



# CenterCircle

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a publication of the Metro DC-Virginia State Referee Program

## New Year Resolutions for 2002

By Scott K. Meyer, State Referee Administrator

We have an outstanding referee program in DC and Virginia. On page 2 of this issue of the **CenterCircle**, there is an Annual Report on the referee program. It lists and discusses some of the accomplishments of the referee program during the past year. Every one of you should be extremely proud to be a referee in DC and Virginia. You do an outstanding job week in and week out. Your efforts make this program what it is. Your fine work permits 115,000 youth players and 5,000 amateurs to play soccer every week. On behalf of those players, I thank each of you for all that you do refereeing, instructing, assessing, assigning, and mentoring.

As fine a program as we have, we need to do better! We have referees who do not know the laws of the game, who make critical, game impacting decisions based on misinterpretations of the laws. Ask yourself this, if you score 80 percent on a certification or recertification test that accurately measures your knowledge of the laws, how many *incorrect* interpretations of the laws will you make every time you referee? How many of these will impact the outcome of the game? We need to know the laws perfectly – 100 percent of the time. I challenge each of you to study the laws of the games, read and understand the **Advice to Referees** and the **Questions and Answers** located on our web site, and get together with other referees and talk about the laws.

We also have referees who know the laws but don't know when and how to apply them. We have

referees who don't know when and how to bend the laws to fit the circumstances of the game. We need to raise of level of our competency on the field to keep up with the increasing level of play. Ask yourself if you are devoting as much time and effort to improve your refereeing competency as the players are. Players today are practicing anywhere from two to 10 hours a week and going to one or more player camps during the summer. How many hours a year are you devoting to becoming a better referee?

In addition to needing better referees, we need more referees. More precisely, we need more games being refereed. We have referees who work 200 or more

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### Esse Baharmast at VYSA Workshop

Esse Baharmast, Director of Advanced and International Referee Development for USSF, will be the referee clinician at the Annual VYSA Workshop, February 9, 2002. The workshop will be held at the Richmond Center. His topics for the four sessions are:

- 10 Keys to Better Officiating
- Being in the Right Place During Dynamic Play and on Set Pieces (field demonstration)
- Player Management - It's More Than Cards!
- When it Comes to Refereeing - What is "IT"?

Registration for the workshop can be found at the VYSA web site ([www.vysa.com](http://www.vysa.com)).

Esse will also lead an advanced clinic in Fredericksburg on Sunday, February 10. Details can be found at [www.vadcsoccerref.com](http://www.vadcsoccerref.com).

### 2002 Regional Professional Soccer Clinic

This year's pro clinic will be held at the University of Maryland Baltimore County campus in Catonsville, Maryland, on Saturday, March 2. Check [www.vadcsoccerref.com](http://www.vadcsoccerref.com) for further details as they become available.

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# Annual Report of the Metro DC – Virginia State Referee Program Fiscal Year 2001

## 1. Introduction

The Metropolitan DC-Virginia Soccer Association, Inc. (MDCVSA), and Virginia Youth Soccer Association, Inc. (VYSA), jointly established a State Referee Program for their two State Associations. The purpose of the State Referee Program is to:

1. carry out the National Referee Development Program of the United States Soccer Federation through the SRP; and
2. develop the quality and quantity of Federation referees, assessors, instructors, and assignors, and register those referees, assessors, instructors, and assignors required to serve the two State Associations in achieving excellence in officiating, governance, education, and administration.

Fiscal Year 2001 has seen a significant increase in the numbers of referees and major accomplishments by the referees in the state. Financially, the State Referee Program ended the year with a positive bank account and income exceeded expenses by \$13,253.

## 2. State Referee Committee

Fiscal Year 2001 saw two major changes in the membership of the State Referee Program. After serving as chairman since the inception of the State Referee Program in 1994, Larry Monaco resigned as Chairman in December 2000. Gil McCallister, formerly the State Director of Instruction, was approved by both state associations to fulfill the remainder of Larry's term. This fall both state associations re-appointed Gil for another two-year term.

The second major change was the resignation of Randy Bumgarner as the State Youth Referee Administrator. Randy had served in that position since 1997. A.G. Gomez, a National Referee from the Virginia Beach area, was appointed the new SYRA.

The members of the State Referee Committee are:

- Gil McCallister, Chairman
- Scott Meyer, State Referee Administrator
- A.G. Gomez, State Youth Referee Administrator
- Bob Kuhnle, State Director of Instruction
- Paul Rapalski, State Director of Assessment
- Don Hood, MDCVSA Representative

- George Vergara, VYSA Representative
- Denise Edwards, President, VYSA (ex officio non-voting member)
- Wally Watson, President, MDCVSA (ex officio non-voting member)

Keith Bunting serves as the State Referee Registrar, responsible for the registration of all referees, instructors, assessors, and assignors in the state. Carol Shaeffer is the office manager responsible for the day-to-day running of the State Referee Office located at 2239 C Tackett's Mill Drive, Woodbridge, VA 22191.

## 3. Registrations

The State Referee Program maintains its own database of referees, instructors, assessors, and assignors registered in the state. All registrations are entered into this database and then forwarded to the national office in Chicago. Based on the data in the state database, referee registrations increased by 6.5 percent over fiscal year 2000 to just over 4,600 referees.

By grade, the referees are distributed as follows:

Grades 9, 10, and 11	355
Grade 8	4,069
Grades 5, 6, 7	175
National Referees	16
FIFA AR Panel	1
Emeritus	28
<b>Total</b>	<b>4,644</b>

Teenagers comprise 60 percent of the referees in the state. By age, the referees are distributed as follows:

Under 15	738
15 – 19	2036
20 – 29	247
30 – 39	264
40 – 49	739
50 – 59	547
Over 60	73

Approximately 20 percent of referees are females. This percentage is higher among the younger age groups, indicating that we are recruiting and certifying more young female referees.

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In addition to the 4,644 referees, Metro DC – Virginia has:

Instructors	90
Assessors	54
Certified Assignors	80

### 5. Highlights of the Year

**Instruction:** A total of 210 clinics were held during the year, including initial certification clinics, re-certification clinics, and upgrade clinics. In addition, numerous in-service clinics and instructional nights were held in conjunction with soccer clubs and associations. These included presentations to referees, coaches, and parents. An introductory ITIP class for new instructors and a full 32-hour ITIP class was held to upgrade instructors to full-badge status.

**Assessments:** Over 250 assessments were conducted during the year. These included growth and development assessments, upgrade assessments, and maintenance assessments. A State Assessor class was held to certify several assessors at the state level.

**MLS/WUSA/FIFA Referees:** This year, seven referees from Metro DC – Virginia worked games at the top level of men’s and women’s professional soccer in the US. These referees worked as center referees, assistant referees, and fourth officials. George Vergara, a member of the International Panel of Assistant Referees, was assigned to several international matches in addition to his MLS assignments. Paul Rapalski, the SDA, was assigned as an assessor for several WUSA games.

**National Referee Academies:** Eight referees from Metro DC – Virginia were invited to attend various referee academies sponsored by USSF. These academies were held in conjunction with major youth and amateur tournaments during the year in different parts of the country. The objective of these academies was to identify and improve the talents of young and up-coming referees. Those attending academies during the year were:

- Steve Taylor
- Bill Dittmar
- Amy Bumgarner
- Lauren Kessinger
- Andy Chapin

- Mike Stutt
- John Schmitz
- Ken Kaplan

### National Young Female Referee of the Year:

Analisa Pawlosky, a high school senior from Falls Church, Virginia, was selected as the Young Female Referee of the Year in Virginia at the annual VYSA workshop last February. She was then selected as the Region 1 Young Female Referee in June. In July, she was honored further by being selected the National Young Female Referee at the Snickers National Youth Soccer Tournament. This is the first time any young referee from Metro DC – Virginia has ever been so honored.

**Referee Camps:** The Young Referee Camp was held for the third consecutive year for 25 young referees. This year the camp was held at the University of Richmond in July from Sunday to Thursday in conjunction with the University of Richmond Soccer Camp. Over the past three years, 65 different young referees have attended the camp, including Lauren Kessinger (who was selected for a national referee academy this year) and Analisa Pawlosky, the National Young Female Referee of the year for 2000.

In addition to the Young Referee Camp, an Adult Referee Camp was initiated this year. To accommodate work commitments, the adult camp was held over a number of weekends with games being assigned in the referee’s home area. Twelve adult referees attended the adult camp.

### Assignor and Referee Reporting Pages on Web Site:

Two major changes were made to the referee web site [www.vadcsoccerref.com](http://www.vadcsoccerref.com). An assignor page was added which contains the most recent list of certified referees in Metro DC – Virginia. The page is updated weekly and permits certified assignors to download the current list of referees.

A page was added which permits referees to file reports of misconduct on-line. Once the referee fills out the form, it is automatically sent to the proper state association and the SRA. The page can also be printed so the referee can sign and mail the form plus keep a copy for the record.

### 6. New Programs for 2002

**Referee Development Program:** Many soccer clubs and referee associations have very successful mentoring programs that have, among other things, significantly increased the retention of referees. This year the Metro DC – Virginia referee program will begin to develop a state wide mentoring program.

This program will be build upon the best of the local mentoring programs and will have several objectives: improved quality of refereeing, increased

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retention, early identification of outstanding young referees, and support to those referees who had to deal with serious misconduct directed against them.

**Improved Registration Database:** The Metro DC – Virginia referee program developed its own registration database several years ago. No major improvement has been made to the database because the national office has been promising for several years that they would develop and implement an electronic registration database to be used by all the states. The national office has now developed a system to be used in the national office in Chicago that may, or may not, be useful to the states. In the meantime, the Metro DC – Virginia referee office will get on with making improvements to its own database. The goal will be improved efficiencies and access by assignors.

**State Cup Finals Weekend:** Working in conjunction with the VYSA State Cup Committee, the Metro DC – Virginia referee program will implement a weekend program for referees selected to work at state cup semi-finals and finals. Referees will be come in on Friday night and stay in a hotel for the weekend. Training and specific instruction for the tournament will be given on Friday night and referees will receive their assignments for the semi-finals. All games will be assessed. On Saturday evening, a meeting will be held with the referees to review the semi-final games and make assignments for the games on Sunday. All referees will work games on both Saturday and Sunday.

## **7. Major Challenges for the Coming Year**

**Raising the Competence of Referees:** With a retention rate of 60 to 70 percent, approximately 70 percent of our referees at any time will have two years or less experience as a referee. A major problem is raising the competence of these referees so that they can keep up with the game. We need to focus on increasing the referee competence of these new referees but also on the 30 percent of referees who stay around and are being assigned the higher level games. For these referees we need to get them to understand the game better, know when and how to bend the laws, and learn to be mentally and emotionally centered.

**Recruiting and Retention:** With 4,600 referees in the program and a 60 to 70 percent retention rate, we need to recruit and train approximately 2,100 new referees this year. Two major sources of referees that we need to tap into are young amateur players and both youth and amateur players from the many minority communities who play soccer. These players understand the game and can make excellent referees. The Metro DC – Virginia referee program needs to improve our recruiting of these players.

Improving our retention rate not only reduces the number of new referees we need to train but also increases the experience and, hopefully, the competence of the referees. The mentoring program will have as a major objective the improvement of retention. We need to explore other means of improving retention. Ideas that have been suggested and will be explored are: staying in contact with referees who go off to college, contacting referees that come into the state, educating parents and encouraging them to “stay off the backs” of the referees, and combined meetings of coaches and referees.

**Improved Communications:** We need to work very hard to get necessary information into the hands of the 4,600 referees in the state. This includes dates, points of contacts, fee changes, etc. More importantly, it also includes law changes, new advice to referees, and new law interpretation. We need to ensure that all referees – and also coaches and players – have a common understanding of the laws.

**Improved Administration:** Our goal is to have names of new referees out to assignors within two weeks after a class in completed and into the national office within four weeks of the end of the class. We did not achieve that goal in 2001 and are re-focusing our efforts for this year toward that goal.

## **8. Financial Statements**

The table on the next page is a summary of the income and expenses for the last three years plus the budget for 2002. The referee program does not have a significant reserve and does not currently have any intention of building one. Instead, it is the intent of the program to use the income each year to provide services to the referees, develop the quantity and quality of referees needed to support our customers within the state, and, when possible, improve the infrastructure to support the programs within the state. Over the past several years, funds have been spent to buy computers for the state office and

several video projection systems used by instructors.  
For 2001, income exceeded expense by \$13,253.

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**9. Summary:** We have a very successful program

within the state. The challenges are great and there is still much to be done. The success of the State Referee Program is the result of the **cooperative** efforts of VYSA, MDCVSA, the State Referee Committee, and the referees, instructors, assessors, and assignors who strive to provide safe, fair, and

	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 ACTUAL</b>	<b>2002 Budget</b>
<b>Opening Balance</b>		\$ 13,417	\$ (6,169)	\$ 7,084
<b>Income</b>				
SDA Program	\$ 2,800	\$ 3,975	\$ 5,801	\$ 5,000
SDI Program	\$ 6,372	\$ 3,200	\$ 3,450	\$ 7,500
Registrations	\$ 107,640	\$ 114,140	\$ 129,180	\$ 130,870
Clinic Fees	\$ 68,260	\$ 65,965	\$ 72,775	\$ 74,550
VYSA Contribution	\$ 5,000			\$ 7,000
MDCVSA Contribution				\$ 7,000
Miscellaneous	\$ 4,356	\$ 271	\$ 2,799	\$ 3,000
<b>TOTAL</b>	<b>\$ 194,428</b>	<b>\$ 187,551</b>	<b>\$ 214,005</b>	<b>\$ 234,920</b>
<b>Expenses</b>				
Insurance	\$ 356	\$ 479	\$ 573	\$ 500
Office Equipment		\$ 11,605	\$ 3,637	\$ 2,500
Office Expenses	\$ 45,829	\$ 48,938	\$ 44,340	\$ 50,000
SDA Expenses	\$ 3,376	\$ 8,502	\$ 12,747	\$ 10,200
SDI Expenses	\$ 84,385	\$ 73,553	\$ 65,770	\$ 93,500
SRA/SRC Expenses	\$ 4,458	\$ 3,605	\$ 4,534	\$ 5,000
SYRA Expenses	\$ 544	\$ 1,312	\$ 68	\$ 1,000
USSF Registration Fees	\$ 53,780	\$ 55,267	\$ 63,970	\$ 66,035
Mentoring Program				\$ 1,000
Miscellaneous	\$ 241	\$ 3,876	\$ 5,114	
<b>TOTAL</b>	<b>\$ 192,969</b>	<b>\$ 207,136</b>	<b>\$ 200,752</b>	<b>\$ 229,735</b>
<b>Income - Expenses</b>	<b>\$ 1,459</b>	<b>\$ (19,586)</b>	<b>\$ 13,253</b>	<b>\$ 5,185</b>
<b>Ending Balance</b>	<b>\$ 13,417</b>	<b>\$ (6,169)</b>	<b>\$ 7,084</b>	<b>\$ 12,269</b>

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games every year. We also have referees who referee high school games in the spring and college games in the fall to the point where they only have time to do 5 or 10 youth and amateur games during the year.

I ask each of you to make three referee resolutions for the coming year:

1. Do something extra this year to become a better referee. Attend an additional clinic, go to the VYSA workshop and hear Esse Baharmast talk about refereeing, read a book, start an informal gathering of referees each week to discuss refereeing, take time after your games on Sunday to discuss the match with your referee crew, or find a mentor.
2. Give one extra day this spring and one extra day this fall to refereeing youth and amateur games. If every one of the 4,600 referees in

the state give two extra days during the coming year to youth and amateur games, we will be able to cover almost 10,000 more games with full three person crews than we did this year.

3. Become a mentor. Find a younger or newer referee and help that referee during the coming year. If that referee wants to upgrade, help him or her with the process. If the referee doesn't want to upgrade, help the referee become a better referee. Go to his or her game. Provide support, counseling, advice, and constructive feedback. Help raise the level of refereeing of all referees in the state.

We have a very good program. It needs to be better. It can be better. Make these resolutions for 2002 and it will be better.

# Giving Cards to Coaches

By Bob Kuhnle, State Director of Instruction

Ask yourself the following questions about Law 12 – Fouls and Misconduct:

“What does the law say about cautioning or sending-off coaches?”

“Is the referee allowed to show a yellow or red card to the coach?”

“Is the referee required to issue a caution to a coach before dismissing the coach?”

Now haul out your Law Book and check yourself. Did you get the right answers? Actually, you found out (or already knew) that Law 12 doesn't deal with coaches at all. There is nothing in Law 12 about coaches. It only deals with players, those who have been players, and those who are eligible to be players.

Law 12 was modified this year to now state, “Only a player or substitute or substituted player may be shown the red or yellow card.” In the 2001 Memorandum, the following Advice to Referees is given in response to this change to Law 12:

This addition to Law 12 enforces prior guidance regarding who may commit misconduct and therefore be shown a card. Referees are reminded that it is improper to show cards to anyone other than players, substitutes, or substituted players. If irresponsible behavior is committed by anyone else in the immediate area of the field, the circumstances must be included in the game report.

If Law 12 does not give referees the authority to “card” coaches – in fact it clearly says that showing cards to anyone other than a player is improper – does the referee have any authority to caution or send-off a coach? If yes, then which law gives the referee this authority?

Law 5 – The Referee – gives the authority to the referee to deal with inappropriate behavior on the part of coaches and team personnel other than players. The list of Powers and Duties of a referee in Law 5 includes: “takes action against team officials who fail to conduct themselves in a responsible manner and may at his discretion, expel them from the field of play and its immediate surrounds.”

The Advice to Referees on the Laws of the Game

has the following to say under 5.10, Behavior of Coach and Bench Personnel:

*Coaches or other team officials, one at a time, may provide tactical advice to their players, including positive remarks and encouragement. The referee should only take action against coaches or other team officials for irresponsible behavior or for actions that bring the game into disrepute. A coach or other team official may not be cautioned or sent off nor shown any card; however, at the discretion of the referee, such persons may be warned regarding their behavior or dismissed from the field of play and its immediate area. When a coach or other team official is dismissed, the referee must include detailed information about such incidents in the match report.*

Coaches are not to be cautioned or sent off nor are they to be shown cards. However, the referee may dismiss a coach who is guilty of “irresponsible behavior” or for actions that “bring the game into disrepute.” If the coach is dismissed, the referee must file a match report (Law 5).

Note that nothing in the law requires a coach to be warned. Unlike players who dissent, coaches are not given a “second chance.” There is nothing that requires a referee to “caution” the first dissent and then, and only then, to send off if the dissent continues. Coaches can be dismissed the first time their behavior is irresponsible or brings the game into disrepute.

Many coaches today seem to believe that they can dissent with ever increasing volume until they get a caution. Then they will moderate the dissent somewhat so that they don't get a “second caution” and get sent off. But until they get that first caution, coaches seem to believe that they are immune from being sent off. Clearly this is not the case and, as referees, we need to enforce the law as written. If we do what we are supposed to do, maybe coaches will learn, clean up their acts, and improve the game of soccer.

What about, you may ask, those competitions that involve youth teams where the referee is asked to show cards to the coaches? Usually this is done as part of a penalty system the league has that gives so

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many points to a team each time a player or coach receives a card – five for yellow and ten for red, for example. Once a team, player, or coach accrues so many points each season, some penalty is invoked. What should referees do in such circumstances? Should the referee show cards as asked by the rules of competition? Or should the referee follow the laws of the game and refuse to show cards to a coach?

A referee is an independent contractor who enters into contracts to referee for leagues and tournaments. When a referee accepts an assignment where certain rules of competition apply, one may argue that the referee accepts those rules of competition. If the rules would cause you to do something you believe is wrong or would cause you to violate what you believe to be the proper actions on the part of the referee, then the referee may elect to decline the assignment.

Your SRC believes that you should show a card as a supplemental action to assist leagues in controlling the actions of team personnel. If a coach's actions are irresponsible or bring disrepute to the game, dismiss the coach and then, if the league wants you

to do it, show the card to indicate to everyone that the coach was dismissed. If the coach's actions warrant a warning of a nature comparable to a "caution" you would give a player, warn the coach and then, if the rules of competition require it, show the card to indicate to everyone that you are reporting the warning as a caution on the game report. Then, be sure to indicate on the game report that you dismissed or "cautioned" the coach.

What is important is that you meet the requirements of the rules of competition while meeting the requirements under the laws of the game. Dismiss the offending team official (Laws of the game), show the appropriate card (rules of competition), and file a match report (Laws of the Game).

What appears to be a good mechanic is to NOT display the card to the offending team official, but rather to display the card away from the individual but within clear view of the teams. To display a card to a team official who is already upset is likely to increase the probability of a confrontation. To deal with the misconduct, dismiss the offending team official, and then display the card will decrease the likelihood of confrontation and the problems that arise when confrontation occurs.

## **ASSESSVOUS**

*By Paul Rapalski, State Director of Assessments*

Frequently I'm asked if there is any linkage between the referee instruction and the referee assessment programs within the state. The answer is yes. However, such a simple response does not do justice to the relationship that exists between these two programs. While such relationships exist to various degrees throughout USSF, the level of collaboration and cooperation is significant within the Metro DC – Virginia State Referee Program.

As with many state organizations, both the State Director for Instruction (SDI) and the State Director for Assessment (SDA) are members of the State Referee Committee. Bob Kuhnle (SDI) and I work together to help formulate and plan most of the programs that are being offered. Additionally, we are both certified instructors and assessors so we have a shared appreciation of the goals for each of the programs and what will be needed to achieve them. We are able to address problems that may arise with a common understanding of resources that are available within each of the programs and whether it is better for the instructor program or assessment program to take the lead.

Close cooperation between the program is exemplified in the youth and adult camps that are sponsored by the State Referee Program. Most of the people who help to organize and run these programs are both assessors and instructors. They bring together their experience and knowledge from both programs to help those in the camp improve the level of understanding of the game and to elevate their officiating skills to the next level.

Probably one of the most beneficial ties from a referee's perspective is feedback the assessment program provides to the instruction program. Over the course of the year, the assessment program is able to identify trends in referee and assistant referee performance. In some cases officials have developed excellent techniques to handle certain situations. In other instances ARs may be getting sloppy with a certain procedure, or there is a

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general misapplication of a USSF memo or change to the Law. This information coming from observations during actual assessments is provided to the SDI who develops lesson plans to address these issue during the recertification clinics. Through the instruction program we are able to reach the total referee program within the state to clarify and correct any problems identify through the assessment programs.

The programs are truly interlinked. Assessors in many ways are really instructors without an overhead projector departing knowledge of the game in a different type of classroom, just off the pitch following a match. We have all been in referee clinics when members of the class have raised incidents that they have experienced or have observed during a match. Many people refer to these as “war stories.” The person who asks the question wants to know if they did the “right thing” for the situation presented. Well in reality, an assessment is 90 minutes of continuous “war stories,” with an independent observer that is more then willing to review and discuss what has occurred to help you determine if you did the “right thing” and whether there were other options available to handle the situation.

So, back to the question...is there any linkage between the instruction program and the assessment program? Yes, many and closer ties are developing all the time.

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