

ANSAS STATE REFEREE COMMITTEE MINUTES

June 10, 2018

Sunflower Soccer Association Office
4829 NW 17th St. Topeka, KS. 66618

CALL TO ORDER:

The KSRC was called to order by Rich Kaminsky at 10:00 AM on June 10, 2018

ROLL CALL (P = PRESENT, A = ABSENT):

Voting Members:

P - Chairperson:	Rich Kaminsky
P - SRA:	Bill Davey (via Phone)
P - SYRA:	Andrew Fletcher
P - SDI:	Larry Weigant
P - SDA	Bronson Broockerd
P - State Youth Rep:	Jon Freeman (via Phone)
A - State Adult Rep	Alonzo Cadena
A - Web Master	Cory Kramer (excused)

Other Members:

P - Futsal/Indoor Rep: Gordon Crape
A - Coaching Rep: Jason Paepke
A - Kansas State Youth Soccer Association President Carol Cleek
A - Kansas Soccer Association President Alan Blinzler
A - Associate Member Club Soccer Rep: Vacant

The Chairman reported that 6 voting members means a quorum was present.

APPROVAL OF AGENDA: **MOTION:** Larry Weigant (Bronson Broockerd) to approve the Agenda. No additional discussion. APPROVED UNANIMOUSLY.

APPROVAL OF MINUTES: **MOTION:** Andrew Fletcher (Larry Weigant) moved to accept the minutes of January 5, 2018. The minutes were APPROVED UNANIMOUSLY and will posted to the web site as required by the Rules of Procedure.

REPORTS:

SRA Report: Bill Davey (SRA) provided the following:



KANSAS REFEREE PROGRAM
Ian W. "Bill" Davey - State Referee Administrator
3147 N. Forest Lakes Court
Wichita, Kansas 67205-1905
srakansas@swbell.net
316-350-5048

SRA REPORT

As of 06/2018

PENDING ACTION ITEMS FROM PREVIOUS MEETINGS

These items have been in reports since June 2017

List of Mentors and Directors of Mentoring – Youth
Mentors from KCK Adult league
Referee Academy
Web Page Updates – Assignors – Tournament Schedule
Survey Monkey – Mentoring

NEW FROM USSF

US Soccer has created and approved a policy, that requires State Program Technical Staff Members complete “Safe Sport” training. Links to the Safe Sport system will be distributed to all that are required to complete the training, as soon as it becomes available.

REGISTRATIONS

Registrations are slightly up for the 2018 reg year. Retention is still an issue, for Kansas, as well as the entire Country. Registration reports are also distributed for view, at this meeting.

FINANCIAL OUTLOOK

The program is financially healthy, including a good reserve. We should be able to support any good proposal for increasing our retention or recruitment efforts, as well as a solid proposal for a developmental event. The game official’s platform increased their fees, but it is still a bargain, since it is the platform for US Soccer as well, which lends well for our Referee Developmental Assessment program. A key, in my opinion, to retention, as well as improved performance on the field, is a positive State-Wide Mentor program, for all facets of the level of play, from the small sided recreational game, all the way up to the Professional level of play. In this year’s proposed Budget, as in last year’s, there are funds for mentor training, and mentor support of Statewide Events.

The Financial reports will be distributed to all, as soon as the books are closed for the 2017-2018 Budget year.

EDUCATION

Currently, USSF is working with Noggin Engineering, to develop a complete online, interactive training program for entry level referees. This will enable us to utilize this platform in lieu of “in class’ training, leaving only the field exercise requirement of 2-4 hours. This will be a very impactful cost savings to the program. Hopefully, the training package will be soon available for use. Kansas has volunteered to be a Beta Test participant.

WEB PAGE/GAME OFFICIALS

The Web Master will be providing a written report. However, we must utilize the assigning capabilities within the Game Officials platform. It is imperative that we use the platform for more game assignments, in particular the youth and adult State Cup Tournaments. US Soccer uses this platform for the selection process involved in their National Referee Selections. Using paper or excel spreadsheets for assigning prestigious games does not benefit our referee developmental process.

There will be an ongoing discussion of the possibility of seeking out a professional web service provider to enhance our ability to drive more traffic to the webpage.

ASSIGNMENT

Only one word on assignment. We have to utilize Game Officials for all State Cup games, Youth and Adult, not just for games that will be assessed, but all games on the schedule. If we do not, then we are depriving our Referees of the opportunity to build the game assignment portfolios, required by US Soccer for future prestigious assignments, provided by the US Soccer LAC assignment process. We must begin to look at game numbers assigned to Referees on any given day. The biggest issue for us is trying to track those working multiple games at multiple locations. We currently have some issues with tired referees impacting the health and welfare of our Youth Players.

Young Age Group Issues

KSUSA is struggling with parental and coaches' issues in the U12 and younger age groups. In conversations with Chris Duke, their organization is in the process of attempting to come up with a program of Education to help ease the amount of incidents we have in these age groups. Chris is now a Region 2 Manager, and has been replaced by Joel Dragan, who is now the Executive Director. I have had conversations with Joel about this issue, and he has agreed to go forward where Chris left off. Chris will also take these concerns to his counterparts in the other 3 Youth Regions.

501c3 Application Status

Both the Youth and Adult Associations have signed the required documents to release the Referee Organization to be a stand-alone corporation, as required by the State of Kansas and Federal Legal requirements. The Financial records are in the process of being reconciled and formatted to meet not-for-profit corporation standards. It has been a difficult and time-consuming process, since compliance issues are being changed by the State of Kansas and US Soccer for the 2018 calendar year and forward. Our legal council recommended that we amend our application to include all the 2018 compliance requirements. A further conversation will be had at the January meeting, which will include proprietary information. This is still an ongoing process, but we have received preliminary approval to conduct business, as a corporation in the State of Kansas.

National Referee Committee

I brought an action item to the RefCo, involving the jam-packed event schedule, during the summer months, and what can be done to insure all events have the opportunity to have qualified officials. Better coordination, from all stakeholders is a necessity. This will be difficult issue to tackle, but at least it is now on the table for consideration and discussion

Respectively Submitted,

**Ian W. "Bill" Davey
Kansas
State Referee Administrator**

The following additional discussions took place regarding the SRA Report:

- Education:
 - Noggin training availability date still unknown.

- Changes to the Education refers to streamlining the members to a smaller group while retaining the SDI as the Chair of this committee.
- Safesport Training: SRA reminded the Committee that this training is being mandated by USSF. People required to complete the training include all members of the SRC, the technical program leaders (who are members of the SRC), all Instructors and Assignors involved in the youth game.
 - Once people complete their training, they are to send a copy of their certificate to the SRC Chairman who will reflect this completion in the minutes:
 - SRC Chairman: Completed both USSF and KSYSA Safesport training
 - SRA:
 - SDI:
 - SDA: Completed USSF Safesport training
 - SYRA: Completed KSYSA Safesport training
 - Youth Rep:
 - Indoor/Futsal Rep:
 - Webmaster:
 - Coaching Rep:

Additional Demographic Reports:



2018 Year to Year
Referee Comparison I



2018 Year to Year
Grade Demographics

TREASURER’S REPORT: Bill Davey (SRA) reported that our finances remain positive. The final Treasurer’s Report for FY 2018 will be submitted to the SRC for information after the auditors have reviewed the results. There was no additional discussion regarding the Treasurer’s Report:

STATE YOUTH REFEREE ADMINISTRATOR: Andrew Fletcher provided the following report:

SYRA Report
June 2018

1. Education

- KS State Instructors, with the help of our National Referees and the SDA, organized and ran the Advanced Referee Clinic in Kansas City. The feedback was positive, and I would request that this continues.
- For the 2019 Recertification classes the topic will be “Adding to and utilizing the toolbox.” Thank you to Jon Freemon and Bronson Broockerd who did most of the work on the presentation.

2. Regionals / DA playoffs

- We are sending 40 referees to various Youth tournaments this summer. That is an increase of 16 referees from 2018.

3. Mentoring

- Mentoring programs have been established in Topeka and Wichita with the help of the local Associations. I met with the Lawrence group last month and began the process of starting a mentoring program there. The biggest obstacle will be the lack of organization and structure within the groups that organize the leagues.

4. Outlook

- As a State I feel we are close to breaking point regarding the expectations and needs that are placed on our referees, especially regarding assignments and summer travel. This is creating two major issues: firstly, it is becoming extremely difficult to fill quotas, plus finding personnel to supervise and manage. Secondly, we are putting the referees (especially the younger ones) in an untenable position in which they must choose which assignor / official they have to turn down. I believe this is unfair to the referees. I am not sure of the solution; however, a conversation does need to be started to address this issue.

Respectfully submitted
 Andrew Fletcher
 SYRA Kansas
 816 820 1703

The following additional discussion occurred regarding the SYRA's Report:

- KSYSA Strategic Planning Meeting (July 14th): This meeting will be led by Joe Cummings. The goal is to brainstorm on ideas and directions to fix both approach and direction of the KSYSA mission.
 - Comments: Mentoring: How do we get more ownership of the program in the future. SYRA proposes funding by KSYSA and allowing the leagues to manage their implementation of mentoring and offering our "best practices" documents and forms.
- Outlook: SYRA noted that it is getting much more difficult to meet quotas for Referees for sponsored Tournaments:
 - Example: President's Cup when from 4 to 16 (quota based on number of teams playing in the competition. Kansas has a number of teams in this competition. And, under the current process, if we can't fill all the slots in our quota we now need to reimburse (pay) others to fill these slots.
 - SYRA is getting calls from Referees who are concerned about which assignments to take (some of the assignors are calling late and Referees are being forced to determine which matches to turn back (i.e., which assignors they will make mad). Part of the reason is that the summer months are getting oversubscribed for events.
 - SRA mentioned that this issue was on the agenda for National Referee Committee in August.
 - If Referees commit to a game, they should honor that assignment unless it is overridden by assignment hierarchy by USSF.
 - SRA will craft a written position for Kansas Referees which will be posted on the web.
 - SYRA asked, can we define a pool of Referees available for DA matches and limit the access to which Referees can be assigned.
 - USYSA is forming a National league that could compete with the DA.
 - Final question: In-state versus out-of-state tournaments. Current USSF policy is that Referees do not need permission to travel out of state. In Kansas there are several events where this creates problems. (Tulsa and Iowa College Showcase). Nothing can be done to restrict Referees who want to attend these events.

STATE DIRECTOR OF INSTRUCTION: Larry Weigant (SDI) provided the following written reports:

State Director of Instruction Report June 2018

Clinics offered and completed January 2018 to June 2018

Recertification Clinics

Kansas City 17
Wichita 2
Topeka 3
Manhattan 1
Leavenworth 1
Emporia 1
TOTAL 25

Entry Level Clinics

Kansas City 12
Wichita 2
Topeka 1

TOTAL 15

An Advanced Clinic was held in Kansas City on January 6, an Intermediate Clinic was held in Wichita on January 14. A New Assessor Clinic was held in Kansas City on February 25.

Recertification clinics were held in Dodge City, Liberal and in Kansas City for Hispanics.

Attempts were made to have Entry Level Clinics in Manhattan and Leavenworth, no one signed up for the clinics in either city. The clinics were cancelled.

Respectfully Submitted,

Larry Weigant

Education Committee Report June 2018

The committee has decided to maintain the current ELC Teaching material until the Noggin is ready to go for Beta testing. This means that the Clinics being held this summer will be the same as they were in the Spring. Work is being done to adjust the material so that the IFAB changes will reflect in the material.

The material for the 2019 Recert Clinics will be ready to be presented at the SRC meeting. Our theme will be Tools to be used in the game.

Respectfully Submitted,

Larry Weigant
Education Chair

The following additional discussion occurred regarding the SDI's Report:

- How are the cities outside of KC getting new Referees since they are not having classes? The response is that they are not getting new Referees.
 - SYRA provided an example from Lawrence (Sporting Kaw Valley). The comment was that since these matches are at the recreational level and that there are not formal Referee programs, covering games is the name of the exercise.
 - SRA: Added that in many of these rural areas the programs are now being administered by the "Y" and by Parks and Rec departments.

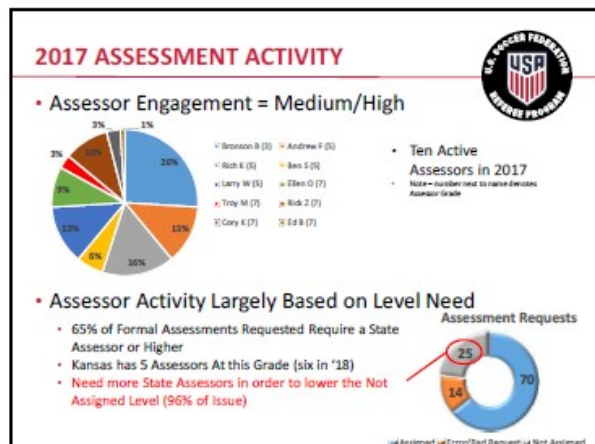
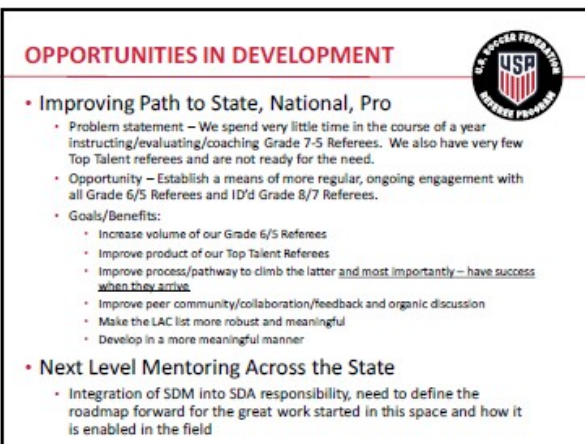
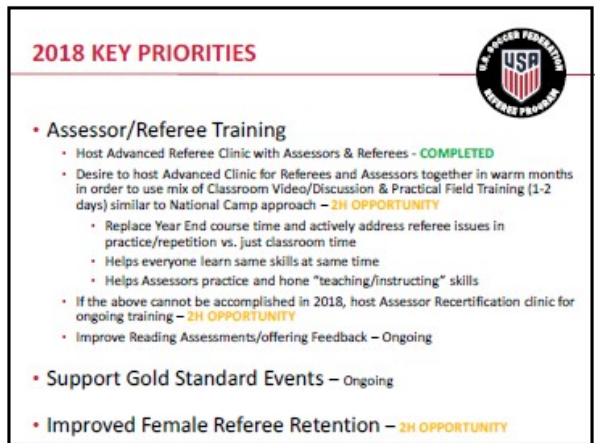
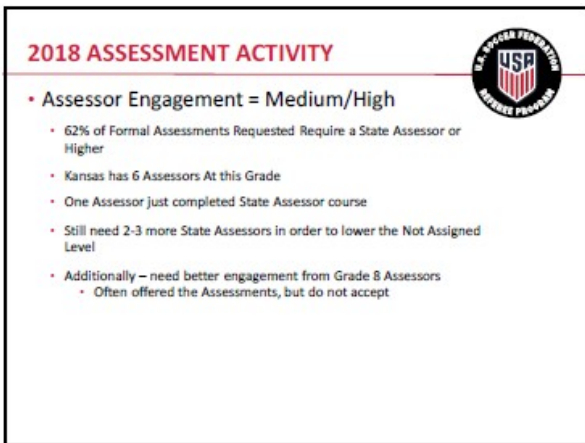
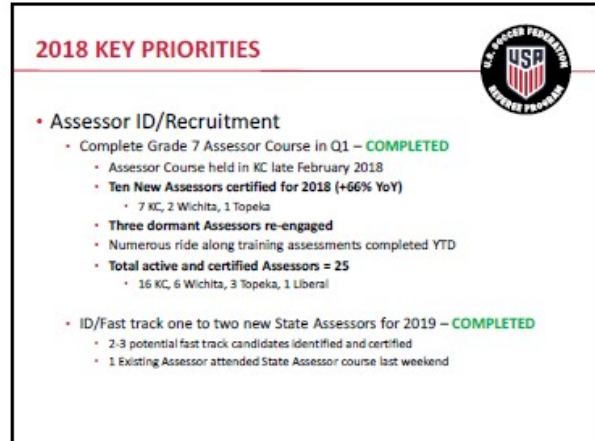
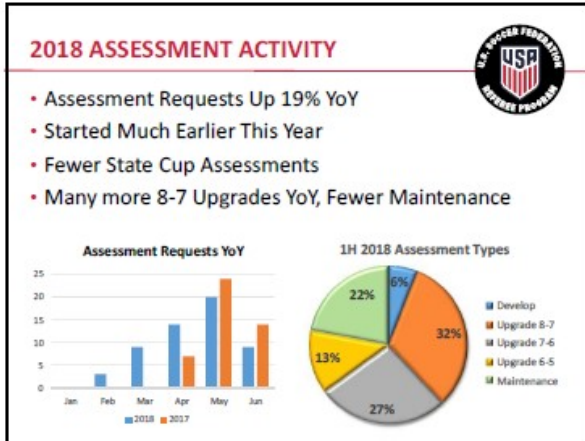
STATE DIRECTOR OF ASSESSMENT: SDA (Bronson Broockerd) submitted the following reports:



The following additional discussion occurred after the presentation of the SDA Report:

- Demand for Assessments is increasing. Issue is STATE ASSESSOR availability. See programs for resolution plans.
- There has been conflicting advice provided to Kansas Referees for the “OFFICIAL KANSAS REQUIREMENTS” for upgrading. The Assessment tab on the Website has been updated to be the authoritative source of information. Assessors are no longer “free” to give their own opinions. This should resolve uncertainty and provide consistency in the Assessment and Upgrade programs.

YOUTH REPRESENTATIVE: Jon Freemon did not attend this meeting. No report submitted.



APPENDIX

2018 OPPORTUNITIES

• Improving Path to State, National, Pro

State Run Soccer
Grade 9-5 Referees, Certification, Instruction, Training, Mentoring, Upgrades, State Cup, Regionals, Adult, PDL/NPSL, Talent ID/Mgmt, etc.

The Steps to MLS

USFF Influence - State Development/Execution | State Influence/Nomination - USSF/PRO Execution | NRC/NRA Influence & Nomination - USSF/PRO Execution

Area of Opportunity

- Example: National Referee Coaches and Assignors can nominate up to 2 candidates for PRO Development Group Tier - 1 male, 1 female
- 1 nominated two candidates from KS for 2018

2017 ASSESSMENT ACTIVITY

• Assessment Requests Up 46% YoY

	Assessments Requested	Net Good Requests	Assigned	Assigned %	Unassigned	Unassigned %
Total 2017	109	95	70	74%	25	26%

Data does not include National Assessments or out of State Assessments

Assessment Requests

Assessment Types

The following additional discussion occurred regarding the SDA's Report:

- Assessments are up 19%% YTD Overall (mix is shifting between 8 to 7 upgrades – growing and State Assessments – not growing because Grade 5 requires National Referee Coach. Adult leagues are being used for advanced maintenance and upgrades.
- An open issue is how to engage the new Assessors.

WEBMASTER: Cory Kramer submitted the following report:

Webmaster Report 6/9/18 by Cory Kramer

We need to continue to instill in our instructors, assessors, and technical staff to keep directing referees to kansasreferee.org for document needs such as LOTG and other materials rather than other sites. We want to build kansasreferee.org into an information dissemination hub for Kansas referees. I believe I have all the important documents uploaded to the website that are needed. Please let me know if I have missed something.

We also need to instill in our assignors and leagues to direct people wanting to become referees for the first time to start out at kansasreferee.org rather than going straight to GO. Many people bypass kansasreferee.org and then do not know what they need to do after signing up for a clinic. If someone asks what pre-course work needs to be done, please direct them to read the First Time Referee page on kansasreferee.org.

Game Official Updates:

1. We are currently still not accepting credit cards for registrations (Bill can update on the process).
2. Remember, we can utilize the email capabilities to remind referees to recertify.
3. Need to contact GO for slow loading of referees for assessments.

Things still to do:

1. Update FAQ page for website. If anyone has ideas for the FAQ page, please send them to me.
2. Update how to print a referee card.
3. Update outdated videos and pictures on website.
4. Update US Soccer logo mockup.

Questions/Comments:

1. Do we have all the Youth and Adult leagues and their assignors' info on kansasreferee.org?
2. Looking at a redesign of the website by Peter Daugherty, who is a website developer in his day job. He is joining the website team and is going to donate his time and abilities. We may need to transfer the site away from Google which will mean a slight increase in cost to the website budget. It will create new functionality and allow the website to have new features that we currently do not have but would like to have such as a message board, etc. I would like to propose that we give Peter and his associate until Oct. 1 to create and present a new working website that has more functionality. If they cannot get one up and running by that date, then I would suggest looking into having a company create a new website with the functionality that we want.
3. I have been meaning to get the FAQ page updated for a couple of years now. Christine Dulany has joined the website team, and this will be her focus along with data entry of classes on GO.

The following additional discussion occurred regarding the Webmaster's Report:

- Motion by Andrew Fletcher (Larry Weigant) to establish a committee to review changes and propose new features to the SRC to accelerate the October 1 date. This committee will include Chairman, Futsal/Indoor Ref and an outside the SRC member. No further discussion. Motion passed UNANIMOUSLY.

CHAIRPERSON: Chairman submitted the following written report:



Rich Kaminsky – Chairman Richkaminsky37@aol.com

CHAIRMAN'S REPORT

Requirements of Position: Responsible for working collaboratively in leading the efforts of the SRC and coordinating the programs servicing both the adult and youth associations. Plans and implements SRC meeting and ensures compliance with the National Referee Program in the State:

Budget: No specific budget assigned except for SRC Meetings.

Activities in support of Requirements of Position:

1. **Collaboration with the leagues across the state:**

- a. Consolidated Mentoring results from across the State. Three Leagues (Heartland, Leavenworth and Sunflower) submitted mentoring results for the Spring season. This consolidated report is attached below:



Consolidated Mentor
Results BASIC Final Sp



Consolidated Mentor
Results Stage 2 Final S



Leavenworth
Mentoring Spring 201



Topeka Mentoring
Spring 2018.pdf

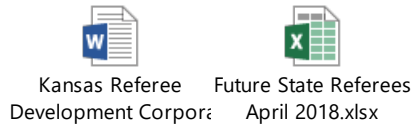
- b. Assisted with Open Cup Match in Wichita as Match Commissioner.
- c. Provided requested assistance to Region 2 Adult Championship match in Kansas City.

2. **Education:**

- a. Working with Bronson Broockerd, prepared and delivered Assessor Training Class for select group of experienced Referees who have potential to become State Assessors.
- b. Taught classes as assigned by SDI.

3. **Assessment/Mentoring:** Multiple assessments and mentoring assignments to understand state of the offerings.

4. **Referee Development:** Prepared a survey in cooperation with Bill Davey and Andrew Fletcher to gauge interest in advancing/advanced training for all Certified Referees who are currently Grade 8. Survey sent to 370 Referees with 75 responses as of this date. Results are enclosed below:



To understand the report:

- Column H: Do they plan to upgrade and what is their goal (7, State, National, FIFA)
- Column I: Highest level officiated in the past year
- Column J: Would they be willing to attend an advanced clinic?

5. **Administration:**

- a. SRC Meeting Minutes completed and forwarded to Committee members for review.
- b. KRDC Meeting Minutes and other documents prepared.

This information respectfully submitted:

Rich Kaminsky
Chairman, SRC

The following additional discussion occurred regarding the Chairman's Report:

- Since we have allowed those Referees interested in advancing to let us know that information, we need to prepare instructions (as follow-up communication) on what they need to do and what they can expect as they continue their journey.
 - SRC Chairman has been tasked with developing and sharing this roadmap with the SRC before the next meeting.

YOUTH REPRESENTATIVE: Jon Freemon attended via phone and provided the following report:

Youth Rep Report – Summer 2018
Kansas SRC Summer Meeting, June 2018

Youth Representative Update:

Kansas Youth State Cup – May 29-June 7, 2018 – Kansas City, KS

- Planned, organized and coordinated the referee clinic for the 2018 Kansas Youth State Cup held in Overland Park, KS. Andrew Fletcher (SYRA) asked that we create both a classroom session along with a field session. The classroom presentation covered Player and Technical Area Management with an emphasis on communication. The field session was unfortunately cancelled due to lightning in the area.

ADULT REPRESENTATIVE: Alonzo Cadena was unable to attend and did not submit a written report.

AFFILIATED ORGANIZATION SOCCER REPRESENTATIVE: Position is vacant at this time.

INDOOR/FUTSAL REPRESENTATIVE: Gordon Crape attended but did not submit a report.

COACHING REPRESENTATIVE: Jason Paepke did not attend, but provided the following information:

Quick update, no official report to attach.

At the beginning of spring season, I met with one club- Puma- and had a great meeting with their coaches. They were supportive and liked the idea of an easier online form to fill out about referees. I know there is one now, but I think it is not the easiest thing to get to on a phone, so I am not sure how much it gets used.

I tried to meet with Fusion and Elite as well but was not given time to do that. Fusion refused because they were too busy at their first coach meeting, Elite just never got back to me after I traded emails with Plumhoff a few times in the early spring.

Consensus is that refs are doing better, and we need to continue to find a way to highlight the good and improve the bad (DUH!!). They like seeing the mentors out at fields, although there need to be more on the full-field games (or at least they didn't feel like they saw them as often.) This is probably because it is more spread out as opposed to the 9v9 or 7v7 fields where it is easier to see this mentoring taking place.

Sorry to be missing.

Jason

PRESIDENT - ADULT: Not in attendance at this meeting. No report submitted.

PRESIDENT - YOUTH: Not in attendance at this meeting. No report submitted.

OLD BUSINESS:

1. Education Committee updates for 2019 Clinics.

- a. Advanced Recertification, State Cup training and Recertification will all be based on the same general topic but will be modified in content for the specific audience. This direction will speed up the ability to deliver these different courses.
- b. The general topic for 2019 Recertification will be the "Referee Toolbox"
- c. Much of the core content comes from the National Referee Camp. Bronson (SDA) committed to continue to provide this content to the Education Committee as soon as it is received.
- d. Entry Level Clinics (ELC) will use the same format at 2018 but will be updated with key law changes. This anticipates the release of the USSF Noggin program during the 2019 ELC period:
 1. 12th DFK Foul (biting) will be added
 2. Grass roots options will not be added.
 3. Because the format will stay the same, there are no plans for Instructor training prior to the release of the Noggin program.
- e. Futsal (ELC and Recertification) have been assigned to Cory Kramer to prepare the proposed Clinic offerings for 2019. Still waiting for course material beta for review by SRC.
- f. Advanced Training: This will be on-field situational training targeted to an audience of Grade 7 and Grade 6 officials (not Grade 5).

1. The proposal will include outdoor sessions and situational scenarios and a classroom clinic. The direction would be to use this for recertification (additional requirement for the Referees to take the required online testing).
 2. SDA and SYRA will respond with content by August 15th.
2. **Update on 501c3 Application Status:** Bill Davey (SRA) shared that all submissions have been made to the Office of the Secretary of State in Kansas. Waiting for their final approval. Accounts have been created and monies moved into the Kansas Referee Development Corporation.
3. **State Cup and Regionals for 2018 Review:** The following information was submitted by SYRA Initial observations from State Cup.
1. The younger referees performed admirably as referees on the Jr State Cup games and as AR's on the State Cup games. I would have to argue that this is a direct result of the mentoring program and training that is being done at the league level. Consequently, it is time for KSYSA to begin funding some of the program as they are the indirect beneficiaries. Coaches and parents we talked to complained about some calls, however most were excited to see the training that was being done. We are going to need this group to continue to perform as we lost several of our upper level referees to other assignments, and a small number declined to participate due to other commitments. something that also probably needs to be discussed.
 2. I think we had lost our way a little over the past year at State Cup and Regionals, however this year saw signs that we were returning to a 'family' atmosphere. It sounds corny and is difficult to quantify but this tournament saw a lot of interaction between the referees, referees watching games, going out to dinner and a general sense of camaraderie that has been missing. It was good to see, and we are very excited about this group of Grade 7 and HS age referees.

The following are the Mentoring observations from this tournament:



State Cup Referee
eval (Responses).xlsx

NEW BUSINESS:

1. Referee Development Update including special Clinics (March and June) ... See discussion under education (OLD BUSINESS) for this topic. No further discussions and/or actions.
2. Review of Spring 2018 Mentoring Program Statewide: Results data was included in Chairman's Report. No further discussion and/or actions.
3. SRC Award Candidates: No candidates were nominated. No further discussions and/or actions
 - a. Bill Davey Award
 - b. SRC Service Award
4. Budget Review/Approval for 2019:



Copy of 18 - 19
Working Budget(copy)

- a. Discussion on Budget:

1. Income assumes 900 new Referees. In 2017 we had 972.
- b. Motion by Jon Freemon (Larry Weigant) to approve Budget (proposed) to forward to the Kansas Referee Development Corporation for final approval. No further discussion. Motion passed UNANIMOUSLY.

FOR THE GOOD OF SOCCER – No discussion

NEXT MEETING DATE:

The next Meeting (2018-2) will be conducted in December (date to be provided in the future).

Adjournment: Motion to adjourn by Larry Weigant (Bronson Broockerd). Approved UNAMOUSLY. Meeting was adjourned at 12:53 PM.

Respectfully Submitted,

Rich Kaminsky, Chairman