



AGENDA

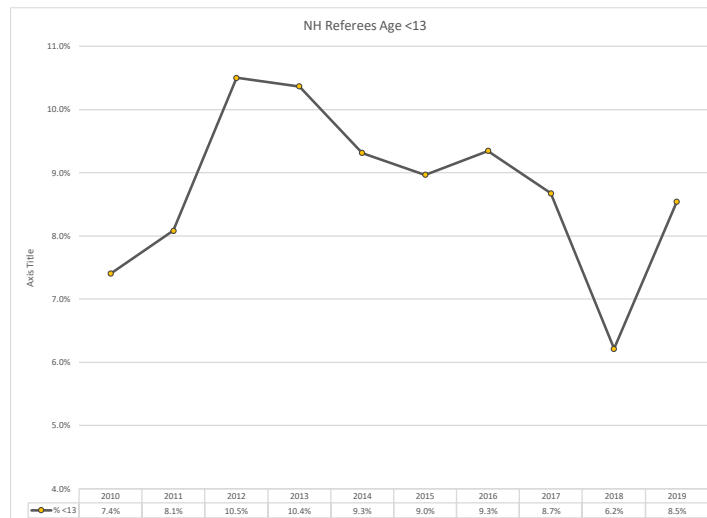
State Referee Committee Meeting July 2019

- Minutes – Jan and April 2019 Meetings
- Reports
 - SRA/Finances – written
 - SYRA -verbal
 - SDA/SDI – written
 - Futsal
 - Area Reps
- Old Business
 - Web Site (J. Breda)
 - Changes/Amends to Calendar
 - Book Award Recipients
- New Business
 - Discretionary Spending – see attached proposal
 - Young Referee of the Year – SYRA
 - Risk Management – SDA/SDI
 - Tournament Travel -SYRA
 - Other?



State Referee Administrator Report – July 2019

- Financial through June 2019 – see attached summary
- 2019 Referee Registration
 - Final Numbers for 2019
 - 829 Referees
 - 38 Futsal
 - 9 Beach
 - Two referees under temporary suspension by NHTSA for Risk Management issues
- 2020 Registration Now Open
 - Grade system changing from 9,8,7,6,5,4,3,2,1 to 1-4 to line up with FIFA
 - 98% of 2019 = 7,8 & 9 which changes to “Grassroots Referee”
 - Starting in 2020 registration year minimum age for referee will change



- SafeSport Training
 - Mandatory for all referee program members ≥ 18 years old for 2020 registration
 - Change – one reach 18 must complete within 45 days or suspended until done
- Background Checks
 - Will be done via USSoccer Learning Center
 - Higher cost however only required every 2 years
 - Change – one reach 18 must complete within 45 days or suspended until done
- New/Revised Web SRC Web Page
 - Assumed lead on vendor selection
 - Recommended (and approved) Erin Iwaskiewicz
 - Work underway with SDA/SDI as main contact for interface



State Referee Administrator Report – July 2019

FINANCE SUMMARY

| NH Soccer Referee Program | | |
|---------------------------------|---------------------------------------|-------------------|
| Balance Sheet | | |
| As of July 12, 2019 | | |
| | | Jul 12, 19 |
| ASSETS | | |
| Current Assets | | |
| Checking/Savings | | |
| | 105-R · Referee - Checking | 95,329.00 |
| | 106-R · Referee - Savings | 18,096.81 |
| | 107 · CD #9844 6 MO | 25,605.89 |
| | 108 · CD #9852 6 MO | 25,548.97 |
| | Total Checking/Savings | 164,580.67 |
| | Total Current Assets | 164,580.67 |
| Fixed Assets | | |
| | 140 · Equipment | 1,485.96 |
| | Total Fixed Assets | 1,485.96 |
| | TOTAL ASSETS | 166,066.63 |
| LIABILITIES & EQUITY | | |
| Equity | | |
| | 349 · Opening Bal Equity | 137,073.94 |
| | 350 · Fund Balance | 29,688.86 |
| | Net Income | -696.17 |
| | Total Equity | 166,066.63 |
| | TOTAL LIABILITIES & EQUITY | 166,066.63 |



State Referee Administrator Report – July 2019

| NH Soccer Referee Program | | |
|-----------------------------------|--|----------------|
| Profit & Loss | | |
| January through December 2019 | | |
| | | Jan - Dec 19 |
| INCOME | | |
| 434 · REFEREE | | |
| | 435 · Referee Registration | 36,280.00 |
| Total 434 · REFEREE | | 36,280.00 |
| 440 · Dividends & interest income | | 4.49 |
| Total INCOME | | 36,284.49 |
| Total Income | | 36,284.49 |
| EXPENSE | | |
| | 7539 · SPAY US Soccer | 12,060.00 |
| | 7538 · SPAY CONNECT | 1,653.37 |
| | 7537 · SPAY - 5CD DEBIT | 4,018.50 |
| | 7536 · ACH Debit BONZI Game Official | 1,586.30 |
| | 7533 · BONZI Subscription Fee | 592.00 |
| | 7801 · TAX PREPERATION SVCS | 706.25 |
| Outside Services - | | |
| | 744 · Other contract labor | 450.00 |
| | 749 · Office - Accounting&Bookeeping | 1,050.00 |
| | 8001 · Grass Roots | 1,340.00 |
| | 800 · Referee Instructor Grade 8 | 2,655.00 |
| | 802 · Ref. Inst. IN-SERVICE Training | 1,000.00 |
| | 804 · Referee Assessment FULL | 80.00 |
| Total Outside Services - | | 6,575.00 |
| Travel | | |
| | 7719 · RENTAL CAR | 370.49 |
| | 7720 · Transportation & Travel - Other | 91.50 |
| Total Travel | | 461.99 |
| | 760 · Phone | 350.00 |
| | 761 · Internet | 350.00 |
| | 762 · Postage | 213.50 |
| | 769 · Airline Tickets | 1,236.66 |
| | 770 · Room&board - Hotel | 1,197.55 |
| | 773 · Meals | 1,732.41 |
| | 778 · Supplies | 2,797.29 |
| | 791 · Gas | 89.00 |
| | 795 · Uniforms - Staff/ODP/Ref | 1,761.04 |
| Total EXPENSE | | 37,380.86 |
| Total Expense | | 37,380.86 |
| Net Ordinary Income | | -1,096.37 |
| Other Income/Expense | | |
| Other Income | | |
| | Interest income | 400.20 |
| Total Other Income | | 400.20 |
| Net Other Income | | 400.20 |
| Net Income | | -696.17 |



NH Soccer Referee Program

State Director of Assessment & Instruction Report State Referee Committee (SRC) Meeting: July 2019

Instructional Courses

| | Number of Courses | | Number of Registrants | |
|------------------------|--------------------|--------------------|-----------------------|-------------|
| | 2020 Summer Number | 2019 Summer Number | 2020 Number | 2019 Number |
| New Grassroots Referee | 4* | 5 | 39 | 138 |

* Courses are schedule in Concord (July 20; 17 registrants to date), Nashua (July 27; 15 registrants to date), Manchester (Aug. 3; 7 registrants to date) and Rochester (Aug. 17, 0 registrants to date)

Instructional Updates

- US Soccer Learning Center used for all registration and online content
 - Created a “How To” manual to guide new referees through registration and signing up for courses
 - System set-up requires multiple payments (overall US Soccer and NH fees total are the same):
 - US Soccer Online Grassroots Referee Course fees: \$20
 - NH SRC New Grassroots Referee In-Person Course fees: \$80
 - NH SRC Recertifying Grassroots Referee In-Person Course fees: \$30
 - Background check (anticipated by US Soccer in compliance with USOC): TBD
 - Requirements to be licensed as a referee
 - Complete Online Grassroots Referee Course
 - Complete In-Person Referee Course (new or recertification)
 - Complete Introduction to Safe and Healthy Playing Environments
 - Complete Grassroots Referee Certification Quiz
 - Complete SafeSport (those aged 18 or older)
 - Complete background check (those aged 18 or older)
 - Those who turn 18 during a registration year will have a certain amount of time to complete SafeSport and background check or their license will be frozen.
 - Any errors in name or birthdate must be fixed by US Soccer
 - Some kinks to be worked out
 - Have received some correspondence from current grassroots referees unhappy with changes who do not plan on recertifying
- New Grassroots Referee In-Person Course redone
 - Kept parental component
 - Very limited content (DOK 1)
 - Focus is analysis of game situations and application of the Laws of the Game (DOK 3)
 - Designed to be very interactive

US Soccer Communication

- Frequent communication with US Soccer via email, phone calls, and conference call
- Attended over 10 US Soccer Learning Center webinars.
- New Hampshire used as an exemplar for one of the Learning Center webinars.
- Rick Eddy expected as Referee Coach for Advanced Referee Training Aug. 10-11, 2019.
- SRC members and instructors will receive a “discount code” from US Soccer to complete the Online Grassroots Referee Course at no charge.

US Soccer Education Workgroup

- Reviewing and providing feedback for National Referee Profile.
- Reviewing and providing feedback for National Assistant Referee Profile.



NH Soccer Referee Program

State Director of Assessment & Instruction Report State Referee Committee (SRC) Meeting: July 2019

Assessments

- Five assessors completed 12 assessments at the NNESL finals (100% coverage)
- Six assessors completed 29 assessments at NHSL playoffs

Five in-season assessments completed Referee Coaching and Mentoring

- Mark Sadler and John Breda attended the East Region Championships in WV as coaches/mentors
 - Received training in and implemented the referee coaching model
 - Networked with other mentors, referee coaches and national referee coaches
- Received request from Hampton reaction league (HYA) to provide referee mentoring and coaching one day this fall (likely September)

Website

- Communicated and met with Erin regarding website development
- Completed wireframe draft of website
- Erin working to determine backend management system that best meets our needs
- John developing and revising content for new website
- We (SRC) need to determine host
- Regular weekly / biweekly meetings scheduled to discuss progress
- Estimated completion expected within a few months



DISCRETIONARY SPENDING PROPOSAL

BACKGROUND

Many organizations allow for discretionary spending without prior approval to insure the organization operates smoothly between regular business meetings. Currently the NH State Referee Committee does not have said formal process. For example, the State Director of Referee Instruction needs to spend \$100 on supplies for instructional events. Currently the SDI reaches out to the SRA for this approval so when expense report is submitted it is approved. Technically this should wait until the next business meeting however in most cases the item(s) are needed sooner than later and not always identified in advance.

PROPOSAL

Allow for the following discretionary spending amounts by position as follows:

- SRA, SYRA or SDA/SDI can spend up to \$250 for items needed, e.g. instructional materials, without prior authorization out of cycle (meaning between SRC meetings)
- SRA, SYRA or SDA/SDI can spend up to \$500 out of cycle with authorization by SRA except as follows:
 - SRA requires approval of either SYRA or SDA/SDI for this expenditure
 - In absence of SYRA or SDA/SDI, concurrence of two Area Reps are needed with selection based on random selection
- Area Reps can request out of cycle expenditures out of cycle up to \$100 with approval of SRA
- No more than 2 of these out of cycle expenditures out of cycle without further discussion {avoid appearance of trying to do end around full SRC review of large ticket items}
- Review of these out of cycle to be presented as part of individual's next SRC meeting report for full disclosure



RISK MANAGEMENT PROPOSAL

PROPOSAL

All referees officiating US Soccer affiliated games in New Hampshire must fulfill US Soccer risk management requirements, risk management requirements applicable under New Hampshire law, and any other risk management requirements adopted by the NH SRC.

NOTES

I do not believe there are any other separate requirements under NH law nor does the NH SRC have different requirements currently other than those used by US Soccer, so currently referees would only need the US Soccer risk management. However, in including the others, it makes it more encompassing should future changes occur.

RATIONALE

This is a liability issue and is becoming commonplace in many other states. The impact would be minimal to none for states meeting the US Soccer risk management



NH Soccer Referee Program

State Youth Referee Administrator Proposal

State Referee Committee (SRC) Meeting: Jul 2019

East Region has changed its policy to not require states to send referees East Region events. However, states are still encouraged to send referees to these events, even though they have the ability to apply to attend independently. In the past, attendance at these events have helped to advance the skills of referees through higher level of competition than what is typically seen in NH. This Spring season, the only referees applying to attend the events were predominantly older (mean age of 36). It is evident that youth referees cannot and will not travel without guidance and/or support from the SRC. Because of the newly instituted requirements regarding SafeSport, minimum ages should be considered for referees traveling outside of the New England area.

In the past, the SRC has expended as much as \$14,000 annually to affect the attendance of referees at the three East Region events. As such, it is proposed that the SRC consider redeploying these funds to have referees participate in “mini-camps” at various events throughout the year. These events would range from local New England events to events in other regions of the United States or even internationally. The initial list of tournaments for 2020 would include Manhattan Kick-off Classic (elite only), Jefferson Cup (elite only), Amherst Memorial Day Classic (entry level), Nordic Cup (entry level), USA Cup (emphasis on female academy – intermediate/elite) as well as the East Region ODP (entry level) and East Region NCS (entry – elite). This selection of tournaments encompasses a diverse and wide variety of competition, opportunity for new and seasoned referees and will strive to provide a pathway toward developing Regional Referees.

Some of the events will require air travel while others will be accessible by van/car pool. Cost sharing arrangements are therefore proposed:

1. That it will be the responsibility of the referee to pay a portion of the cost of air travel that exceeds current SRC policy regarding travel and would be subject to the current policy in place at the time of application. All other events would be within reasonable driving distance (1-4 hours).
2. In some instances, housing is provided and in others, it is not. Where housing is not covered by the event, the SRC would cover the cost.
3. Each of the events should be staffed by a designated HOD and mentor/coaches would be welcome to attend as well. HOD and mentor/coaches' expenses would be covered by the SRC
4. Referee fees and assessor fees paid to participants would be retained by the participant.
5. The SRC would pay for a “team meal” on one of the nights of each event, as well as incidental supplies to ensure referee hydration and nutrition throughout each day of the event.
6. Additional cost to the SRC would be for ground transportation to and from venues that were not otherwise included in transportation costs for the event. For example, the Nordic Cup is a “local” event (1-4 hour drive) and referee transportation would be provided by van/car pool by the SRC. The Jefferson Cup would require both air travel and ground transportation and the referee would be responsible for airfare (or the portion that exceeds the current SRC reimbursement policy) and the SRC would provide the ground transportation via van/car pool.

This slightly deviates from past policy in that the referee now becomes responsible for a portion of their costs of attendance (some travel and some meals), where in the past, the State Association and/or the SRC paid all expenses. Because the variables of cost are currently unknown and are dependent on referee participation, a detailed cost analysis of each event listed above is not available but would be held to the standard of reasonable and customary expenses (i.e. coach airfare, mid-level restaurant – casual dining).

SOCIAL MEDIA AND ELECTRONIC COMMUNICATION GUIDELINES

PURPOSE: To address the issue that one-on-one electronic communications and social media can increase the risk of abuse and grooming.

ENTIRE TEAM COMMUNICATION: Always copy another adult on any direct communication to a minor athlete or a group of minor athletes.

WHO (Collectively “Applicable Adults”):

- Adult members of a Covered Organization (USOC/NGB) who have regular contact with minor athletes (e.g., coaches, athletes, etc.).
- Adults authorized by the USOC/NGB to have regular contact with minor athletes (e.g., volunteers, chaperones, medical personnel, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have authority over minor athletes (e.g., coaches, officials, volunteers, chaperones, medical personnel, adult athletes, etc.).
- USOC/NGB staff and board members.

THREE REQUIREMENTS

1

CONTENT

All electronic communication from Applicable Adults to minor athletes must be professional in nature.

2

OPEN AND TRANSPARENT

No one-on-one communication between Applicable Adults (with authority over minor athletes) and minor athletes.

3

REQUESTS TO DISCONTINUE

If requested by a legal guardian, no electronic communication to minor athletes may take place absent emergency circumstances.

SAFESPORT BEST PRACTICES

- Create and use public/team pages exclusively for electronic communication.
- Maintain a list of minor athletes whose legal guardians have requested a discontinuance of electronic communications. This makes it easy to ensure no such communication takes place.
- Provide Applicable Adults official email addresses (e.g., individual@organization.org) that are managed by the USOC/NGB and instruct Applicable Adult to use for all USOC/NGB communication.
- Designate an Applicable Adult for each team/club/organization to be copied on all electronic communication.
- Use apps designed for team communication that allow all communication to be seen by all team members (e.g., Teamworks, TeamSnap, SIPlay, etc.).

ONE-ON-ONE INTERACTIONS GUIDELINES

PURPOSE: Balance the benefits of one-on-one interactions with the risk that the majority of child sexual abuse is perpetrated in isolated one-on-one interactions.

WHERE: These policies apply at all facilities, training or competition venues that are partially or fully under the jurisdiction of the Covered Organization (USOC/NGB). Partial or full jurisdiction shall include the following: any sanctioned event (and all traveling and lodging in connection) by the USOC/NGB or any facility that the USOC/NGB owns, leases or rents for practice, training or competition. **“Facility” shall include hotels when a team is traveling to USOC/NGB sanctioned event.**

WHO (“Collectively “Applicable Adults”):

- Adult members at a facility that is either partially or fully under the jurisdiction of the Covered Organization (USOC/NGB) (e.g., coaches, officials, adult athletes, etc.).
- Adult members of the USOC/NGB who have regular contact with minor athletes (e.g., coaches, officials, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have regular contact with minor athletes (e.g., volunteers, chaperones, medical personnel, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have authority over minor athletes (e.g., coaches, officials, volunteers, chaperones, medical personnel, adult athletes, etc.).
- USOC/NGB staff and board members.

RULES TO FOLLOW

1

OBSERVABLE AND INTERRUPTIBLE

- Interaction must be easily observable by other adults.
- Other adults must be able to easily interfere with interaction.

2

HEALTH PROFESSIONAL MEETING

- Legal guardian consent required in advance.
- Door permitted closed, must be unlocked.
- Another adult must be present at the facility and aware of meeting.

3

INDIVIDUAL TRAINING SESSION

- Legal guardian consent obtained prior to training if not observable and interruptible by other adults.
- Parent, legal guardian or other caretaker permitted to attend.

SAFESPORT BEST PRACTICES

- Maintain a public calendar of all individual training sessions.
- Include the right to observe directly on consent forms for individual training sessions to remind legal guardians they have such a right.
- Share calendar of mental health care professionals and other health care providers with adults at the facility so they are aware when closed door meetings may be taking place, and that legal guardian consent is required.
- Make legal guardians aware of all mentoring relationships and get consent forms for all activities that are taking place away from practices and events.

LOCAL TRAVEL GUIDELINES

PURPOSE: Address travel situations which present a unique scenario in which one-on-one interactions are more likely to take place.

WHO (Collectively “Applicable Adults”):

- Adult members of Covered Organization (USOC/NGB) who have regular contact with minor athletes (e.g., coaches, officials, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have regular contact with minor athletes (e.g., volunteers, chaperones, medical personnel, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have authority over minor athletes (e.g., coaches, officials, volunteers, chaperones, medical personnel, adult athletes, etc.).
- USOC/NGB staff and board members.

VEHICLE TRAVEL

1

Applicable Adults not acting as a legal guardian may not ride alone in a vehicle with an unrelated minor athlete.

2

Unrelated Applicable Adults must always have at least two minor athletes or another adult in a vehicle.

3

Written legal guardian consent must be obtained prior to each local travel for an Applicable Adult to travel one-on-one in a vehicle with an unrelated minor athlete.

SAFESPORT BEST PRACTICES

- Request that an unrelated Applicable Adult provides a copy of any consent form allowing them to travel one-on-one with a minor.
- Advise legal guardians, who participate in a shared or carpool arrangement, to pick up their minor athlete first and drop off their minor athlete last.
- Provide education concerning child abuse prevention to legal guardians before they give consent for their minor athlete to travel alone with an Applicable Adult.

TEAM TRAVEL GUIDELINES

PURPOSE: Address travel situations which present a unique scenario in which one-on-one interactions may be more likely to take place.

WHO (Collectively “Applicable Adults”):

- Adult members of Covered Organization (USOC/NGB) who have regular contact with minor athletes (e.g., coaches, officials, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have regular contact with minor athletes (e.g., volunteers, chaperones, medical personnel, adult athletes, etc.).
- Adults authorized by the USOC/NGB to have authority over minor athletes (e.g., coaches, officials, volunteers, chaperones, medical personnel, adult athletes, etc.).
- USOC/NGB staff and board members.

RULES TO KNOW

1

COMPETITION TRAVEL

Legal guardian consent is required for any travel involving an Applicable Adult and one minor athlete.

2

HOTEL ROOMS

An unrelated Applicable Adult and minor athlete may not share a hotel room without prior written legal guardian consent.

3

MEETINGS

Meetings during travel must be observable and interruptible.

SAFESPORT BEST PRACTICES

- Collect consent forms before any overnight travel. This will ensure if any one-on-one interactions take place, prior written consent has already been provided.
- Require minor athletes to have a fellow minor athlete as a partner with whom they stay connected during travel, particularly team/competition travel that includes overnight stays (“buddy system”).
- Monitor hotel rooms in pairs during overnight travel.
- Provide itineraries to legal guardians of minor athletes prior to travel and include in the schedule designated periods for communication between minor athletes and their legal guardians.
- Always require a minimum of two Applicable Adults be responsible for minor athletes during overnight travel.