



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Agenda

Date: 10-01-2018

Location:

Seabeck Fire Station #56
6470 Seabeck Hwy NW
Bremerton, WA 98312

Time:

6:30-9:00

In Attendance

NSYSA Board:

President - Darcy Buell
VP of Admin - Val Corden
Competition - Bob Bjornemo
VP of Awards and Recog - Vacant

Registrar - Susie McGill
Treasurer - Liming McMillan
Secretary - Kent Hassebrock

Club Representatives:

BIYSC - Justin Marshall
BSC - Matt Bayne
CKSC - Chris Hunt
JCSC - Jenifer Herbig
KAFC - Dave Connolly

NKSC - Ken Markaryan
NMYSC - Eric Easton
SKSC - Christina Bussman
TSC - Vicky Webb

Committee Representatives

Development - VACANT
NSYSA Discipline - Bob Bjornemo
Recreation Cup - Bob Bjornemo
Soccer to the Maxx - Louie Bond
Scholarship - VACANT
Documents - Dawn Byron
Records Retention - VACANT

Others in Attendance

Steve Shively - NSYSA Scheduler
Guests -

1. Roll Call
 - * NSYSA Board
 - * Club Representatives
 - * Guest Introductions
2. Communications



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Agenda

Date: 10-01-2018

3. Approval of Minutes from September 10th
4. Officer's Reports
 - A. President
 - B. VP of Administration
 - C. VP of Award and Recognition
 - D. Competition
 - E. Registrar
 - F. Treasurer
 - G. Secretary
5. NSYSA Scheduler / Website Administrator
6. Committee Reports
 - A. Development Committee - Vacant
 - B. NSYSA Discipline Committee - Bob Bjornemo
 - C. Recreational Cup Committee - Bob Bjornemo
 - D. Soccer to the Maxx Committee - Louie Bond
 - E. NSYSA Scholarship Committee - Vacant
 - F. Documents Committee - Dawn Byron
 - G. Records Retention - Vacant
7. Club Reports
 - A. BIFC
 - B. BSC
 - C. CKSC
 - D. JCSC
 - E. KAFC
 - F. NKSC
 - G. NMYSC
 - H. SKSC
 - I. TSC
8. Unfinished Business
 - * None
9. New Business
 - * Coaches Reports
 - * Appropriate Items for Coaches Reports
 - * Team Referee
10. Good of the Game
11. Adjournment



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting

Date: 09-10-2018

Location:

North Point Church
1779 NE Hostmark St
Poulsbo, Wa 98370

In Attendance

NSYSA Board:

President - Darcy Buell - Present
VP of Admin - Val Corden - Present
Competition - Bob Bjornemo - Present
VP of Awards - Vacant - Excused

Registrar - Susie McGill - Present
Treasurer - Liming McMillian - Excused
Secretary - Kent Hassebrock - Present

Club Representatives:

BIYSC - Justin Marshall - Excused
BSC - Shannon Bayne - Present
CKSC - Chris Hunt - Present
JCSC - Jennifer Herbig - Excused
KAFC - Chris Warthen - Excused

NKSC - Ken Markaryan - Present
NMYSC - Eric Easton - Present
SKSC - Chris Bussman - Present
TSC - Vicky Webb - Present

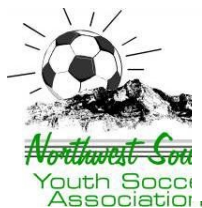
Committee Representatives

NSYSA Discipline - Bob Bjornemo - Present
Recreation Cup - Bob Bjornemo - Present
Soccer to the Maxx - Louie Bond - Excused
Operations - Dawn Byron - Present
Development Committee - Vacant

Others in Attendance

NSYSA Scheduler - Steve Shively - Present
GUEST:

1. Called to order at 6:34pm
* Roll Call - As noted above.

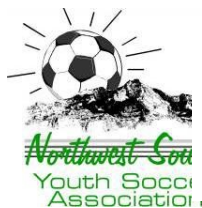


NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

2. Approval of minutes for 08/06/2018 Monthly Board Meeting
Motion: Accept minutes with earth shattering changes Vicky Webb
Second: Bob Bjornemo
Motion passes 10 approved, 0 object, 0 abstain
3. Communications
* Request to close account from State
Liming is researching it



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Annual Minutes

Date: 09-10-2018

4. Officers Reports

President

- * No Report

VP of Admin

- * No Report

VP of Comp

- * Sent an email with update on 9/10
- * Thank you to everyone who did the scheduling work. Asking that all clubs send a lessons learned list and send it to Bob and Steve Shively to help with next year.
- * Soccer to the Maxx has 6 teams registered
- * Rec Cup has 3 teams registered
- * Issues with clubs not having appropriate build out lines
 - * U8 and below have a line half way between goal box and mid field line
 - * U11 has a build out line
 - * U12 does not have a build out line
- * Issues with the NSYSA rosters on line. Some staff not on the rosters.
Steve says they have not changed anything between Bonzi/StackSports and NSYSA
- * Safe Sports initiative
 - * Couple people in Seattle were arrested recently. Main point of interest is no one on one time between adults and kids. RMA is mandatory
- * Referee shortage still happening
- * KPSRA is committed to 5 classes if clubs can assist
- * 13% of REC games had score reported
 - * This affects the Higby sportsmanship award.
- * 59% of Small Sided games had score reported
- * Bob will send an email to the referee association mentioning that some teams were rostered with one extra player to give players a chance to play.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

4. Officers Reports (continued)

VP of Awards and Recognition:

- * Vacant

Registrar

- * Most of the insurance certificates have been sent out. BSC still needs to have theirs.
- * Working with StackSports to fix the issue that she is having with CKSC
- * Had a U6 parents show up late and a player hanging on the goal at the Gordon 2 that caused me to be late to the meeting.
- * Still missing background checks. Issue are a lot of birthdates do not match or the name doesn't exactly match.

Treasurer

- * Out of town.
- * Financial report will be send later in the month.

Secretary

- * No report

NSYSA Website Administrator

- * Its been busy. We have processed 294 teams in scheduling. We required 4 divisions to be reschedule and they we processed by the clubs. Two divisions required rescheduling due to a team being added or removed. Two divisions were TSC in house divisions that only affected TSC.
- * 1889 games scheduled
- * Between 8/30 and start of the season, 992 emails were generated by the NSYSA Administrator.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

5. Committee reports

- * Development Committee (as reported by Darcy)
 - * No Report - Trying to get the committee up and running. Bob would like the committee to be made up of one person from each club.
- * NSYSA Discipline Committee (as reported by Bob Bjornemo)
 - * Discipline is up and running. KPSRA says one card was issued.
- * Rec Cup Committee (as reported by Bob Bjornemo)
 - * There is a REC cup video on line that Bob will get to Steve to link on the website
 - * Changed the dates last week for the quarter finals. They are now the 1st and 2nd of December.
 - * Registration closes October 10th
- * Soccer to the Maxx committee (as reported by Bob Bjornemo)
 - * 6 teams are registered
 - * Deadline is September 14th at 5:00pm
 - * STTM will be 10-7
- * Documents Committee (as reported by Dawn Byron)
 - * Nothing to report
 - * A clean copy is available for Steve in a PDF format. (Shannon Bayne)

End of committee Reports



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

6. Club Reports

- * BIYSC
 - * Excused. No Report
- * BSC
 - * Working with StackSports with the difficulties that of one staff position for one team.
 - * SKSC referee reported that he will not follow NSYSA guidelines because they change too often
 - * KPSRA referee is not following the buildout line
 - * BIYSC showed up at a home game and refused to change their uniform color.
 - * Ready to host STTM 9's and 10's if there are enough teams.
- * CKSC
 - * Thank you to TSC for assistance with scheduling games on their fields
- * JSCS
 - * No report
- * KAFC
 - * No Report
- * NKSC
 - * Hosting U8 STTM if there are enough teams
 - * Nothing else to report
 - * Val interjected in that there is a dog issue at the field, that has been added to the agenda. A child was bitten at the games at Strawberry. The school district states that since there are signs posted, the liability lays on the pet owner, not the school district or the organization renting the field.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

6. Club Reports (continued)

*** NMYSC**

- * October 13th is the foot golf tournament, cost is \$70 per couple or \$40 per single and that includes food and beer. This is an adult, 18 and over, event.
- * 239 player and 26 teams. Number of players increased this year.
- * What can be done about FC Silvers director handing out cards to players at practices. Discussion included if you have the field time rented, ask her to leave is she doesn't, call the sheriff. PSPL can be contacted by the NSYSA President to ask her to stop poaching.

*** SKSC**

- * 712 players registered. 602 are recreational players. 56 teams formed. 104 volunteers.
- * At U11, teams are not allowed to Punt/drop kick. U12 is allowed.

*** TSC**

- * Coaches meeting went well.
- * Food drive and pictures are September 29th and 30th
- * Elk shoot out was cancelled.
- * New fields are working out well
- * Rescheduling Sunday games due to teams not having enough players due to religious beliefs. TSC is willing to do double headers in that is an option. They will play DH in two different cities or games spread apart start time.
- * 900 players, 173 coaches, 80 teams

End of Club Reports



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

7. Unfinished Business

- * Nothing

8. New Business

- * Field Rules

- * Darcy talked to all school districts except SK and NM. All school district say only water is allowed on turf fields. Requesting clubs to disseminate the handout to all teams.
- * Pets at the field. Discussion about what can be asked by members regarding pets.
- * No Smoking or Vaping. Discussion about no nicotine, no smoking, no vaping to cover all three.
- * No Weapons, no discussion. Pretty cut and dry.
- * No Alcohol, discussion includes already being intoxicated, that is already a law Being drunk in public.
- * Vehicles in appropriate designated areas. BSC states that SK and NK parents drove through barricades at Mt View.

- * Turf field rules

- * Water only.
- * No Food, No Gum, No Seeds

Motion: Have Darcy update the changes and disseminate the information.

Bob Bjornemo

2nd: Vicky Webb

Motion passes 10 approved, 0 object, 0 abstain

- * Player Pass

- * What can and what can't be done
 - * The description is in the operating procedures. Player pass is utilized to go up Rec to Select, Select to Premiere, or up an age group such as U12 to U13 Rec.
 - * Question is if lateral player pass is available. CKSC is asking if a team of U12 with a roster of 14 send a player to play a game for a same age team with a roster of 10 or 11 players. Association registrar states that NSYSA documents that teams should be built to equal rosters. Bob asked about player passing a player from U11 to U12.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Subj: NSYSA Monthly Board Meeting Minutes

Date: 09-10-2018

New business - Continued

- * Recruiting players
 - * Once the REC team's season is done, the RCL teams can contact the player. If the REC team is still playing, regular season or Cup season, they can not contact the players.
 - * Article VI, Section C from the NSYSA Full Sided Operating Procedures.
 - * Contacted by Jeff Wenrich from Gig Harbor. Interested in playing friendlies between U13 teams and above to give team an option to play other Rec teams on this side of the bridge. They are also interested in an end of season tournament. Darcy is asking if anyone is interested in joining him for a meeting with Gig Harbor Rec.
- * Safe Sports
 - * Bob asked this to be put on the agenda. Next year we will be bound by Safe Sports. He would like board members to go through it this year and become familiar so they can explain the process next year when it is mandatory.
- * Select and RCL Tryouts.
 - * KAFC asked for this to be tabled. It will not be tabled.
 - * NSYSA is exploring having all Select tryouts run by NSYSA at a single location. Some people believe it will improve the product on the field, some people feel that it will cause more problems than it will help. Susie mentioned that players are going to other organizations (Harbor Select) because the quality of play is better.

Adjournment: 9:05

Subj: September VP of Comp Report

1. Soccer to the Max 2018.
 - a. Louie Bond will be chairman to take up the cause.
 - b. North Kitsap Soccer Club and Bremerton Soccer Club have stepped up to host STTM games. Thank you Clubs.
 - c. Soccer to the Maxx registration has been set at \$115 for all teams and all ages.
 - d. The date, 07 October, was approved for the tournament.
 - e. 14 September is the STTM registration deadline. It is earlier. Clubs please communicate with your teams and make them aware.
2. Recreation Cup 2018.
 - a. Through much discussion we have failed to come upon an agreeable date for this tournament.
 - b. Quarter Finals will be played at Gordon Field.
 - c. Rec Cup registration is \$300 per team.
 - d. Registration deadline is 10 October.
 - e. Round Robin play will begin October 20 and complete the weekend of 11 November.
 - f. Many Clubs are reporting that they are experiencing low HS age teams forming. We may have no representation at this age.
 - g. I have been asked if a HS team goes to the SSUL league for Fall play, may they play in Rec Cup in District IV. I find this reasonable and will allow pending review with WYS.
3. Recreation play.
 - a. Changes to the NSYSA Operating Procedure are necessary prior to the August Scheduling meeting.
 - b. Clubs begin play 01 August. No updated Operating Procedure has been submitted for review.
 - i. The Board must decide with this August meeting how this delay shall be applied.
 - ii. Coaches need to train their players. To do so, they also must know.
 - c. President Darcy has posted some proposed changes. Please read and be ready to speak to these changes.
 - i. Without a vote and approval at this August Board meeting we are creating discord to clubs planning and coaches training

Subj: September VP of Comp Report (continued)

4. Safe Sports Initiative.
 - a. I recently forwarded information regarding the implementation of a program to ensure the security and safety of players.
 - b. I will recommend to the Board a committee to be formed to develop policy and procedures for implementation of this initiative.
 - c. Clubs are asked to review their use of individuals without RMA Certification.
 - d. Rule of Thumb:
 - i. If an adult will be to limit one-on-one interaction.
 - ii. Ensure all individuals involved in Practice, travel, lodging, etc., are paired with a second adult.
 - iii. All must have RMA certification
5. Scheduling meeting will be held 18 August. Location OSC Indoor Soccer Center.
6. Clubs are asked to acknowledge and implement the WYS Respect campaign. This campaign is recommended to be reviewed at the start of the season meetings.
7. Positive Coaching Alliance
 - a. Two classes have been scheduled for PAC to be presented in Kitsap County.
 - b. Each class has the capacity for 75 students.
 - c. To Date, with 12 remaining to the scheduled date, there are (7) seven registered attendees.
 - i. Unless convinced other, I will cancel the class if numbers do not improve by 03 August. We cannot ask instructors to travel two hour R/T for so few participants.
 - d. The link to register for the Eagles Nest – Fairgrounds, is:
<https://ps://doodle.com/poll/sbz8p2aiyueuk72w>

Subj: September VP of Comp Report (continued)

8. This item is critical to our soccer season. I see no movement by Clubs to initiate efforts for the recruiting of new referees.
 - a. Referees are a diminishing resource. We all must seek to find new blood for the ranks of Kitsap Peninsula Referee Association.
 - b. KPSRA has committed to five (5) training classes to bolster the number of available referee pool to officiate.
 - c. Clubs are asked to support this effort.
 - i. Campus Club membership for possible candidates.
 - ii. Establish a ratio of two new referees per team.
 - iii. Emphasize the importance of having available numbers to provide to support full referee teams for all games.
 - d. Support to this belief can be verified by recent news articles on National and Local news stations featuring the shortages and the reasons for the decline.
 - e. Websites supporting this phenomena are:
 - i. <https://deadspin.com/theres-a-nationwide-shortage-of-youth-sports-referees-1796469536>
 - ii. <https://www.idahostatesman.com/sports/article155675254.html>
 - iii. <http://www.washingtonyouthsoccer.org/respect/>
 - iv. <https://www.kiro7.com/video?videoId=804803053&videoVersion=1.0>
9. We cannot have coverage if resources are not available. KPSRA is not the best resource to seek new members.
 - a. They have a diminishing association with the candidate pool.
 - b. Clubs are the source for new resources.
 - c. It will not become a priority until Clubs make “Referee recruitment” a priority.
10. HS League play
 - a. Most all Clubs are reporting limited to no registration in the HS age groups.
 - b. We have spoken to this dilemma several times.
 - c. I stand by my proposal of a Co-Ed league in either a 7 V 7 or 9 V 9 format.
 - d. A second alternative to this would be participation in the SSUL league.
 - e. It is very important that we accept change to allow these young players and opportunity and location. Please remain open in your Clubs decisions.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

Date: 06 August 2018

Subj: September VP of Comp Report

1. Coaches are continuing to not provide N SYSA web generated rosters to the referee for games.
 - a. We have no confirmation that the individual coaching staff is RMA certified.
 - b. Coaches are allowing non-team staff members to remain on the team side of the field during the game. This is a violation of WYS RMA rules and NSYSA Operating Procedures.
 - c. The referee has the authority to refuse the game to start without this roster. Don't be the coach that gets that referee.
2. Soccer to the Max 2018.
 - a. Louie Bond will be chairman to take up the cause.
 - b. Bremerton Soccer Club has stepped up to host STTM games. Thank you!
 - c. The schedule is now posted
3. Recreation Cup 2018.
 - a. Quarter Finals will be played at Gordon Field.
 - b. Rec Cup registration is \$300 per team.
 - c. Registration deadline is 10 October.
 - d. Round Robin play will begin October 20 and complete the weekend of 11 November.
 - e. Many Clubs are reporting that they are experiencing low HS age teams forming. We may have no representation at this age.
 - f. I have been asked if a HS team goes to the SSUL league for Fall play, may they play in Rec Cup in District IV.
 - i. I find this reasonable and will allow pending review with WYS.
 - g. Draft flyer attached
4. Recreation play.
 - a. Teams are reporting confusion with application of rules at the U11 & U12 rules. Contact your Club VP of Competition for clarification.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

5. Safe Sports Initiative. (Repeat)

- a. I recently forwarded information regarding the implementation of a program to ensure the security and safety of players.
- b. I will recommend to the Board a committee to be formed to develop policy and procedures for implementation of this initiative.
- c. Clubs are asked to review their use of individuals without RMA Certification.
- d. Rule of Thumb:
 - i. If an adult will be to limit one-on-one interaction.
 - ii. Ensure all individuals involved in Practice, travel, lodging, etc., are paired with a second adult.
 - iii. All must have RMA certification

6. Game reporting:

Week #3 9/22/2018

Recreation Play:

45 Games Scheduled.
84 games were reported by coaches.
86 possible reports.
93 % of possible reporting was accomplished.

Games W/O an Assigned Referee

10 Games Unassigned referees
22 % Of Games Unassigned

Small Sided play:

81 Games scheduled.
148 games were reported by coaches.
162 possible reports.
91% of possible reporting was accomplished.

Games W/O an Assigned Referee

14 Games Unassigned referees
8% Of Games Unassigned

Week #4 9/29/2018

Recreation Play:

45 Games Scheduled.
84 games were reported by coaches.
90 possible reports.
86% of possible reporting was accomplished.

Games W/O an Assigned Referee

10 Games Unassigned referees
22% Of Games Unassigned

Small Sided play:

81 Games scheduled.
148 games were reported by coaches.
162 possible reports.
91% of possible reporting was accomplished.

Games W/O an Assigned Referee

14 Games Unassigned referees
2% Of Games Unassigned



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

- a.
7. Coaches continue to report the lack of referees at matches. We have been experiencing ~25% referee shortage in our matches. This is with Small Sided and Full Sided alike. I have no way of measuring those matches with three referee assignments are receiving 100% coverage.
8. No movement by Clubs to initiate efforts for the recruiting of new referees has been seen.
 - a. Referees are a diminishing resource. We all must seek to find new blood for the ranks of Kitsap Peninsula Referee Association.
 - b. KPSRA has committed providing a referee training class in the next few weeks.
 - c. Clubs are asked to support this effort.
 - i. Campus Club membership for possible candidates.
 - ii. Establish a ratio of two new referees per team.
 - iii. Emphasize the importance of having available numbers to provide to support full referee teams for all games.
 - d. Support to this belief can be verified by recent news articles on National and Local news stations featuring the shortages and the reasons for the decline.
 - e. Websites supporting this phenomena are:
 - i. <https://deadspin.com/theres-a-nationwide-shortage-of-youth-sports-referees-1796469536>
 - ii. <https://www.idahostatesman.com/sports/article155675254.html>
 - iii. <http://www.washingtonyouthsoccer.org/respect/>
 - iv. <https://www.kiro7.com/video?videoId=804803053&videoVersion=1.0>
9. We cannot have coverage if resources are not available. KPSRA is not the best resource to seek new members.
 - a. They have a diminishing association with the candidate pool.
 - i. Injuries and High school play impact the ability for referees to cover our Association matches.
 - b. Clubs are the source for new resources.
 - c. It will not become a priority until Clubs make “Referee recruitment” a priority.
10. HS League play
 - a. Most all Clubs are reporting limited to no registration in the HS age groups.
 - b. We have spoken to this dilemma several times.
 - c. I stand by my proposal of a Co-Ed league in either a 7 V 7 or 9 V 9 format.
 - d. A second alternative to this would be participation in a Spring CoEd league.



NORTHWEST SOUND YOUTH SOCCER ASSOCIATION NSYSA

- e. It is very important that we accept change to allow these young players and opportunity and location. Please remain open in your Clubs discussions.

YouthSoccerInsider

Friday, September 28, 2018

Ending ref abuse starts with the coaches

by **Mike Woitalla**

More than 70% of referees in American youth soccer are teenagers.

Years ago, in my area, a coach screamed so much at the teenage girl refereeing a U-10 game that she ended up in tears and the game was abandoned. I wasn't there but tried to get as much information about the incident as possible.

Googling the coach's name revealed that he was a professor at a prestigious university. I was reminded of this a few years later while watching a high school game from the stands at which a couple of parents screamed at the referee for calling a foul against their kids' team.

A third parent asked me what I thought of the call. "We're 60 yards away," I said. "The ref was 10 yards away."

I knew those who screamed at the ref were intelligent people, had very well-paying jobs, were caring parents -- friendly and well-mannered people. The anger in their voices was out of character.

Obviously, there's something about the sports environment that unleashes emotions powerful enough to destroy a reasonable person's sense of decorum -- emotions that erase any of the intelligence they would use in other facets of their lives to assess a situation.

The parents who screamed had never read the soccer rulebook. No one ever explained to them "careless, reckless, using excessive force." I imagine their reactions were prompted by the instinct to be their children's allies.

I spoke to the girl who got screamed at by the professor a few months after the incident. It was after I had reffed a game with her as AR. I told her I write about refereeing, wanted to hear about her experience, and I wouldn't use her name, as I agreed to with her parents.

I told her how impressed I was that she had continued to referee. Most referees quit within a couple of years, citing verbal abuse. But she still fought back tears as she described the game with an account that was the same as someone else I spoke with who had witnessed it. It had to do with a penalty-kick call. The kind of call or no-call that we see debated all the time at every level, if we're watching the World Cup, MLS, Bundesliga, EPL, Champions League, etc.

It continues to boggle my mind that any one expects perfect reffing at the grassroots when never a few days go by that there's not a refereeing controversy at the highest levels, with highly trained professional referees, and in some cases even *after* the use of Video Assistant Referee (VAR).

But it's worse than that, because so often the refs are getting yelled at when they make the right call.

Frequently, the ref abuse comes from coaches and parents who are much farther away from the action than the refs. Sometimes the ref abusers' language reveals that they're unfamiliar with the rules. (The rulebook does *not* say that if "he got the ball" it can't be a foul.)

Earlier this year, the [Chicago Tribune](#) reported on a ref shortage in youth sports: "Abuse by parents and coaches alike has led in part to a shortage of referees and umpires in youth and high school leagues across the country."

[The Guardian](#)'s "No end in sight to youth referee abuse" article relayed the stats from a National Association of Sports Officials survey of 17,000 referees, 87% of whom said that they had suffered from verbal abuse and 13% had been physically assaulted.



I remind you, much of this abuse is directed at teenagers.

Reports of ref shortages and pleas for basic good manners should be enough to stifle the screams at referees. But obviously it's not.

Those in the best position to create a civil atmosphere at our soccer fields are the coaches.

When coaches scream at the referees, they're sending a message to the parents that it's OK to abuse the ref. In most of the cases in grassroots soccer when I – as coach, ref or observer – have seen parents get out of hand it's obvious they're influenced by the coach's behavior on the other sideline.

Here's what I'd like to see from coaches:

- Read the rulebook! I would wager most youth coaches have not taken the time. You'll find it [HERE](#).
- Referee a few games. That might give you a better comprehension of the challenges faced by the teenager refing your game.
- If you have issues with the refereeing, address them civilly. There are cases, when you have concerns for your players' safety, you feel an obligation to address the referee. This can be done without screaming. **FURTHER READING:** [Ref, Can we talk?](#)

- If you're blaming the referee for losses, ask yourself if you're doing that because you're worried that the parents will think you're a bad coach because of the results. If you are a good youth coach, you should be able to explain to the parents that your main task is the players' long-term development – and the scoreline at the young ages isn't an indicator of whether you're on the right track.
- Consider that when you criticize or blame the ref, you're handing your players an excuse for why they're not succeeding.
- When the final whistle blows, walk to the middle of the field and shake the ref's hand and thank him or her. That demonstrates to the players and parents, that no matter how intense and dramatic sports can become at any level, you have respect for the role of the referees. And they should, too.

The Enemy of Excellence in Youth Sports

by John O'Sullivan / Thursday, 08 January 2015 / Published in Coaching, Problems in Youth Sports, Sports Parenting



“My daughter is the tallest fourth grader in her class and loves to play basketball,” said a father to me recently. “Sadly, I know that she will ultimately grow to be of average height. Since she is now only allowed to rebound and give the ball to shorter-ball handler players on her team, she will never develop the skills she will need to play basketball. After her last game, she told her 5-year old sister that she did not shoot or score because her job is to rebound and play defense, because that is what her coach told her. What should I do?”

The plight of this parent highlights what I believe to be the greatest obstacle to a child-centered youth sports environment.

It causes many children to drop out and quit.

It turns the focus of youth sports away from the priorities and needs of children, and towards the values of adults.

It cuts at the very essence of what sports are supposed to be about: a quest for excellence.

Sadly, this girl and millions of kids just like her are playing sports in an environment not designed to make them better in the long term. They are caught up in an adult obsession to solely measure youth sports results in wins and losses, and it is killing youth sports in our country



Comments by NBA stars Kobe Bryant and LeBron James, as well as basketball coach Alan Stein, about the emphasis on playing games instead of practicing, and winning at the expense of teaching the game the right way, have made headlines recently. They reminded me of this [great video](#) by NBA coach Stan Van Gundy about the massive amount of youth basketball coaches dedicated to winning as opposed to skill development.

But this is not a basketball problem. It is a youth sports problem. It exists in every team sport.

Our obsession with winning is the enemy of excellence in youth sports!

We have turned our attention away from developing excellence in our athletes, and now only focus on immediate success. As a result, we do the following:

1. Play too many games and do not practice enough
2. Select “talent” for short term gains instead of identifying and developing all athletes and focusing on long term potential
3. Make cuts and select all-star teams at younger and younger ages, making youth sports an elitist undertaking for early developers and those with the financial means to participate.
4. Require year round participation to be a part of elementary school age youth teams, which goes against the advice of physicians, psychologists and sociologists.
5. Teach and coach strategies that provide short-term results at the expense of long-term development.

I know there are some reading this just dying to write that I am anti-competition, and believe we should give everyone a trophy and sing Kumbaya after every activity regardless of outcome.

That is not me.

I am competitive. I love winning. I have coached high-level athletes who have gone on to be college, national team and professional soccer players for over two decades. And I believe that every time an athlete takes the field, he or she should give maximum effort in the pursuit of victory.

But players who play to win is one thing, and has nothing to do with coaches who only coach to win, and organizations who create environments focused on winning and not development. Their approach actually robs kids of their athletic education, and sets them up for failure later in life.

These coaches love to say, “we are developing winners,” but they are not. They are actually developing losers because they are not giving their players the tools to compete and win later at higher levels of sport. That 4th grade basketball player I mentioned above is not learning to dribble or shoot, two essential skills for any basketball player, especially one who won’t crack the six foot barrier! And why, “because her job is to rebound and play defense” to help the team win!

The biggest problem today is that players flock to clubs and coaches that win, and rarely do parents take the time to think, “Is this a good place for both my child’s long term athletic development, and personal development?”

Great coaches and developmentally focused organizations often lose their best players to these “elite” winning clubs who promise championships and scholarships. True athlete-focused coaches play all their players, and lose a few games in the process by teaching for the long term, yet season after season end up having to find new players to replace the ones who left to the “winning” clubs.

You see, teaching a tall 10 year old to dribble and play guard will likely lose you a few basketball games, but it will make that 10 year old a better basketball player. Teaching your young soccer players to be creative, to try and pass out of the back and beat players 1v1 will cost you goals and games, but it will make them much more adept players when it really matters. And letting everyone pitch in Little League, as well as limiting pitch counts and actually practicing instead of simply playing games, will develop better baseball players, but not win you all your games.

Our obsession with winning is without a doubt the enemy of excellence in youth sports.

I have always loved this quote from the late Joe Paterno:

“There are many people, particularly in sports, who think that success and excellence are the same thing. They are not the same thing. Excellence is something that is lasting and dependable and largely within a person’s control. In contrast, success is perishable and is often outside our control. If you strive for excellence, you will probably be successful eventually. People who put excellence in the first place have the patience to end up with success. An additional burden for the victim of the success mentality is that he is threatened by the success of others and he resents real excellence. In contrast, the person that is fascinated by quality is excited when he sees it in others.”

Excellence is all about the process; while winning is all about the outcome.

Excellence promotes the growth mindset that Dr. Carol Dweck has identified as crucial to learning and high-performance, while a focus on winning promotes the destructive, outcome oriented fixed mindset that fears failure and dismisses effort as meaningless.

Excellence allows room for failure and learning, while an obsession with winning does not.

Excellence based youth sports programs allow every player to develop on his or her own pace, while results oriented teams only use those players who can help them now.

Excellence inevitably leads to success, while outcome-focused achievement rarely yields excellence.

Do you really want your child to win every game for the rest of his life? That can be arranged. Play in a bad league, play in low level tournaments, and sure enough you can win them all. But why? There will be boredom, little learning, and no challenge. **So if we can agree that we don’t need, or want, to win all our games because it is not necessarily a good thing, shouldn’t we stop worrying when we lose one or two in a weekend?**

If we are ever to once again create a player-centered youth sports environment, one that prioritizes the needs and values of our kids over the adults involved in sports, we need to shift this paradigm.

We need an excellence based youth soccer system such as Iceland (population 320,000) which wouldn't even qualify as a small city in the United States (pop. 316 million) yet has a similar FIFA world ranking and produces more European professional players than the US.

We need better coaching and a developmentally focused youth hockey system like Sweden (pop. 9.5 million), which revamped its youth hockey program in 2002 and now is third in the world behind the US and Canada (pop. 35 million) in producing NHL players.

We need to teach fundamental basketball like Serbia (pop. 7 million), which allowed them to reach the finals of the 2014 World Championships.

While each of these sporting systems has their own coaching and player development models, they have one commonality: they have small populations and therefore must maximize the potential of every athlete. As a result, **they focus on excellence and development of their young athletes, and let the winning come as a result of development, not in place of it.**

What is the Path Forward?

Here are a few suggestions to shift this paradigm from an outcome driven nightmare to an excellence driven developmental model.

Parents:

- Start educating yourselves on the organizations you are a part of, and the science of athletic development, performance, and child psychology ([click here to grab my eBook on this topic](#)). So many parents are allowing their kids to be short changed, led by lousy role models, and even bullied, in order to win a \$10 trophy or two.
- **Start letting your kids compete with other kids like you used to as a child, and stop competing with other adults though your kids** (and posting the results on Facebook and Instagram).
- **Stop worrying about winning and find better ways to measure the success of your child's sports program!**
- Please demand that your schools and youth sports clubs hire transformational coaches who value your child and treat him or her with the respect and dignity they deserve in victory and defeat, and then support those coaches!
- **Say something, share this article, tell one person, do anything to make a difference**
- Your money talks, so have the courage to speak up and walk when your kids are not being served.

Coaches:

- **For those of you who are doing it right, developing athletes and teaching them about sport and life, keep doing what you are doing.** I know how hard it is to be a teacher, mentor and trusted ally of your athletes these days, but we need you more than ever. Don't give up!
- For those of you who are in it simply for the paycheck and/or your ego, and go around trophy hunting and churning through kids to serve yourself, ask yourself this simple question posed to me by a legendary swimming coach I once met: **"How can you be disloyal to a sport that is giving you a life?"** You drive kids out of a game you claim to love, and you give a bad name to a vocation that you have turned into a profession. Please change, or please find something else to do, but don't coach.

Youth Sports Organizations:

- **You are the gatekeepers of youth sports.** You set the philosophy and the tone; you make youth sports a place for development or simply a place to separate winners and losers. Please take a stand.
- **Do a better job with parent education.** Parents love their kids, and they want to help, but no one teaches them how to help! So many of you pay homage to parent education by having them sign a worthless code of conduct, or by burying a page of do's and don'ts on your website. So many well-paid coaching directors I know tell me they don't have any money in their budget for parent education, but then tell me they spend half their time dealing with parent issues. "Uh, so what you are saying is that you actually do spend \$40,000 on cleaning up the mess, but cannot find \$2,000 to prevent it?" Bring in the Changing the Game Project, or **Positive Coaching Alliance**, or **Proactive Coaching**, or **Bob Bigelow**, and start teaching parents how to help sports belong to their kids when they are young, and keep teaching them year after year. It works!
- **Do a better job supporting and educating your coaches, especially the volunteers.** We have one preseason meeting, hand them an outdated PDF coaching manual, tell them how to watch for concussions and then throw them to the wolves. They need better ideas for practices. They need modern tools (check out my new venture **TheDrillBook.com**, its FREE). They need to know how to handle lopsided games, and how to get rid of lines and lectures. The more you do for them, the more of them will come back year after year because it will be an enjoyable experience.

The enemy of excellence in youth sports is the obsession with winning. It is driving children out of sports and toward sedentary lifestyles, and it is not preparing them to succeed in sport or in life. We need this to change.

You can be the change. You can help start this revolution, simply by sharing this article with one other person, or telling one person about this work.

We need you!

Our kids need you.

Excellence needs you!!!

Please share your thoughts and opinions below, are we too obsessed with winning, and if you have not already...

Ref, Can we talk?

- by [Mike Voitalla](#) @MikeVoitalla, Dec 10, 2014

By Mike Voitalla

Among the feedback we got from last week's column on referee abuse ("[Blaming the ref doesn't work](#)") were those who pointed out that sometimes coaches do feel a legitimate need to communicate with the referee -- especially when the coaches believe their players' safety is at risk.

I have over the years asked experienced refs: What's a reasonable way for coaches to express their grievances to refs?

"It's basically down to approach and attitude. All referees are happy to talk about the game at any convenient moment. A friendly approach and polite comment or question will draw a similar response."

That came from **Stanley Lover**, the [renowned international referee](#), instructor, and author of several officiating books, who died in 2013.

I had given Lover the following scenario: What to do if their No. 6 is throwing elbows at your No. 10?

Lover suggested the coach say, "A nice match, referee, but that young Blue No. 10 is near to tears because of the rough play of the Red No. 6, particularly her flying elbows." Enough said, the ref has got the point.

Lover stressed that coaches be aware of their body language: "An aggressive movement; a menacing stance; a thrusting scowling face; a sharp accusing question, will put the official on the defensive and not invite an answer which satisfies either party."

Mark Butler of the [National Intercollegiate Soccer Officials Association](#) told me:

"If there is a genuine concern, especially in the area of protecting a player, it is acceptable to speak to the referee. It's all about the approach. It's not screaming, or getting personal. ... The approach should not be confrontational, boisterous, demonstrative -- and the discussion should not be prolonged."

Brian Hall, former World Cup ref and four-time MLS Referee of the Year, warned of a halftime talk when I queried him in a 2010 article:

"If a coach talks to the ref at halftime," Halls says, "what will the other coach or the spectators think?"

Hall suggested a quiet word with the assistant referee on the near side. A coach could say, in a positive manner, "Maybe you guys can discuss that at halftime ..."

Also acceptable, said Hall, is if the referee comes near the coach during the game -- perhaps at a throw-in or a free kick near the sideline -- and the coach asks the referee to keep her eye out on something, "in a professional, controlled, positive manner."

(Hall also strongly advocated coaches providing feedback on referees to the league's assignors -- and not just when it's a complaint.)

Randy Vogt, the author of "[Preventive Officiating](#)" and Youth Soccer Insider ref columnist, does believe halftime can be an appropriate time for a coach to approach the referee at the youth level:

"The coach should then tell the opposing coach what was said so the opposing coach does not believe his/her team is being accused of anything. If both coaches believe the ref needs to call more fouls, they can both approach the ref at halftime."

Everyone agrees coaches must not approach in anger.

"The coach needs to be calm throughout the conversation," says Vogt. "Coach could say something like, 'I realize that you are trying your best but there have been fouls that have not been whistled, the challenges have become more robust because of this and I'm fearful that somebody is about to get hurt. Could you please start calling more fouls on both teams? I believe that would serve this game well.'"

"The important thing is to ask for more fouls being whistled on both teams. Otherwise, the ref could think that the coach is more interested in winning the game than the safety of the players especially if the coach says something like, 'Call more fouls on the other team as they are a bunch of dirty players who are coached that way!' That's definitely the wrong thing to say and only exacerbates the situation."

If the situation occurs in the second half or early in the game, Vogt suggests that in the older youth groups, the coach should ask the captain to communicate the coach's concerns with the same civility he recommends for the coaches.

If the kids are young and the coach cannot rely on a captain for communication, Vogt agrees with Hall that when play is near the bench the coach can attempt to convey a message to the ref -- in a calm, concise manner.

“The important thing is for the coach or captain to be pleasant and the ref to receive the impression that he/she is more concerned about the safety of all the players than simply winning the game,” says Vogt.

(Mike Voitalla, the executive editor of Soccer America, coaches youth soccer for [Bay Oaks/East Bay United SC](#) in Oakland, Calif and is a Grade 8 referee. He is the co-author, with Tim Mulqueen, of [The Complete Soccer Goalkeeper](#). Voitalla's youth soccer articles are archived at [YouthSoccerFun.com](#).)

Northwest Sound Youth Soccer Association

Financial Summary as of 9/30/2018

	FY 2018-2019			
	Apr 2018 - Aug 2018	Sept 2018	Actual YTD	FY Budget
Income				
Game Fee	\$ 7,000.00	\$ -	\$ 7,000.00	\$ 26,994.00
Other Income	\$ -	\$ -	\$ -	\$ 14,100.00
Player Fee	\$ 9,325.20	\$ -	\$ 9,325.20	\$ 36,966.00
Tournament Fee	\$ -	\$ -	\$ -	\$ 12,335.00
Total	\$ 16,325.20	\$ -	\$ 16,325.20	\$ 90,395.00
Expenses				
Administrative Expenses	\$ 302.55	\$ 171.00	\$ 473.55	\$ 5,086.00
Bank Charges & Fees	\$ 29.75	\$ 5.95	\$ 35.70	\$ 200.00
Dues/Player Fees - WYS	\$ 1,772.00	\$ -	\$ 1,772.00	\$ 32,145.00
Other Expenses	\$ 683.24	\$ -	\$ 683.24	\$ 17,900.00
Scheduler/Webmaster	\$ 9,000.00	\$ 1,800.00	\$ 10,800.00	\$ 21,600.00
Tournament Expenses	\$ -	\$ -	\$ -	\$ 11,930.00
Total	\$ 11,787.54	\$ 1,976.95	\$ 13,764.49	\$ 88,861.00
Net Income	\$ 4,537.66	\$ (1,976.95)	\$ 2,560.71	\$ 1,534.00

Northwest Sound Youth Soccer Association
Balance Sheet

As of September 30, 2018

ASSETS

Current Assets

Bank Accounts

Kitsap Bank Checking	58,674.32
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Total Bank Accounts	\$ 58,674.32
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Other Current Assets

Undeposited Funds	0.00
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Total Other Current Assets	\$ 0.00
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Total Current Assets	\$ 58,674.32
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TOTAL ASSETS	\$ 58,674.32
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LIABILITIES AND EQUITY

Total Liabilities

Equity

Opening Balance Equity	64,898.61
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Retained Earnings	-8,785.00
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Net Income	2,560.71
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Total Equity	\$ 58,674.32
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TOTAL LIABILITIES AND EQUITY	\$ 58,674.32
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Northwest Sound Youth Soccer Association

Actuals vs Budget

April - September 2018

	Apr-Aug 2018	Sept 2018	Total	
	Actual	Actual	Actual YTD	FY Budget
INCOME				
Game Fees				
Competitive Program	7,000.00	0.00	7,000.00	8,190.00
Recreational Program	0.00	0.00	0.00	8,976.00
Small Sided Program	0.00	0.00	0.00	9,828.00
Total Game Fees	\$ 7,000.00	\$ 0.00	\$ 7,000.00	\$ 26,994.00
Other Income				
RMA-Background Check	0.00	0.00	0.00	3,000.00
Small Sided Referees	0.00	0.00	0.00	10,600.00
TopSoccer	0.00	0.00	0.00	500.00
Total Other Income	\$ 0.00	\$ 0.00	\$ 0.00	\$ 14,100.00
Player Fees				
Competitive Program	4,341.40	0.00	4,341.40	12,558.00
Recreational Program	4,411.80	0.00	4,411.80	14,662.00
Small Sided Program	572.00	0.00	572.00	9,746.00
Total Player Fees	\$ 9,325.20	\$ 0.00	\$ 9,325.20	\$ 36,966.00
Tournament Fee				
Recreational Cup	0.00	0.00	0.00	9,000.00
Soccer to the Maxx	0.00	0.00	0.00	3,335.00
Total Tournament Fee	\$ 0.00	\$ 0.00	\$ 0.00	\$ 12,335.00
Total Income	\$ 16,325.20	\$ 0.00	\$ 16,325.20	\$ 90,395.00
EXPENSES				
Administrative Exp				
Communication	103.16	0.00	103.16	200.00
Meetings	86.00	171.00	257.00	200.00
Office Supplies	0.00	0.00	0.00	50.00
Postage/Mail Box	82.00	0.00	82.00	76.00
Software/Website	0.00	0.00	0.00	4,160.00
Taxes & Fees	31.39	0.00	31.39	400.00
Total Administrative Exp	\$ 302.55	\$ 171.00	\$ 473.55	\$ 5,086.00
Bank Charges & Fees	29.75	5.95	35.70	200.00
Dues/Player Fees - WYS				
Competitive Program	372.00	0.00	372.00	10,920.00
Recreational Program	350.00	0.00	350.00	12,750.00
Small Sided Program	1,050.00	0.00	1,050.00	8,475.00
Total Dues/Player Fees - WYS	\$ 1,772.00	\$ 0.00	\$ 1,772.00	\$ 32,145.00
Other Expenses				
Awards	0.00	0.00	0.00	2,300.00
Meals/Travel	183.24	0.00	183.24	600.00

Northwest Sound Youth Soccer Association

Actuals vs Budget

April - September 2018

	Apr-Aug 2018	Sept 2018	Total	
	Actual	Actual	Actual YTD	FY Budget
Miscellaneous	0.00	0.00	0.00	100.00
RMA-Background Check	0.00	0.00	0.00	3,000.00
Scholarship	500.00	0.00	500.00	1,000.00
Small Sided Referees	0.00	0.00	0.00	10,600.00
TopSoccer	0.00	0.00	0.00	300.00
Total Other Expenses	\$ 683.24	\$ 0.00	\$ 683.24	\$ 17,900.00
Scheduler/Webmaster	9,000.00	1,800.00	10,800.00	21,600.00
Tournament Exp				
Recreational Cup				
Awards	0.00	0.00	0.00	800.00
Fields	0.00	0.00	0.00	850.00
Referee Fees	0.00	0.00	0.00	2,300.00
State Fees	0.00	0.00	0.00	3,000.00
T-Shirts	0.00	0.00	0.00	1,900.00
Total Recreational Cup	\$ 0.00	\$ 0.00	\$ 0.00	\$ 8,850.00
Soccer to the Maxx				
Referee Fees	0.00	0.00	0.00	430.00
T-Shirts	0.00	0.00	0.00	2,500.00
Tournament Fee	0.00	0.00	0.00	150.00
Total Soccer to the Maxx	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,080.00
Total Tournament Exp	\$ 0.00	\$ 0.00	\$ 0.00	\$ 11,930.00
Total Expenses	\$ 11,787.54	\$ 1,976.95	\$ 13,764.49	\$ 88,861.00
Net Income	\$ 4,537.66	-\$ 1,976.95	\$ 2,560.71	\$ 1,534.00