

Casra Meeting Notes
September 12, 2005

1. Meeting called to order by President, Mike Day at 6:10PM
2nd by Peter Riley
2. Introduction of Guests
Guests - Mark Caster
3. August meeting minutes read and accepted
4. Chris Rake has resigned, so we are looking for a new Web Master
5. Saki Papadopoulos is the new District 3 Director Assessments
6. VP report – we have Special Guests here tonight who will discuss the future goals and objectives for STSR
7. Treasurers report – we have approximately \$2600
8. No Secretary report
9. Steve Eells, District 3 Representative – no report
10. Michelle Maloney – District 3 Director of Instruction – we are very busy with instructors being sent all over the State
11. Assignors – LSC -Labor Day Cup was a big success, thanks to all
12. Introduction of Special Guests by VP Dave Robertson
 - Sam Ghalayini - State Referee Commissioner
 - Ed Loucks – President of STYSA
 - Pascal Diaz – President of TSSAS

A. To start the discussion, VP read questions that had been sent to Sam G. prior to the meeting:

- 1st Question –The STSR website is an excellent means of communicating with South Texas referees. However the web site seems to be out of date and “stale”. What are the plans to keep the site up to date?

Sam G. agrees web a good tool, and needs to be up to date. Have not done that, his web master needs help. What we notice something is out of date, please notify Sam with what needs to be updated, and also any suggestions for improvement. Looking for volunteers to help with the site.

Dave R – Let’s not flood Sam G. with suggestions, but rather if you see something out of date, contact Dave or Mike and we will consolidate CASRA input.

- 2nd Question - Can the Minutes of the State Referee Committee (SRC) be posted on the site?

Sam G -cannot see why not, – yes. When would we see them? In about 1 -2 weeks, first part of October.

- As a refresher, will you tell us who is on SRC?

Sam G suggested that the STSR web site is current and the SRC Members are listed there. They are:

SRA – Sam Ghalayini

State Director of Instruction- (SDI) Dick Triche

State Director of Assessment - (SDA) Enrique Sanchez

State Youth Referee Administrator - (SYRA) Jasen Anno

State Assignor Coordinator - (SAC) Bob Mohler

Treasurer - Earle McCants

District 1 Representatives

North - Vacant

Central - Roland Larranaga

South - Rachid Karaouni

District 2 Representative - Diana Esquivel

District 3 Representative - Stephen Eells

District 4 Representatives

4A - Stan Hays

4B - Narciso Palomera

District 5 Representative -Sergio Vega

Sam G stated that there have been lots of personnel changes. Some Districts are not active, their Representatives do not come to SRC meetings. Sam is looking for new people that want to improve STSR and will be active. We need involved people for both youth and adult programs.

Sam came here to talk about changes, but does not believe that all of the personnel changes have made for a better program. What Sam would like to see is for the Area Representatives to be more active, for them to be the focal point for the SRC. They should be the person that individual referees bring problems to for the first step.

Next SRC meeting is in Nov.

- 3rd Question – The Referee Handbook is an excellent document that basically outlines the operating procedures for STSR. The current Handbook is outdated and needs revision. What are the plans to revise it and when can we expect that to be done?

Sam would like to make announcement that we are revising the handbook, and get suggestions for changes. He would like a draft of the new Handbook before meeting. Then we should take input and get approval. Recommended changes should then go to the SRC for approval. Input from District 3 should go through Steve Eells, District Rep. This process should take about 1 month, announcement, suggestions, handbook ready for vote.

- 4th Question – We have heard that the SRA has appointed a new position – State Director of Recruiting & Mentoring. There is no information about this position on the web site nor has there been any sort of announcement. What can you tell us about this position?

Sam G stated that we always need referees. Currently the State has no formal mentoring program. We need to pay attention to recruiting and development. Sam feels that at the state level we need someone to pay attention to recruitment and development. He is going to propose a budget for this program at next meeting. Many Clubs are not happy with the quality of our younger age referees. Sam receives lots of complaints. We should be easy for them to come to meetings and receive continuous education. We need to do something different to get and retain additional referees.

- How is this person going to be chosen?

Sam is going to start by asking the District Reps. For recommendations. He needs a person that will be willing to put time in for the job, not just looking for the title and power. There was a suggestion from the floor that STSR consider having 2 -3 people at the District level to serve as a district committee for Recruiting and Mentoring. If you are willing to serve on such a committee, send Steve Eells an email.

- 5th Question – Are there any plans to move STSR into the STYSA office to consolidate secretarial and volunteer help?

Ed L. explained that STYSA has no full time people. The only paid person does the registrations. Soon USSF is going to have a web based registration system. So there would not be much utility in moving the STSR offices into the STYSA offices.

- 6th Question – What is the relationship between the Adult and Youth leagues at the higher levels?

A -In past, not a very good integration, but things will change. Sam reports to both presidents at State Level. They both attend meetings, finances and work out the budget.

- 7th Question - How does STSR give voice to individual referees in choosing leaders?

Sam would like to hear from any one interested as there are some vacant positions.

- Steve Eells asked how District Reps are selected and how are the Technical positions selected?

Sam picks people for the Technical positions, which then has to be approved by the STYSA and TSSAS Presidents. This is the way USSF sets it up. Then the Technical State Director chooses the District Directors. Sam emphasized that he is looking for a person who is willing to co-operate and work with the rest of the committee. It was suggested from the floor that the SRA established requirements/guide lines (sort of a job description) for each of the Technical positions. Sam again stated that the candidate must be willing to put in time and willing to learn.

Ed L. stated that one guide line that he has is that the positions be filled with people from various parts of the state, because there have been too many people from Houston in the past. Sam – area reps elected by that area. So rep came from ground level.

Steve Eells asked how the District Representatives were picked. Sam said that each District recommends a person/persons, then he picks the Representative. This comment generated a lot of discussion from the floor. The basic feeling among the CASRA membership is that we should be able to elect our own District Representative. That position should be elected and represent the wishes of the referees from the District.

Michelle M. stated that in North Texas they elect the SRA from the membership. Why can we not do this in South Texas. Sam stated that we follow the USSF guidelines. Sam stated that he thought that it would be logistically difficult to have elections. Someone from the floor stated that they thought that if we could have elections in Afghanistan, we could probably figure how to do it in South Texas. Someone from the floor asked what our by-laws stated about elections. There seemed to be some confusion over what the Constitution and By-Laws state. They should be posted on the web site, but Sam claimed that he did not have a copy. Someone from the floor suggested that we could get a copy from the Secretary of State of Texas, as we would have had to file them with our application to become a 501 C Corporation. Ed L. stated that he would help Sam G locate a copy of the Constitution and By-Laws and that we would get them posted on the web site by the end of the month.

- Comments from STYSA

Ed L. stated that when he accepted the position of President he never thought he would have to do deal with referee issues. He appreciates what we do. Bring recognition to volunteers. One particular area that he would like to emphasize is the Youth Referee of the Year. Nominations are supposed to come from the entire state. But it has been embarrassing the past few years as he only gets a very few nominations. We should all know deserving young people. We need to hear their stories. There is a monetary award and the referee gets to attend youth regionals. This gives them an opportunity to see how things really work. Also they go to a week long ODP camps. Good experience. Go to clubs and look for those who are deserving. Last years male and female youth has come from capital area.

Ed stated that Jason Anno has a tough job finding top referees for regionals. Ed also stated that the US Youth Soccer workshop best in the country. Top flight, hundreds of vendors and workshops. USSF Referee committee members are there in force with. The next workshop will be in Houston in February with STYSA sponsoring. It will be at the George L. Brown convention Center. Hotel reservations on STYSA web site. All who can come – come.

Ed has asked Sam to figure out how to spend our money wisely. One idea they have is to send state assessors to competitions where there might be young referees to work with them and mentor them.

- There was a question from the floor regarding the Grade 9. Grade 9 clinics. It was explained that the Grade 9 was create to get more referees for the small sided youth games. The members want to know if STSR is committed to program. Many of the Assignors in attendance had praise for the program. They use the Grade 9 referees to do their small sided games and would not have enough referees were it not for the Grade 9. Most local Clubs have unofficial mentors to watch the Grade 9 referees and make certain they are not getting abused by parents/coaches.

- Comments from TSSAS
Pascal – Has only been in the job 3 weeks.

- There was a question from the floor regarding poor conduct from coaches toward referees and whether STYSA and TSSAS had any programs to educate coaches/players or discipline them if they become abusive.

Pascal commented that in the over 30 co-ed league they use progressive fine system. Hit pocketbook, changes behavior. Discipline starts with the manager. If the manager can not control players/coaches, then there are progressive fines, followed by bans,

John Jones commented that in WDDOA for coaches, unruly behavior needs to be documented. Take abuse seriously and generate paperwork.

Ed L. agrees that he needs to see good paperwork. Get as much info as possible. Only 20% can be acted on because of poor paperwork. Form support group to help young referees with the paperwork. Do not leave it up to a 12 yr old with no experience. Also adult referees should intervene if they see a youth referee being abused.

Someone asked what happens once a report is filed? Is discipline really taken on the coach? Pascal commented that action is taken but the paperwork must be complete and filed in a timely manner because of strict time requirements by USSF. Roger commented that if we let unruly behavior continue, a small problem could become big

Ed L suggested that it is best to start the disciplinary action at the local level. Joe Payton (CAYSA President) confirmed tht we should start at the local level, go to assignor/assn to do action. Then go to CAYSA. Look on CAYSA web site.

Kyle P. stated that the process is 1) report filed within 72 hours, then there is a D&P hearing. Ed L stated that in the US, parents will watch their kids. Work on ways to tell them they have responsibilities. John J encouraged associations to have field marshal or other adult available when youth referees are doing games there. Have someone in charge of that venue and make certain the referees know that they can go to that person. Ed L. agrees, continue to work on that. He sees a reluctance on the referees part to show a coach the parking lot when parents act up. If a coach is disciplined, it is usually for 2 weekends. Work in concert to send a harsh message.

13. Sam G –Thank you for having them. Remember we are all one team. Use your District Representative as your primary contact to the SRC.

Meeting adjourned by Michael Day