referee program. We're very happy that she is a Cal South referee, (via Oregon) and we wish her well as we know she will represent us well. Soon we will post a story on her career and personal achievements. Please congratulate her the next time you see her.

## **By Popular Demand, the Large Member Will NOT Participate** (recent news article)

By **William J. Kolf**, AP

VIENNA, Austria (AP) - It might be a good time to make strategic use of a yellow card.

New York contemporary artist **Spencer Tunick** has gained notoriety worldwide for photographing thousands of people in the nude. Now he's planning to pack a Vienna soccer stadium with 2,008 naked fans in the run-up to the Euro 2008 tournament. Austria's national railway said it will offer free travel to the first 2,008 men and women who sign up to bare it all for the May 11 spectacle.

Tunick wants to pose them on the field inside Ernst Happel Stadium, where the tournament final will be played. Austria and Switzerland are co-hosting the event, which runs from June 7-29. "2,008 naked people would be super!" said **Katharina Murschetz** of Kunsthalle Wien, a prestigious Vienna art exhibition center that is organizing the mass-nudity display.

## The Proposed Changes to the Association Bylaws are:

~~SSBRA Bylaws 2007~~

# Page 1 **SOCCER SOUTH BAY REFEREE ASSOCIATION** **BYLAWS, ~~2007~~2008**

## I NAME

The name of the organization shall be: Soccer South Bay Referee Association.

## II PURPOSES

The purposes for which this organization is formed are:

- A. ~~A.~~ To establish and maintain a high level of soccer officiating.
- B. ~~B.~~ To recruit, train, and evaluate referees to officiate soccer games in ~~southwestern California~~ the CAL-SOUTH REGION.
- C. ~~C.~~ To coordinate the assignment of referees to games in leagues served by the Soccer South Bay Referee Association (hereinafter called the Association or SSBRA) in this area.
- D. ~~D.~~ To standardize the interpretation and application of the Laws of the Game in accordance with FIFA and USSF decisions.
- E. ~~E.~~ To promote the game of soccer throughout the community by encouraging a better understanding of the Laws.

## III NONPROFIT

This Association is organized exclusively for nonprofit purposes, and no part of its net earnings shall inure to the benefit of a member, officer or director thereof.

## IV MEMBERS

- A. ~~A.~~ Membership in this Association shall be limited to referees 14 years of age or older who are currently registered with USSF or who have satisfactorily met the standards prescribed by SSBRA to demonstrate their knowledge of the Laws of the Game, their physical ability and their officiating proficiency.
- B. ~~B.~~ Applications shall be approved by the Board of Directors.
- C. ~~C.~~ To be considered a member in good standing, each member shall:
  1. Attend at least one clinic on the Laws of the Game each year.
  2. ~~Referee shall maintain~~ Maintain physical abilities equivalent to the level of assigned competition.
  3. Attend ~~at least 60% of the meetings of the general~~ an acceptable number of membership meetings.



4. Have paid all dues and assessments within 60 days of the due date.

~~SSBRA Bylaws 2007~~

~~Page 2~~

## V FEES AND DUES

- A. ~~A.~~ The annual dues are payable on or before July 1 of each year and will be \$60.00 for all members maintaining an e-mail address, and \$70.00 for all members without an e-mail address.
- B. ~~B.~~ Special assessments, when approved by the membership voting at a general membership meeting, may be levied on the members when necessary to sustain the Association.

## VI OFFICERS

A. ~~A.~~ President - The duties of the President are to:

1. ~~1.~~ Perform the duties incident to this office and such other duties as may be required by law. He/She shall be the official spokesperson to the public for the Association.
2. ~~2.~~ Supervise and control the business of SSBRA with the consent of the Board of Directors.
3. ~~3.~~ Preside at all meetings of the ~~general~~ membership and of the Board of Directors.
4. ~~4.~~ Be an ex-officio member of all committees. if he/she so chooses.

B. ~~B.~~ Vice President - The duties of the Vice President are to:

1. ~~1.~~ Exercise the powers of the President in the event of his absence or disability.
2. ~~2.~~ Assist the President in the performance of his duties.
3. Chair the Grievance Committee and select the Committee members.
4. ~~3.~~ Have such powers and perform such other duties as may be imposed by law or as may be prescribed by the Board of Directors.

5. ~~D. Secretary - The duties of the Secretary are to:~~

6. ~~1. Take minutes and maintain a book of the minutes of all meetings of the~~

7. ~~Board of Directors and the general membership.~~

8. ~~2. Maintain an up-to-date roll of all members.~~

9. ~~3. Perform such other duties incident to the office as may be assigned by the~~

10. ~~Board of Directors, or as required by law.~~

C. ~~C.~~ Treasurer - The duties of the Treasurer are to:

1. ~~1.~~ Receive all moneys due to the Association.
2. ~~2.~~ Deposit collected moneys in such depository as designated by the Board of Directors.
3. ~~3.~~ Disburse moneys as required and approved by the Board of Directors.

4. ~~SSBRA Bylaws 2007~~

5. ~~Page 3~~

- 6. ~~4.~~ Maintain adequate and correct books of account, showing receipts and disbursements of the Association and an account of its cash and other assets.
- 7. ~~5.~~ Prepare and serve statements of account for the dues of members and any other person or organization.
- 8. ~~6.~~ Give a financial report at all ~~general~~ membership meetings.
- 9. ~~7.~~ Perform such other duties incident to the office as may be assigned by the
- 10. ~~Board of Directors, or as required by law.~~
- 11. ~~D. Past President—The Immediate Past President shall act as ex-officio member of~~
- 12. ~~the Board of Directors for two years following his term of office providing he~~
- 13. ~~remains active in the Association.~~ Prepare an Association fiscal budget for the Board of Directors as a guideline for expenditures.
- 14. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.

D. Secretary - The duties of the Secretary are to:

- 1. Take minutes and maintain a book of the minutes of all meetings of the Board of Directors and the general membership.
- 2. Maintain an up-to-date roll of all members.
- 3. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.

E. Member-at-Large-The duties of the Member-at-Large are to be:

- 1. Represent any member who appears before an Appeals Board, unless requested otherwise.
- 2. May not vote on disciplinary matters.
- 3. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.

## VII ELECTIONS OF OFFICERS

- A. ~~A.~~ Officers shall be elected by a vote of the membership at the Annual General Meeting in May of each year.
- B. ~~B.~~ The President and Secretary will be elected for two-year terms in even-numbered years.
- C. ~~C.~~ The Vice President and Treasurer will be elected for two-year terms in ~~odddnumbered~~odd-numbered years.
- D. A Member-at-Large will be elected for a two-year term in the even-numbered years.
- E. All non-elected Board members shall be ratified at the next membership meeting after their appointment. Said members shall serve until the next AGM.
- F. ~~D.~~ If an office becomes vacant during the first year of a term, a replacement shall be elected for the second year of the term at the next AGM.
- G. ~~E.~~ The term of office of newly-elected officers and appointed Board members shall begin on the first of July after elections.

## VIII BOARD OF DIRECTORS

### A. ~~A.~~ Members:

1. ~~1.~~ Officers.

2. Other Members.

a. ~~a.~~ The Board of Directors shall appoint an Assignor and other Board members having duties as it may deem necessary.

b. ~~b.~~ Such members will serve at the discretion of the Board of Directors.

3. ~~3.~~ All Members of the Board shall also be Members of the Association in good standing.

### B. ~~B.~~ Duties - The duties of the members of the Board of Directors are to:

1. ~~1.~~ Deal with all matters pertaining to Association business.

2. ~~SSBRA Bylaws 2007~~

3. ~~Page 4~~

4. ~~2.~~ Deal with matters pertaining to soccer and referees as related to the Association.

5. ~~3.~~ Appoint members to office vacancies whose terms will last until the next AGM.

6. ~~Annual~~

7. ~~C. General Meeting.~~

8. ~~1.~~ Have sole discretion to deal with disciplinary matters related to Association members. (Subject to Section XI.)

### C. ~~D.~~ Authority:

1. ~~1.~~ All Board decisions (except disciplinary matters) shall be final, subject to appeal by 2/3 of the members present at a membership meeting (Subject to Section XI).

2. ~~2.~~ The Board of Directors shall deal with all differences and controversies which may arise within the Association, or any other matters not covered by the Bylaws.

3. ~~3.~~ Majority vote by the Board of Directors may immediately dismiss any member of the association for just cause. (Subject to section XI.)

### D. ~~E.~~ Meetings:

1. ~~1.~~ Shall be held not less than bimonthly.

2. ~~2.~~ Shall be held at the request of the President.

3. ~~3.~~ Prior notice of upcoming meetings shall be given to Board members.

### E. ~~F.~~ Quorum - A majority of the Board members.

## IX ANNUAL GENERAL MEETING

A. ~~A.~~ The Annual General Meeting (AGM) shall be held in May of each year.

B. ~~B.~~ The time and location shall be set by the President.

C. ~~C.~~ Prior notice shall be mailed or e-mailed to each member.

D. ~~D.~~ A quorum of the AGM shall be 25% of all members, excluding honorary members.

E. ~~E.~~ All meetings shall be governed by *Robert's Rules of Order*, as may be revised from time to time.

F. ~~F.~~ Changes to the Bylaws may be proposed in the following manner:

1. ~~1.~~ Bylaws may be changed only during the AGM, the October membership meeting or the February membership meeting by a vote of a majority of the quorum, except as noted in section XIII (I).
2. ~~2.~~ All proposed Bylaw amendments shall be presented in writing at the ~~general~~membership meeting immediately prior to the ~~AGM~~next membership meeting where it will be voted on. Such amendments shall be published in the minutes of that meeting and distributed to the members not less than one week prior to the membership meeting or a membership meeting or the AGM.

3. ~~SSBRA Bylaws 2007~~

4. ~~Page 5~~

5. ~~3. The provisions of these Bylaws shall not preclude non-written proposals for~~

6. ~~Bylaw changes at the AGM. A member may propose germane Bylaw~~

7. ~~changes at the AGM without prior written submission. The President will~~

8. ~~determine if the proposal is appropriate for consideration by the membership.~~

## X GENERAL MEETINGS

A. ~~A.~~ There shall be a minimum of five ~~general~~membership meetings per year.

B. ~~B.~~ The time and location shall be set by the President.

C. ~~C.~~ Prior notice shall be mailed or e-mailed to each member.

D. ~~D.~~ A quorum of the ~~general~~membership meeting shall be 25% of all members, excluding honorary members

E. ~~E. All residents of the local community in soccer are encouraged to attend these~~

F. ~~All membership~~ meetings are open to the general public.

G. ~~F.~~ The agenda will include Association business, discussion of the Laws of the Game, or other matters as they pertain to soccer.

## XI MEMBERSHIP CODE OF CONDUCT

A. ~~A.~~ Any member creating a breach of faith or slandering a member of this Association or any other referee association shall be considered guilty of improper conduct.

B. Members shall respect and abide by any and all decisions made by this Association.

C. Members shall conduct themselves in a respectable manner. They shall abide by these Bylaws and the USSF Referee's Code of Conduct.

D. ~~B.~~ All charges against a member shall be made in writing to the President setting forth full details. The President shall notify the member of the charges against him. The member will be given 72 hours either to offer a written response or at his option request a hearing before the Board of Directors.

E. ~~C.~~ The President shall present the written charges and the member's response, if any, to the Board. Alternatively, the Board shall afford the member a hearing on the charges.

F. ~~D.~~ The Board shall decide by majority vote of the total number of Board Members any penalties and/or fines which it deems appropriate, including suspension and expulsion from the Association.

G. ~~E. Members shall respect and abide by any and all decisions made by this~~

H. ~~Association.~~

I. ~~F. Members shall conduct themselves in a respectable manner. They shall abide by~~

J. ~~these Bylaws and the USSF Referee's Code of Conduct.~~

K. ~~SSBRA Bylaws 2007~~

L. ~~Page 6~~

M. If the Board of Directors upholds the disciplinary action, the member may request an appeal of the decision to the Grievance Committee. This appeal shall be made in writing to the Secretary within 7 days of receiving the notice of upheld charges.

N. The Grievance Committee Chairperson will set up a meeting to be held within 7 days of receiving the request for said meeting. The meeting shall be conducted with a representative of the Board of Directors, the aggrieved member, the Member-at-Large if requested, or any other SSBRA member acting as an advocate for the aggrieved. With both sides present, they will present their arguments to the Grievance Committee and then leave the meeting.

O. The Grievance Committee, after hearing both sides, shall determine to uphold, modify or dismiss the charge(s) against the member. The Grievance Committee Chairperson shall provide a written notification to the Secretary and the aggrieved member of their decision. This notice shall be delivered within 3 days of the said meeting.

P. The decision of the Grievance Committee shall be final.

Q. The Grievance Committee:

1. Shall be composed of at least four members appointed by the Vice President.

2. The Chairperson of the Grievance Committee shall be the Vice President. He/She shall vote only in the case of a tie vote. All other members of the Grievance Committee shall not be members of the Board of Directors.

3. In the event that a member of the Grievance Committee will be involved in the hearing as the member being charged or as the accuser, that Committee member shall be replaced. If the Vice President is involved in the hearing, the Treasurer, who will act as the Chairperson of the Grievance Committee, shall replace him/her.

## XII UNIFORMS

A. ~~A.~~ The official uniform shall be as defined by USSF or as otherwise defined by the

B. ~~Association.~~

C. ~~B. Referees are to present a professional appearance as outline per USSF. All~~

D. ~~current variations of the Uniform shall be complete and well maintained.~~

E. ~~C. A referee may wear a hat (all black baseball type cap) or head covering if~~

F. ~~necessary for religious or medical reasons provide that the head gear falls within the guidelines Association. Association referees will follow the guidelines as set by USSF and the level governing bodies of each competition.~~

G. ~~D.~~ While officiating games which are assigned by the SSBRA assignor, the referee must wear the appropriate USSF referee badge during USSF-affiliated games, and the Association badge during non-USSF affiliation games.

### XIII GENERAL OPERATING PROCEDURES

A. ~~A.~~ A referee assigned to a game who fails to report without good cause or who fails to report to two assignments for any cause within a one year period of time, shall be subject to disciplinary action from the Association.

1. ~~1.~~ When a Referee is tardy in submitting game cards, game reports or player cards, the referee will be fined one-half of the total referee match fee for subsequent offenses within one year. This rule will apply to all leagues with which SSBRA has a contract specifying a time for submitting the cards and/or game reports.

2. ~~2.~~ Fees paid to SSBRA as a result of a late-canceled game will revert to the SSBRA treasury.

3. ~~3.~~ When a referee fails to fulfill a commitment for a game assignment properly assigned by the Association, the referee will be fined the ~~total~~ referee match fee per assignment. In addition, the referee will pay any penalties charged to SSBRA by the league.

4. ~~4.~~ If there is a referee no-show in a game scheduled to use the Diagonal System of Control, the senior referee will decide on the method of game control- unless specified by the league.

5. ~~5.~~ If the SSBRA assignor makes a mistake in game assignments, the Association will pay one-half of the Referee/AR fee to the referee assigned in error, provided the referee requests payment in writing by submitting a game report within ~~72 hours~~ 30 days.

6. The one year period referred to in XIII A shall begin on the date of the first infraction.

B. ~~B.~~ A member assigned to a game shall be on the playing field in sufficient time to perform the necessary pre-game activities and assure that the game will start at the prescribed time.

C. ~~C.~~ No referee may change his assignment without the prior approval of the assignor.

D. ~~SSBRA Bylaws 2007~~

E. ~~Page 7~~

F. ~~D.~~ No member may solicit or accept assignments ~~from a league~~ for games served by the Association except through the assignor or his designated representative.

G. ~~E.~~ The Association shall attempt to purchase medical/liability insurance to covers its members in good standing while refereeing games scheduled by the assignor. In the event such insurance cannot be obtained at a reasonable fee in the judgment of the Board, all such insurance shall be the sole responsibility of each member. The Association will not accept medical or liability claims for injury or property damage.

H. ~~F.~~ Liability insurance premiums for the Board of Directors shall be borne by the Association for coverage while conducting Association business.

I. ~~G.~~ Any member has the right to appeal a decision ~~given~~ (except disciplinary matters) rendered by the Board of Directors ~~in.~~ Appeals may be made per VIII C.1. or per XI G-K.

J. ~~the following manner:~~

K. ~~1. Submit a written request to attend a Board of Directors meeting. Upon receipt~~

- L. ~~of the request, the Board will invite the member to the next meeting.~~
- M. ~~2. Request the matter be brought before the general membership. Two-thirds of~~
- N. ~~the members may overrule a decision of the Board of Directors. The vote will~~
- O. ~~be taken by secret ballot and counted by a neutral party.~~
- H. ~~H.~~ If a team no-show report is properly filed by a referee, the referee will be reimbursed the referee fee by the SSBRA treasury.
- I. ~~I.~~ Operating procedures may be amended by majority vote at a ~~general~~membership meeting, and shall be considered the official policy of the Association.
- J. ~~J. SSBRA will help train new referees in the area by sponsoring local USSF referee~~
- K. ~~clinics.~~
- L. The Board of Directors shall form a committee to review the By-laws on the odd numbered years unless the Board deems a special review is needed.
- M. ~~K.~~ Any member may propose an expenditure of Association funds for a worthy soccer-related purpose, subject in all cases to the approval of the Board of Directors under the provisions of paragraphs VI (~~D~~C.3) and VIII (C.1u).
- N. The Board of Directors shall choose a non-Board member(s) to perform an informal review of the Associations financial records on even numbered years.

## The Proposed Revised Association Bylaws:

# SOCCKER SOUTH BAY REFEREE ASSOCIATION BYLAWS, 2008

## I NAME

The name of the organization shall be: Soccer South Bay Referee Association.

## II PURPOSES

The purposes for which this organization is formed are:

- A. To establish and maintain a high level of soccer officiating.
- B. To recruit, train, and evaluate referees to officiate soccer games in the CAL-SOUTH REGION.
- C. To coordinate the assignment of referees to games in leagues served by the Soccer South Bay Referee Association (hereinafter called the Association or SSBRA) in this area.
- D. To standardize the interpretation and application of the Laws of the Game in accordance with FIFA and USSF decisions.

E. To promote the game of soccer throughout the community by encouraging a better understanding of the Laws.

### **III NONPROFIT**

This Association is organized exclusively for nonprofit purposes, and no part of its net earnings shall inure to the benefit of a member, officer or director thereof.

### **IV MEMBERS**

- A. Membership in this Association shall be limited to referees 14 years of age or older who are currently registered with USSF or who have satisfactorily met the standards prescribed by SSBRA to demonstrate their knowledge of the Laws of the Game, their physical ability and their officiating proficiency.
- B. Applications shall be approved by the Board of Directors.
- C. To be considered a member in good standing, each member shall:
  - a. Attend at least one clinic on the Laws of the Game each year.
  - b. Maintain physical abilities equivalent to the level of assigned competition.
  - c. Attend an acceptable number of membership meetings.
  - d. Have paid all dues and assessments within 60 days of the due date.

### **V FEES AND DUES**

- A. The annual dues are payable on or before July 1 of each year and will be \$60.00 for all members maintaining an e-mail address, and \$70.00 for all members without an e-mail address.
- B. Special assessments, when approved by the membership voting at a membership meeting, may be levied on the members when necessary to sustain the Association.

### **VI OFFICERS**

- A. President - The duties of the President are to:
  - a. Perform the duties incident to this office and such other duties as may be required by law. He/She shall be the official spokesperson to the public for the Association.
  - b. Supervise and control the business of SSBRA with the consent of the Board of Directors.
  - c. Preside at all meetings of the membership and of the Board of Directors.
  - d. Be an ex-officio member of all committees, if he/she so chooses.
- B. Vice President - The duties of the Vice President are to:
  - a. Exercise the powers of the President in the event of his absence or disability.
  - b. Assist the President in the performance of his duties.
  - c. Chair the Grievance Committee and select the Committee members.
  - d. Have such powers and perform such other duties as may be imposed by law or as may be prescribed by the Board of Directors.



- C. Treasurer - The duties of the Treasurer are to:
- a. Receive all moneys due to the Association.
  - b. Deposit collected moneys in such depository as designated by the Board of Directors.
  - c. Disburse moneys as required and approved by the Board of Directors.
  - d. Maintain adequate and correct books of account, showing receipts and disbursements of the Association and an account of its cash and other assets.
  - e. Prepare and serve statements of account for the dues of members and any other person or organization.
  - f. Give a financial report at all membership meetings.
  - g. Prepare an Association fiscal budget for the Board of Directors as a guideline for expenditures.
  - h. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.
- D. Secretary - The duties of the Secretary are to:
- a. Take minutes and maintain a book of the minutes of all meetings of the Board of Directors and the general membership.
  - b. Maintain an up-to-date roll of all members.
  - c. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.
- E. Member-at-Large - The duties of the Member-at-Large are to be:
- a. Represent any member who appears before an Appeals Board, unless requested otherwise.
  - b. May not vote on disciplinary matters.
  - c. Perform such other duties incident to the office as may be assigned by the Board of Directors, or as required by law.

## **VII ELECTIONS OF OFFICERS**

- A. Officers shall be elected by a vote of the membership at the Annual General Meeting in May of each year.
- B. The President and Secretary will be elected for two-year terms in even-numbered years.
- C. The Vice President and Treasurer will be elected for two-year terms in odd-numbered years.
- D. A Member-at-Large will be elected for a two-year term in the even-numbered years.
- E. All non-elected Board members shall be ratified at the next membership meeting after their appointment. Said members shall serve until the next AGM.
- F. If an office becomes vacant during the first year of a term, a replacement shall be elected for the second year of the term at the next AGM.
- G. The term of office of newly-elected officers and appointed Board members shall begin on the first of July after elections.

## **VIII BOARD OF DIRECTORS**

- A. Members:
  - a. Officers.
  - b. Other Members.
    - a. The Board of Directors shall appoint an Assignor and other Board members having duties as it may deem necessary.
    - b. Such members will serve at the discretion of the Board of Directors.
  - c. All Members of the Board shall also be Members of the Association in good standing.
- B. Duties - The duties of the members of the Board of Directors are to:
  - a. Deal with all matters pertaining to Association business.
  - b. Deal with matters pertaining to soccer and referees as related to the Association.
  - c. Appoint members to office vacancies whose terms will last until the next AGM.
  - d. Have sole discretion to deal with disciplinary matters related to Association members. (Subject to Section XI).
- C. Authority:
  - a. All Board decisions (except disciplinary matters) shall be final, subject to appeal by 2/3 of the members present at a membership meeting (Subject to Section XI).
  - b. The Board of Directors shall deal with all differences and controversies which may arise within the Association, or any other matters not covered by the Bylaws.
  - c. Majority vote by the Board of Directors may immediately dismiss any member of the association for just cause. (Subject to section XI).
- D. Meetings:
  - a. Shall be held not less than bimonthly.
  - b. Shall be held at the request of the President.
  - c. Prior notice of upcoming meetings shall be given to Board members.
- E. Quorum - A majority of the Board members.

## **IX ANNUAL GENERAL MEETING**

- A. The Annual General Meeting (AGM) shall be held in May of each year.
- B. The time and location shall be set by the President.
- C. Prior notice shall be mailed or e-mailed to each member.
- D. A quorum of the AGM shall be 25% of all members, excluding honorary members.
- E. All meetings shall be governed by *Robert's Rules of Order*, as may be revised from time to time.
- F. Changes to the Bylaws may be proposed in the following manner:
  - a. Bylaws may be changed only during the AGM, the October membership meeting or the February membership meeting by a vote of a majority of the quorum, except as noted in section XIII (I).
  - b. All proposed Bylaw amendments shall be presented in writing at the membership meeting immediately prior to the next membership meeting where it will be voted on. Such amendments shall be published in the minutes of that meeting and distributed to the members

not less than one week prior to the membership meeting or a membership meeting or the AGM.

## **X GENERAL MEETINGS**

- A. There shall be a minimum of five membership meetings per year.
- B. The time and location shall be set by the President.
- C. Prior notice shall be mailed or e-mailed to each member.
- D. A quorum of the membership meeting shall be 25% of all members, excluding honorary members
- E. All membership meetings are open to the general public.
- F. The agenda will include Association business, discussion of the Laws of the Game, or other matters as they pertain to soccer.

## **XI MEMBERSHIP CODE OF CONDUCT**

- A. Any member creating a breach of faith or slandering a member of this Association or any other referee association shall be considered guilty of improper conduct.
- B. Members shall respect and abide by any and all decisions made by this Association.
- C. Members shall conduct themselves in a respectable manner. They shall abide by these Bylaws and the USSF Referee's Code of Conduct.
- D. All charges against a member shall be made in writing to the President setting forth full details. The President shall notify the member of the charges against him. The member will be given 72 hours either to offer a written response or at his option request a hearing before the Board of Directors.
- E. The President shall present the written charges and the member's response, if any, to the Board. Alternatively, the Board shall afford the member a hearing on the charges.
- F. The Board shall decide by majority vote of the total number of Board Members any penalties and/or fines which it deems appropriate, including suspension and expulsion from the Association.
- G. If the Board of Directors upholds the disciplinary action, the member may request an appeal of the decision to the Grievance Committee. This appeal shall be made in writing to the Secretary within 7 days of receiving the notice of upheld charges.
- H. The Grievance Committee Chairperson will set up a meeting to be held within 7 days of receiving the request for said meeting. The meeting shall be conducted with a representative of the Board of Directors, the aggrieved member, the Member-at-Large if requested, or any other SSBRA member acting as an advocate for the aggrieved. With both sides present, they will present their arguments to the Grievance Committee and then leave the meeting.
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## **XII UNIFORMS**

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  - d. If there is a referee no-show in a game scheduled to use the Diagonal System of Control, the senior referee will decide on the method of game control unless specified by the league.
  - e. If the SSBRA assignor makes a mistake in game assignments, the Association will pay one-half of the Referee/AR fee to the referee assigned in error, provided the referee requests payment in writing by submitting a game report within 30 days.
  - f. The one year period referred to in XIII A shall begin on the date of the first infraction.
- B. A member assigned to a game shall be on the playing field in sufficient time to perform the necessary pre-game activities and assure that the game will start at the prescribed time.
- C. No referee may change his assignment without the prior approval of the assignor.
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F. Liability insurance premiums for the Board of Directors shall be borne by the Association for coverage while conducting Association business.

G. Any member has the right to appeal a decision (except disciplinary matters) rendered by the Board of Directors. Appeals may be made per VIII C.1. or per XI G-K.

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I. Operating procedures may be amended by majority vote at a membership meeting, and shall be considered the official policy of the Association.

J. The Board of Directors shall form a committee to review the By-laws on the odd numbered years unless the Board deems a special review is needed.

K. Any member may propose an expenditure of Association funds for a worthy soccer-related purpose, subject in all cases to the approval of the Board of Directors under the provisions of paragraphs VI (C.3) and VIII (C.1).

L. The Board of Directors shall choose a non-Board member(s) to perform an informal review of the Associations financial records on even numbered years.

Revised on April 22, 2008

Larry Stern

**Bob Hildreth**

**Dave Hinshaw**