



2023-2024 REFEREE MANUAL  
ARIZONA STATE REFEREE  
ADMINISTRATION

On behalf of the Arizona State Referee Administration (ASRA) and its Board of Directors, I would like to congratulate you on becoming a soccer referee! The following was created to be a resource for you as you begin what I hope is a long career as a soccer referee.

The US Soccer Federation, or US Soccer, is the governing body for the sport of soccer in the United States. Each state, through the youth association (Arizona Soccer Association) and adult association (Arizona State Soccer Association), has established a State Referee Committee (SRC) to administer the Referee program. The SRC is governed by a Board of Directors that is responsible for the registration, instruction, assessment, development, and advancement of referees in Arizona.

Our Board is available to answer questions and assist you as you start and continue your career as a referee. We are your main point of contact, and the contact information for our Board can be found on page 22 of this manual.

In addition to this Referee Manual, I would encourage you to regularly check our website, <https://www.azref.com> for additional information and opportunities.

My team and I look forward to assisting you on your journey as a soccer referee. We are a resource for you, so please do not hesitate to contact any of us should you have any questions, or if there is anything we can do.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd A. Sergi". The signature is stylized with a long horizontal line extending to the left and a loop at the end.

Todd A. Sergi  
State Referee Administrator

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# I. Uniforms and Equipment

You only get one chance to make a first impression, and the uniform is a critical part of making a positive first impression. On page 32 is an example of the US Soccer standards of dress and appearance. It is also critical that you are properly equipped to perform your duties as a soccer referee. Referees are expected to be professional at all times, and this includes both dress and appearance.

Official Sports International (OSI) is the exclusive uniform supplier to US Soccer.

[www.officialsports.com](http://www.officialsports.com)

800-782-2614

## **ACCEPTABLE DRESS AND APPEARANCE**

- Arizona State Referee Administration, Arizona Soccer Association, US Soccer gear, Official Sports International (OSI) clothing, or generic clothes to wear before or after your match
- Uniform jersey must be tucked in at all times
- Uniform socks must be pulled up at all times, or removed while not working a match

## **UNACCEPTABLE DRESS AND APPEARANCE**

- Team gear (MLS, EPL, Arizona teams, youth teams, etc.)
- Uniform jersey untucked at any time
- Uniform socks pulled down to your ankles at any time
- Jewelry, other than watches, worn during a match
- Sunglasses, unless they are prescription
- Hat, unless it is black without a logo or has the US Soccer logo

## **UNIFORM**

- Approved US Soccer referee jersey:
  - The yellow jersey is the most often used color for referees, so purchase that color first.
  - If you only purchase one jersey, we recommend the short sleeves, as you can add the long sleeve jersey later.
  - Once you have more game experience, you should add one of the alternate color jerseys. Green is the next most often used color in Arizona.
  - You do not need to buy all the different colored jerseys right away. However, if you advance as a Referee, then you will need to add all the alternate colors over the next few years.
- Approved US Soccer referee shorts:
  - Solid black shorts or
  - Official Sports black shorts with the US Soccer Referee logo on the leg

- Approved US Soccer referee socks:
  - Black socks or
  - Black socks with two white stripes and OSI logo at the shin.
  - Socks should always be pulled up to your knees. Pulling the socks down to your ankles when off the field may help your “tan line,” but it looks unprofessional and is not acceptable. Alternately, you may completely remove your socks, but the should never be rolled down.
- Approved shoes:
  - Solid black shoes
  - Predominantly black shoes – Brand logo is acceptable, preferably only white, but other colors or decorations should be minimal
  - You will be spending a lot of time in your referee shoes, so make sure they are very comfortable
  - Shoes should be reasonably clean and free of dirt/mud
- Your current year US Soccer referee badge on the left shirt pocket of your jersey

## **REFEREE EQUIPMENT**

- A Referee bag or wheeled suitcase for transporting equipment to the field.
- Whistle:
  - “Pea-less” style is recommended, such as Fox 40.
  - You should have at least two whistles
- Watch with stopwatch function
  - Two watches are recommended in case one fails
- Assistant referee flags
- Yellow and red cards
- Referee notebook with game log, index cards, or paper
- Pens and/or pencils
- Flipping coin
- Sunscreen
- Snacks
- **WATER OR HYDRATION BEVERAGE**
- Recommended Items:
  - A large plastic trash bag – this is good to put your ref bag inside in case of rain
  - Rubber bands or sandwich baggies to hold and separate player/coach cards for each team
  - Mobile/cell phone

## **II. Referee Pathway**



# REFEREE PATHWAY



You are starting your journey as a Grassroots Referee. This qualifies you to officiate competitive, small-sided, or recreational youth matches, and as you gain more experience, amateur adult matches.

Your certification is valid until December 31 of the current year, and each year you will need to recertify by meeting the requirements established by US Soccer. Recertification starts on July 1. To give yourself plenty of time, you should plan to complete and meet the recertification requirements by December 1 of that year. Additional information can be found at <https://www.azref.com> or [ussoccer.com/referees](https://ussoccer.com/referees).

# III. Assignments

## **SANCTIONED/AFFILIATED MATCHES**

There are plenty of opportunities to work matches in Arizona. However, it is important that you work only sanctioned/affiliated matches, leagues and events.

Sanctioned/affiliated matches are those that adhere to established guidelines and have been approved by US Soccer or one of its members, e.g. Arizona Soccer Association, US Youth Soccer, US Club, etc.

Why is this important? Only when you are working sanctioned/affiliated events are you covered under appropriate insurance. This means that if you choose to work unaffiliated matches, you are potentially vulnerable in case any abnormal incident occurs.

In addition, only sanctioned/affiliated matches count towards your requirements for referee experience, i.e. game count, in order to upgrade to a higher level of refereeing.

Note that there are unsanctioned/unaffiliated competitions that take place in Arizona, and it is likely you will be asked to work one of these matches at some point. While you may choose to work any match, it is strongly recommended that you refrain from doing so. You are not permitted to wear your US Soccer badge during any unsanctioned/unaffiliated competition.

## **APPROPRIATE MATCH LEVEL**

It is also important that you focus on a level that is appropriate to your experience and ability. We encourage all new Referees to initially consider working matches with less intensity such as:

- Academy and small sided matches
  - These are generally younger age groups that have either one (1) Referee or
  - Are played on a smaller field with one (1) Referee and two (2) Assistant Referees
- Recreational matches for any of the member clubs within the Arizona Soccer Association
- Arizona Soccer Association Open League or the Pima County Junior Soccer League
  - These are the first competitive leagues within the Arizona Soccer Association with age groups from U11 and up

## **ASSIGNORS**

A list of assignors can be found on <https://www.azref.com> under the resources tab as well as on pages 25-27. Once you contact an assignor, it is important that you understand how and when the assignors need your availability and what assignment platform they utilize (gotsoccer, gameofficials, assignor.com, arbiter, etc.) to issue your assignments. This will likely be your first time working within the different assignment platforms, and your assignor can assist you with setting up your account and the functions of each platform they utilize. Success in receiving assignments starts with communication and follow-up with the assignor. You will also want to

confirm with your assignor how match fees are paid and if you need to complete any paperwork (W9) in order to receive payment.

## REFEREE RESPONSIBILITIES

Working with assignors, your responsibilities are:

- Provide accurate availability to your assignor(s)
- Update your availability as you accept matches from other assignors
- Do not accept overlapping assignments
- When accepting more than one assignment in a day, make sure you allow enough time to travel to the next game
- Confirm with your assignor where you are to check in prior to your match.
- Arrive at the complex at least 45 minutes prior to the scheduled kick off and check in at the appropriate location.
- If you are a player or coach, communicate with your assignor regarding your game schedule
- Communicate with your assignor regarding any conflict of interest, e.g. teams you play/coach for, teams your child/parent play/coach for, etc.
- Immediately communicate with your assignor if you are delayed in arriving
- Always act and speak in a professional, respectable manner
- Refrain from criticizing other referees, players, teams, or team officials
- Try to limit providing your availability to multiple assignor to avoid conflicts with assignments being issued
- Read and know the Laws of the Game. Keep up to date on the correct interpretations, as these are updated regularly
- Know the accepted mechanics approved by the U.S. Soccer and found in the *IFAB Laws of the Game* which can be downloaded from [www.theifab.com](http://www.theifab.com)
- Know the Rules of Competition and pregame check in procedures of the match you are working. You can usually find these by checking the league's website or asking your assignor. In particular, make sure you know:
  - Length of the half, match, and time between halves
  - Size of the ball
  - Number of players
  - What are the player uniform requirements
  - When substitutions are allowed
  - Are penalty kicks allowed
  - Are direct free kicks allowed or are only indirect free kicks permitted
  - Is there offside or no offside
  - Is there a game report and what do you do with it at the conclusion of the match
  - What are the player uniform requirements

## IV. Match Day Timeline

As a new Referee, you will not always make the right decisions. In fact, even experienced Referees do not always get the decision correct. ***That is ok*** – do not get upset if you make a mistake. The only way to learn, grow and get better is by making mistakes. It is important that you continue to learn from working with and watching more experienced referees.

Your success as a Referee starts with being prepared, and that starts with being ON TIME. As you will learn in progressing as a referee, “*Early = On Time, and On Time = Late*” Below is a sample match day timeline:

### MATCH DAY TIMELINE

Kickoff minus -45:00 – Referee arrive at complex and check in

-40:00 – Referee dresses in appropriate uniform and meets with other crew members

-35:00 – Referees arrive at assigned field, ideally as a crew, and inspect field

-30:00 – Referee team greets coaches, collects Game Card, Rosters, and completes player and team official pass inspections and check-in

-25:00 to -15:00 – All issues related to player credentials, uniforms, equipment, field conditions are resolved. Know the pre-game check in procedures for the match you are working. You play a key role in making sure this is correctly completed

-05:00 – Referee team greets captains and conducts coin toss

-03:00 – Referee team collects player passes from both teams’ starting 11 players

-02:00 – Referee team enters the field together. Assistant Referees have flags furled at side. ARs conduct ceremonial goal inspection.

00:00 – Kickoff

Halftime – Referee team meets on field, in a “safe” location if necessary  
Referees return all player passes to teams, as appropriate

Second half KO minus -03:00 – Referees collect player passes from both teams’ starting 11 for second half.

-02:00 – Referee team enters the field together. Assistant Referees have flags furled at side. ARs conduct ceremonial goal inspection.

00:00 – Kickoff second half

End of Match – Referee team meets on field, in a “safe” location if necessary  
Referees return all player passes to teams, as appropriate  
Referee completes all appropriate paperwork and reports

## V. Match Day Success

### **PROFESSIONAL ATTITUDE AND APPEARANCE**

- Approach the game in a way that shows you are looking forward to being there and part

- of the game
- Maintain the highest level of professionalism both on and off the field
- Dress for success - wear the proper U.S. Soccer uniform with your Referee jersey tucked in and your socks pulled up. Wear the uniform properly any time you can still be seen by the players, coaches, and spectators
  - . Refer to Section I. Uniform for additional information and the example of the US Soccer standards of dress and appearance found on page 32.

## **BE IN COMMAND**

- The Referee is equal to the “Captain of the Ship,” the “Conductor of the Orchestra,” and must act as such.
- Assistant Referees are “Second in Command,” they are not simply “deckhands.” Therefore, they must also be in command of their areas of the field and responsibilities and assist the referee as appropriate.
- Being in command does not mean yelling, arguing, or acting like a dictator. This only encourages people to yell back and argue more with you
- Greet each coach with a firm handshake and a smile. Look each coach in the eyes
- Use common courtesy: “Thank you,” “Please,” “Sir,” “Ma’am,” “Good Luck”
- Issue firm, simple instructions to the players so they know you are capable of managing the game
- Make decisions when you must
- Start the match on time!

## **PRE-MATCH RESPONSIBILITIES**

- Field Inspection
  - Look for holes or depressions that could cause twisted or broken ankles and see if holes can be filled. All dangerous rocks, trash, or other objects that do not belong on the field should be removed
  - Nets should be securely fastened to the goal posts and netting pulled back so as not to interfere with the goalkeeper.
  - **Goal posts must be securely anchored to the ground.** Sandbags on the frame toward the rear are acceptable. Posts don't have to be in the ground, but the goal frame must not be easily tipped over. No matter how good the goals look at a distance, always carefully inspect them. If they are not securely anchored do not start the game. **Safety first!** Any problems, **even if corrected**, must be reported to the league and the State Referee Administrator, Todd Sergi at [toddsergi@me.com](mailto:toddsergi@me.com) and State Youth Referee Administrator, Tony Bersano, at [tony.bersano@azref.com](mailto:tony.bersano@azref.com).
  - Corner flags are in place and are not dangerous to players (at least 5 ft. high)

- Entire field is properly lined
- If anything is needed, the home team is responsible for correcting field problems
- Any issues with the field should be noted on the match report
- Player Check-In
  - Check in players and coaches as per the requirements and the Rules of Competition for that league
  - Unless teams are not adhering to the proper timeline, referees should avoid disrupting team warm-ups to conduct check-in
  - Begin checking in the team that appears to be most ready for inspection
  - Ask for copies of the rosters, as appropriate
  - Make sure that **ALL** jewelry, earrings, watches, etc. have been removed. A medical ID must be taped to the player's chest or wrist with the info showing. (Earrings must be removed – **NO EXCEPTIONS**. Covering them with tape does not make them legal.)
  - Ensure all players are wearing shin guards with socks pulled over shin guards
  - Ensure uniforms meet the requirements of the competition
  - Get the game ball(s) from the home team and inspect. It is always good practice to have more than one game ball to place at either end of the field

#### **ASSISTANT REFEREE REMINDERS**

- Pay close attention to the Referee during the pre-game conference. If you do not understand something the Referee is saying, ask for clarification
- Make sure you understand how the Referee wants you to manage substitutions, how long to hold the offside signal, etc.
- Hold the flag in the proper hand. The flag should be held in the hand closest to the Referee, which means it will be in your left hand most of the time

- If you turn sideways to walk up or down the field, switch hands with the flag as necessary so the flag is toward the field and the Referee can see the flag clearly. The flag should always be switched from hand to hand in front of you and below your waist; NOT above your head
- Make eye contact with the Referee as often as possible throughout the game when you are not watching for offside or attending to other Assistant Referee duties. If you see the Referee making eye contact with you, nod, smile, give a “thumbs up” (or something similar) to “answer” the Referee
- Stay even with the second-to-last opponent (remember - the goalkeeper is usually the last opponent, but not always!)
- Follow the ball all the way to the goal line so you'll be in position to see if the ball completely (even just barely) crosses the goal line. At times when the ball is moving faster than you can run, do the best you can to reach the goal line as soon as possible
- When moving, side-step so you stay square to the field as much as possible, especially when you are making an offside decision. When required, sprint hard to the goal line to follow play or the ball.
- Goal Kick and Corner Kick signals should be made within one step/1 yard of the goal line. Signaling from farther away shows that you are in improper position and indicates that you are either lazy or uninterested
- Follow the Referee’s pregame directions on handling substitutions. In addition, make sure that you have counted the players coming off and the substitutes coming, on so that you don’t have too many players on the field of play
- When signaling for a ball that is clearly off the field across the touchline, point your flag in the direction the throw-in will be taken (not straight up). This is very helpful for the Referee in deciding on which team last touched the ball and which team should be awarded the throw-in
- If the ball goes quickly out of play, raise your flag straight up, make eye contact with the referee and once acknowledged signal the direction of the throw-in or goal kick or corner kick. Ideally, ARs will raise the flag using the hand that will be used for the next signal. However, this is not always possible. If circumstances change and the other hand must be used, the AR should move the flag to the opposite hand below the waist. If the AR signals that the ball is out of play, the signal must be maintained until the referee acknowledges it.

- Assist the Referee in making sure the throw-in is being taken from the correct spot by pointing with your free hand to where the player should be standing when taking the throw-in. Be proactive. Do not wait for the player to make a mistake; help them get it right

## **REFEREE REMINDERS**

- Conduct a pre-game conference with your ARs, to the extent time allows. Discuss various situations, such as offside, fouls, misconduct, substitutions, throw-ins, goal kicks, etc., and make sure they understand what you are asking from them
- Review offside and make sure the ARs have a clear understanding of the Rules of Competition for the league in which you are working
- Be in appropriate position on the field. Proper positioning includes acceptable angle of view and credible proximity to play. Always ask “Why am I in this position?”
- Do not watch the ball. Look at the players
- Focus on upper AND lower body of players. It is common for new referees to become overly focused on the lower body and miss upper body fouls.
- Maintain good eye contact with your Assistant Referees throughout the match. A good habit to get into is to make eye contact with your Assistant Referees on every stoppage
- Club Linesmen
  - You may appoint club linesmen to help you out with balls in and out of play. Club linesmen cannot call offside or fouls, so this means you have to work extra hard in the middle and concentrate to make sure you are covering offside on both ends of the field.
  - You will have to adjust your diagonal accordingly when working alone so you are where you need to be.
  - You should ask for a club linesman from each of the teams, rather than two from the same team
  - Remember that “ball in and out of play” is the only thing they can call as club linesmen.

- If you have only one (1) certified Assistant Referee and will use only one (1) club linesman, consider asking one team to supply someone for the first half and the other team for the second half
- 
- Make your hand signals clear. Point the direction with a straight arm, fingers extended together
- 
- Whistle Use
  - Blow clear and sharp whistles. A firm whistle will eliminate many arguments about your decisions
  - Learn how to make your whistle “talk” for you.  
Use the whistle to communicate control
  - Too many newly certified Referees make a call with barely an audible "tweet" which tells everyone on the field that you are unsure of yourself
  - On your first call, give the whistle a firm blast and confidently point in the direction of the play.
  - Vary the strength of your whistle depending on what happened – if there is a serious foul, for example, blow the whistle very loudly and/or several times
- Be decisive in your calls. Players and coaches will try to take advantage of you if you seem unsure
- 
- At half time and after the game, review all the results (number of cards, scores for each team and any incident that occurred, as well as the information required to be reported by that particular league) so your game report is accurate
- When you are working with more experienced officials, ask them for help after the game and discuss situations where you think there was a problem.
- Complete the appropriate paperwork and match reports, as required, after the match
- In the event of an injury it is important to record the time of the injury, if the player left the field with or without assistance, if medical/trainer had to be called onto the field of

play and the time they were called to attend to the injured player. It is also important to not when the medical/trainer arrived, time they left the field of play and if they had to assist the injured player leave the field of play. You will want to create a timeline for the incident in order to assist with any paperwork that needs to be completed after your match

- In the event of a possible head injury it is important that you are familiar with the league or event protocol. Under no circumstances should a player that is suspected of a possible head injury be allowed to participate in the match until the proper medical clearance is received.

# VI. Managing Difficult Situations

## DEALING WITH COACHES

- Be proactive, greet coaches in a friendly, yet professional manner upon arriving at the field
- Spend an equal amount of time with each coach to limit perception of bias
- Respect the coaches. When the time comes, you may request they provide the same respect of you and your decisions
- Realize that coaches may attempt to intimidate you. Also realize that some coaches are intimidating without intending to be. Maintain confidence, remain calm, and be in command of yourself and of the situation
- Be confident in your knowledge of the Laws of the Game and Rules of Competition
- Always do your best to remain calm. If someone is yelling at you, do not yell back at them. Speak respectfully and firmly, but at a “normal” volume, so the coach must quiet down to hear you
- Consider the difference between an “Emotional Outburst” and “Misconduct.” “Dissent” is persistent, provocative, public, and/or personal, and should result in a yellow card. “Offensive, Insulting, and/or Abusive Language or Gestures” is generally easy to identify, and should result in a red card. An “Emotional Outburst” can be simply ignored, acknowledged with a glance, a small professional gesture, or a calming word if necessary.
- When coach behavior approaches “dissent,” slowly and calmly walk over to the coach. In a polite and respectful way, inform the coach that this type of conduct is unacceptable and continuing with this type conduct could lead to a caution being issued. If the behavior continues – respectfully and professionally show the coach a yellow card.
- If the behavior warrants a red card, follow the same procedure, maintaining calm, respect, and control of yourself and the situation
- If the coach refuses to leave, inform him/her that if he/she does not leave, you will be forced to end the match. Retreat to a distance away from the technical areas to prevent further interaction with the coach. Give the coach a reasonable amount of time to comply before ending the match. If this occurs, you **MUST** inform your assignor, SRA Todd Sergi, SYRA Tony Bersano, and write a detailed report
- Do not take yelling personally. It happens to all Referees, even the most experienced

## **DEALING WITH PLAYERS**

- Be in charge from the moment you walk on the field of play. Stand tall, look people in the eye and smile confidently. Participants will instinctively trust that you are a capable referee
- Keep the meeting with team captains brief. Do NOT describe how you are going to call the game and what you are going to call and not call. Simply introduce yourself and the crew, toss the coin, and wish both “Good Luck.”
- Blow the whistle with confidence, even if you are not feeling so confident, and use decisive signals with straight arms
- When dealing with players, the referee should have a calming influence. Speak clearly, confidently, and firmly, when needed. One technique is to speak in a softer volume so that the player must “quiet down” in order to hear you.
- Listen to players' feedback and determine if it is merited. Often times players are giving the referee useful feedback, even if it may not be given in a completely professional manner. For example, players complaining about foul calls could indicate that you are calling the game too tight or too loose. Let the player(s) know that you are hearing and understanding what they are saying.
- Just as with coaches, understand the difference between an “Emotional Outburst,” “Dissent,” and “Offensive, Insulting, and/or Abusive Language or Gestures,” and react accordingly.
- “Protect” your assistant referees from dissent and abuse, particularly the younger ones. As the referee, you have more tools to effectively deal with this than your ARs do.
- If you have a difficult player dissenting or doing something to disrupt the match, at a stoppage of play, single out the player, meet him/her halfway, and calmly explain that the behavior cannot continue (using your own words and personality). Remain calm if the player argues. This is not a conversation or debate. Say what you need to say and restart the game. If the behavior continues, issue a caution at the next appropriate time.

## **DEALING WITH PARENTS/SPECTATORS**

- Always do your best to remain calm
- Whether you are the referee or an AR, do NOT get into discussions or arguments with spectators or try explain your call. No good can come from this

- Know that the referee has not direct authority over spectators, per the Laws of the Game. You must enlist help from coaches or competition authorities to deal with spectators. Do NOT attempt this yourself
- If an issue arises where spectators' behavior is unacceptable, stop the game. Approach the coach and ask the coach to speak with the offending spectator(s), and to let them know that if the behavior continues, the game will not continue. This will usually be enough to quiet most parents. Also other parents may understand the consequences and help with the problem spectator. The game may restart after you are sure that the coach is proceeding to address the spectators
- If you have asked the coach to deal with problem spectators, but the situation continues, stop the game. Ask the coach to have the spectator leave the area. If the spectator refuses, tell the coach that if the spectator is not removed, the game will end. Give the coach a reasonable amount of time (a few minutes) to deal with the situation
- If the coach refuses to comply with your request to address the spectators, inform the coach that the game will not continue until the spectators are dealt with. You may also have to remind the coach that the referee crew cannot directly remove spectators, which is why you are asking for their help
- Once again, you cannot dismiss a spectator directly but must work through the coach or a tournament or league official
- If the spectator does not leave, or if the coach refuses to assist, you should feel free to terminate the match. Include any misbehavior on the part of the spectators in your game report to the league so that this type of behavior can be disciplined. You may also include whether the coaches were willing to assist. You must also inform the State Referee Administrator, Todd Sergi at [toddsergi@me.com](mailto:toddsergi@me.com) and State Youth Referee Administrator, Tony Bersano, at [tony.bersano@azref.com](mailto:tony.bersano@azref.com) of the incident
- All of our leagues have methods for dealing with bad behavior, which is another critical reason for working sanctioned matches. However, it must be reported to the appropriate authorities in order to be properly addressed

# VII. Mentoring and Advancement

## IMPROVEMENT STRATEGIES

- Experience is the best teacher and confidence builder. The more matches you do, the more comfortable and confident you will be
- If something occurs in a match and you are not sure if you made the correct decision, go back to the Laws of the Game after the match and review
- Talk to more experienced referees about the decision you made and whether or not you should have done something differently
- Call or email an experienced referee with the question
- Watch experienced referees and notice how they deal with specific situations that cause you problems in a match
- Have experienced referees watch and critique you, and then remember to try the suggestions they give you
- Seek out experienced referees and ask your assignor to place you on matches where you can work as an assistant referee for experienced referees. Once you have done this for several matches ask to have experienced referees work as your assistant referees when you have the a chance to work as the referee
- Go slow in advancing to more difficult matches – do not rush it, but also challenge yourself to keep growing as a referee. You should only take more challenging assignments once you have reached a comfort level where you are currently being assigned
- Attend referee seminars, workshops and clinics and the monthly continuing education offered through our partnership with the Cal North Referee Administration. You can sign up by going to <https://www.azref.com>, selecting instruction and then continuing education webinars.
- Watch matches of every age and competitive level whenever possible. This helps you not only by watching skilled referees work, but it also helps you to learn more about the way the game is played.

## **ARIZONA REFEREE DEVELOPMENT PROGRAM**

In an effort to further contribute to the development of Referees in Arizona the Referee Development Program was established to inspire match officials in both the youth and adult competitions. This is done through facilitating discussion and further understanding and applying of the Laws of the Game. We have provided a pathway starting with new grassroots referees and working to develop the necessary skill set and professionalism required to work matches at the professional level in addition to developing a positive working relationship between the match officials. More information can be found <https://www.azref.com>,



## **MENTORING**

Our referee coach/mentors will primarily focus on the U14 and below age groups with particular emphasis on the academy/small-sided matches in the ASA sanctioned leagues. They are available to observe, provide feedback, encourage, and inspire you to help you develop as a referee.

Referee coach/mentors will be participating at events that include:

- Open League
- Pima County Junior Soccer League
- Academy Festivals
- Presidents Cup and State Cup

A list of dates and events in which referee coach/mentors will be attending can be found on our website <https://www.azref.com>. Please reach out to our State Youth Referee Administrator, Tony Bersano, at [tony.bersano@azref.com](mailto:tony.bersano@azref.com) if you have any questions.

## **REFEREE WORKSHOP**

Each December, in conjunction with the tryouts for the ASA Olympic Development Program (ODP), ASRA hosts a Referee Workshop. The Workshop provides high-level instruction and an opportunity to referee matches in a very safe and positive environment. Referees are paired in small groups and receive feedback from our coach/mentors during their matches. If you are brand new, this is great opportunity to work in the role as a referee for the first time and an event that you should make every effort to attend. Additional information can be found on our website <https://www.azref.com>.

## **VIII. Young Male and Female Referee of the Year**

Each year ASRA, in conjunction with US Youth Soccer and ASA, recognizes the top young male and female referee in Arizona. Recipients of this award are honored for their accomplishments, not only as a referee, but also as a student and member of the community.

The award is presented each year at the ASA Awards banquet.

### **AWARD REQUIREMENTS**

An individual may be selected as the young male and female Referee of the Year for their extraordinary accomplishments and if they have met the following requirements:

- (1) was certified as a Federation referee during the seasonal year immediately prior to the seasonal year for which the individual is being nominated;
- (2) is certified or being certified as a Federation referee during the seasonal year for which the individual is being nominated;
- (3) during those two seasonal years, refereed games primarily for US Youth Soccer, a region, a State Association, or a member or team of any of those organizations; and
- (4) did not reach 19 years of age prior to that August 1 immediately before the beginning of the seasonal year for which the individual is being nominated

### **APPLICATION COMPONENTS**

Nominations for the award will respond to the items noted below. Responses to each of the following three (3) criteria should be kept to a maximum of 400 words and attached on a separate sheet.

1) Personal development:

How and when did the nominated Referee get involved with soccer? How has the Referee's involvement with soccer shaped his/her character? Does the Referee display moral and ethical behavior on and off the field? What steps has the nominee taken to improve upon his or Referee knowledge of the game?

2) Promoting the game:

What steps has the Referee taken to further advance the game and all who participate? Does the Referee participate in soccer outside his or her position as a Referee (i.e. player, coach, or volunteer)? Has the Referee created relationships within the community to promote the game? Be specific.

3) Involvement in Community:

Has the Referee demonstrated leadership within the community? Give examples. What other activities, aside from soccer, is the Referee involved in? What impact has his or her involvement had on the community?

4) Letters of Reference:

Please submit three (3) letters of reference from any of the following (but not limited to): Referee Colleagues, Administrators, Current or Past Employers, Assignors.

5) Photograph:

Please submit the following 1) Head Shot (like a senior portrait, passport photo). This is **required** to be submitted with the application packet. 2) Photos of you as a Referee or that highlight you promoting the game or your involvement in the community

Candidates should begin preparing their portfolio in order to be able to submit the information electronically to the State Youth Referee Administrator, Tony Bersano, at [tony.bersano@azref.com](mailto:tony.bersano@azref.com) prior to the application deadline

## IX. Contact Information

### ARIZONA STATE REFEREE ADMINISTRATION

<https://www.azref.com>

Todd Sergi  
State Referee Administrator  
State Director of Assignment  
[toddsergi@me.com](mailto:toddsergi@me.com)

Bryce Seaman  
Executive Director  
[bryceseaman@gmail.com](mailto:bryceseaman@gmail.com)

Tony Bersano  
State Director of Assessment  
[tony.bersano@azref.com](mailto:tony.bersano@azref.com)

Joel Votaw  
State Youth Referee Administrator  
[joel.votaw@azref.com](mailto:joel.votaw@azref.com)

Bob Vanhorn  
Registrar  
[bob.vanhorn@azref.com](mailto:bob.vanhorn@azref.com)

Nicole Dirks  
Secretary

Paul Nothman  
Treasurer  
[pnothman@mcgrathcpa.net](mailto:pnothman@mcgrathcpa.net)

ARIZONA SOCCER ASSOCIATION  
<https://www.azsoccerassociation.org>

Jonathan Berzins  
Chief Executive Officer  
[JonathanBerzins@azyouthsoccer.org](mailto:JonathanBerzins@azyouthsoccer.org)

Randy Karg  
President  
[randykarg@azyouthsoccer.org](mailto:randykarg@azyouthsoccer.org)

Emily Lynch  
Competitions Manager  
[EmilyLynch@azyouthsoccer.org](mailto:EmilyLynch@azyouthsoccer.org)

Jason Hammonds  
Sr. Director of Competition & Programming  
[jhammonds@azyouthsoccer.org](mailto:jhammonds@azyouthsoccer.org)

Dolores Abernathy  
Director of Business Administration  
[doloresabernathy@azyouthsoccer.org](mailto:doloresabernathy@azyouthsoccer.org)

Kylie Rhodes  
Competitions Manager  
[kylierhodes@azyouthsoccer.org](mailto:kylierhodes@azyouthsoccer.org)

ARIZONA STATE SOCCER ASSOCIATION  
azadult.soccer

<http://>

Dan Trainor  
President  
[info@azadult.soccer](mailto:info@azadult.soccer)

# X. List of Assignors

## Recreational Leagues

### Phoenix Metro

Arizona Soccer Club

Tom Fischer

602-770-0816

[tom.fischer@arizonasoccerclub.com](mailto:tom.fischer@arizonasoccerclub.com)

Desert Foothills (Cave Creek)

Fountain Hills

Brett Lincoln

480-251-1783

Gilbert Youth Soccer Association

Paul Gallegos

602-448-4860

[paul@dkcomm.net](mailto:paul@dkcomm.net)

Phoenix Rising FC Youth Soccer

Mark Rodriguez

602-318-8817

[scottsdalerefassignor@prfcyouthsoccer.com](mailto:scottsdalerefassignor@prfcyouthsoccer.com)

SC Del Sol

Chris Diana

602-663-7551

[cdiana.travelers@cox.net](mailto:cdiana.travelers@cox.net)

### Northern Arizona

Yavapai Soccer

Robert Gittins

928-775-5557

[gittinsoccer@gmail.com](mailto:gittinsoccer@gmail.com)

### Tucson

Freedom Soccer Club

Cheryl Copeland

520-747-8591

[allfreedom12\\_989@msn.com](mailto:allfreedom12_989@msn.com)

Sandlot Soccer

Mike Corbus

520-488-7454

[kcorbus@gmail.com](mailto:kcorbus@gmail.com)

## Competitive Youth Leagues

Arizona Soccer Association Open League – please refer to the interactive map on <https://www.azref.com> under the resources tab

### **Central North**

Myles Grunewald  
623-205-7097

### **Central West, North of the Valley and Northeast**

Michelle Golowatch  
602- 505-2587  
[azsoccerrefs@gmail.com](mailto:azsoccerrefs@gmail.com)

### **Northwest and West**

Lindsay Kelly  
623-500-7400  
[lkelly@rslaz.org](mailto:lkelly@rslaz.org)

### **Central Southwest**

Christian Perez  
602-710-5135  
[christjp27@gmail.com](mailto:christjp27@gmail.com)

### **Central Northeast**

Mark Rodriguez  
602-318-8817  
[scottsdalerefassignor@prfcyouthsoccer.com](mailto:scottsdalerefassignor@prfcyouthsoccer.com)

### **East Valley and Southeast**

Paul Gallegos  
602-451-9177  
[paul@dkcomm.net](mailto:paul@dkcomm.net)

### **South**

Andrea Ruiz  
480-678-8338  
[aruiz@rslaz.org](mailto:aruiz@rslaz.org)

### **Flagstaff**

Holly Jones  
928-600-2414  
[holly.jones@msn.com](mailto:holly.jones@msn.com)

## **Prescott**

Robert Gittins  
928-775-5557  
[gittinsoccer@gmail.com](mailto:gittinsoccer@gmail.com)

## **Tucson**

Pima County Junior Soccer League  
Maggie Barton  
520-797-9735  
[cactusmouse@comcast.net](mailto:cactusmouse@comcast.net)

Emilee Mead  
520-909-3662  
[Emilee@desert.com](mailto:Emilee@desert.com)

**\*Arizona Soccer Association Advanced League, State League, ECNL and MLS Next is based upon performance and successful evaluation. Please contact Todd Sergi ([toddsergi@me.com](mailto:toddsergi@me.com)), Tony Bersano ([tony.bersano@azref.com](mailto:tony.bersano@azref.com)) or Brandon Marshall ([brandon.marshall@azref.com](mailto:brandon.marshall@azref.com)) should you have any questions.**

## **Adult Leagues**

Scottsdale United Amateur Soccer League (SUASL)  
Michelle Golowatch  
602-505-2587  
[azsocerrefs@gmail.com](mailto:azsocerrefs@gmail.com)

Sierra Vista Adult League  
Simon Blampied  
520-227-2827  
[simonblampie@hotmail.com](mailto:simonblampie@hotmail.com)

Tucson Metro Soccer League  
Maggie Barton  
520-797-9735  
[cactusmouse@comcast.net](mailto:cactusmouse@comcast.net)

Tucson Women's Soccer League  
Emilee Mead  
520-909-3662  
[Emilee@desert.com](mailto:Emilee@desert.com)

Tucson Adult Soccer League  
Bill Degnan  
520-471-0369  
[wjd3cpo@comcast.net](mailto:wjd3cpo@comcast.net)

Yuma Adult Soccer League  
Robert Van Horn  
928-941-1795  
[bob@oasisyuma.com](mailto:bob@oasisyuma.com)

# XI. Resources

An interactive map has been created for the list of Regional Assignors for the ASA Open League that can be accessed here:

<https://www.google.com/maps/d/edit?mid=1ZbobV-ygwcBfwotYb4QE16Iexvdpulzd&usp=sharing>

Gameofficials is the assigning platform used by ASA for its leagues and you can learn how to create an account by going to <https://www.azref.com>,

The International Football Association Board/IFAB  
<https://www.theifab.com/home>

United States Soccer Federation/US Soccer  
<https://www.ussoccer.com>



# STANDARDS OF DRESS AND APPEARANCE OFFICIAL U.S. SOCCER FEDERATION UNIFORM

UNIFORM: Always make sure your uniform is clean, neat, and professional in appearance.

## CLASSIC UNIFORM

### SHIRT

- Long or short sleeve
- Yellow with black pinstripes
- Men's or women's

### BADGE

- U.S. Soccer Federation with current year (securely fastened to shirt over left chest).
- The badge should be for the highest grade for which the referee is currently qualified

### SHORTS

- Black shorts
- Bottom edge of shorts not less than 3 or more than 7 inches above the top of the knee cap

### SOCKS

- Black socks
- U.S. Soccer Federation Referee Program 2-stripe socks

### SHOES

- Black shoes
- Black laces (may have white manufacturer's design)



## ALTERNATIVE UNIFORMS

The following shirts have been approved by the Federation as alternatives that can be worn in case of color conflict. There is no order of preference among the alternate jerseys. The other parts of the referee uniform (shorts, socks, shoes) do not change if the referee wears an alternate shirt.



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Official Sports International is the official supplier of referee uniforms to U.S. Soccer.

Only manufacturer's logos and U.S. Soccer approved badges and/or emblems may be visible on the referee uniform.