

*The*

# REF-O-GRAM

February 2015



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It's hard to believe that we are well into the second half of the season. Tournaments are in full swing placing a high demand on officials and evaluators to hone their skills. I hope that the first half of your season was a productive one. Hopefully, you had the chance to attend a couple of tournaments and receive some early feedback.

In November, we hosted a Community Evaluator Clinic during the Pickering tournament. Six seasoned officials were in attendance to expand their resume. Congratulations to Steve Baker, Crystal Carmichael, Stacy Dafoe, Rob Ellis, Peter MacKay and Patti Schultz. It was a busy weekend running back and forth from arena to arena, but it wasn't without gain. Like every evaluator clinic, the opinions of each evaluator are quite varied, but with the classroom component and multiple games critiqued, we were able to bring the group together to share a more similar view. I've since seen many of them sitting in the arena providing feedback to our next generation of officials.

A Level 4 Clinic was also held during the first half of the season. It was hosted by Ringette Canada and was presented in Toronto December 12-14, 2014. This is a very lengthy and detail oriented clinic with lots of group discussion. Ontario had 15 participants out of the 17 and I'm very proud to say that everyone passed the exam with flying colours. Congratulations to Tara Armstrong, Steve Baker, Andrew Brady, Stacy Dafoe, Rob Ellis, Chris Feher, Mark Goldhawk, Paul Hanley, Patrick McKee, Alex Parker, Courtney Pettitt, Robyn Seitz, Shelley Stairs, Tom Turcotte and Daniel Wigmore. For some of these officials, it meant an automatic upgrade to Level 4 as they had already achieved the on-ice requirement, while for others, it will give them a target to work towards.

As usual, the second half of the season will prove to be a busy one. The Canada Winter Games are being held in Prince George, B.C. February 13-21, 2015. Ontario will be represented by 7 out of the 8 officials selected to work this event. This is the largest crew that Ontario has ever seen selected to these Games. Selections for Canada Games are based on Canadian Ringette Championship competition performance and national rankings generated from the previous 3 years of the event. Congratulations to the following officials for your continued dedication and commitment: Brent Bunting, Robert Drury, Natalie Fortin, Danielle Lalonde-Clarkin, Karen Meek, Amy Murray and Mario Periard.

The Eastern Canadian Ringette Championships will take place April 16-19, 2015 in Moncton, N.B. This event plays host to the U14AA, U16A, U19A and 18+A Provincial Championship winners from Ontario, Quebec, Nova Scotia, PEI and New Brunswick. This event continues to grow in size and competitiveness. I am happy to announce that Steve

Baker, Chris Feher and Denise Pelletier will be representing the Ontario officials during this elite event.

Provincial selections are in full swing. With three events to cover, it takes a lot of time and patience. Our crew for the three events are starting to round out nicely. The Provincial AA Championships are being hosted in London, March 12-15, the Provincial A Championships will be played in Newmarket, March 19-22 and the U12 Provincial Event will take place in Oshawa, April 9-12, 2015.

Even though we are well into the second half of the season, there is still lots of ringette to officiate. Remember that every game is important to those playing and that we should always try to perform at our best; there is always someone watching!

See you at the rink!

**Karen Meek**  
**Chair Officiating Development Committee**  
[kmeek16@rogers.com](mailto:kmeek16@rogers.com)



### 2014/2015 Major Events

Feb 13-15	Canada Winter Games – <i>Prince George, BC</i>
Mar 12-15	Provincial AA Championships - <i>London</i>
Mar 19-22	Provincial A Championships - <i>Newmarket</i>
Mar 29-April 4	Canadian Ringette Championships – <i>Fort McMurray, AB</i>
April 9-12	U12 Provincial Event – <i>Oshawa</i>
April 16-19	Eastern Canadian Ringette Championships - <i>New Brunswick</i>





## Western Region

I know where I have been spending my weekends, at the rink. The season is in full swing and there is a lot to look forward to during the second half of the ringette season. It will be an extremely busy second half with many western region tournaments, Provincials, Eastern Canadians, Nationals and Regional Championships.



It has been a busy year thus far with four level one clinics for new officials and a level 2/3 clinics for officials looking to move up in rank. Congratulations and welcome to Western's new officials. Hopefully you have all had the opportunity to do a few games by now. Remember to ask your Referee in Chief to sit down and evaluate you some time in the next few months. I encourage all refs to request to be evaluated by an evaluator; this will give you feedback on how to improve your refereeing and how to move up in rank.

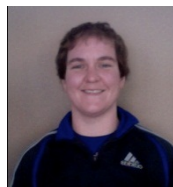
Remember that no referee is perfect and that we all make mistakes. When you make a mistake take the time to look up the correct answer in your casebook, discuss it with a fellow referee, or talk to someone that can help you find the correct answer. My rule of thumb is to always try to never make the same mistake twice.

Regionals will be held the weekend of March 27th to March 29<sup>th</sup> in the Guelph and Elora/Fergus Arenas. Online Registration for Regionals will be posted on the western website [www.wrra.ca](http://www.wrra.ca) in February. If you have never participated before, please do not hesitate to register, last year we used over 70 officials during the weekend!

Thank you to all the referees of the Western Region who have stepped up to cover many game this season so far, without the referees there would not be any games.

Enjoy the rest of the season.

**Denise Pelletier**  
**Western Region Coordinator**  
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## Central Region

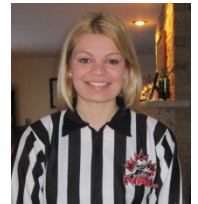
Happy 2015! Normally at this time of the season, the focus is on invitations – many referees are hoping for a call or email that will invite them to that special event they've been striving for. However, I challenge you this time to focus on something else – FUN!



It is easy to get bogged down in things such as evaluations, positioning, penalty selections and rules, to name only a few. These things are important of course, but it's nice sometimes to be reminded of why we referee in the first place. Take time to watch the U9 or U10's play. Remember how you laugh when you referee them? We need to remember that feeling during all of the games we referee. Enjoy yourself on the ice and you might just find that the goals you are trying to reach come that much easier.

Good luck the rest of the season and don't forget to ask for an evaluation if you haven't already!

**Amy Murray**  
**Central Region Coordinator**  
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## Eastern Region

Happy New Year everyone! It's a great time to conduct a self-assessment of how your season has gone so far, and now confirm what short-term goals you would like to work on before the season is over. Please be sure to communicate your goals with your RIC, as they can support & assist you with this.



Please remember to consult the ERRA website, Officiating tab, and click on Officiating Development. This page lists the Eastern Region evaluators, their level, and where in the region they live. It is important to be proactive in regards to your officiating development.

If you attended the Level 2/3 clinic in the fall, please remember, you must apply for your upgrade. If you have any questions about the process, please refer to the Officiating page on the ORA website <http://www.ontario-ringette.com/officiating/upgrades.php?sub=officiating> or please contact your RIC with any questions or concerns.

I would like to remind officials of the very clear memo that was distributed regarding shoulder pads. If you require clarification please contact your RIC.

Upcoming Eastern region tournaments: Kingston (Jan 30 – Feb 1); Gloucester (Feb 5 – 8); West Ottawa (Feb 13 – 15); and Silverspoon (Mar 6 – 8).

Officiating payment processes are going electronic in the Eastern region! Starting with the February 2015 payment (for games Dec 1/14 to Jan 31/15), you will receive your ref pay by e-transfer. An email was sent explaining the process. If you have any questions, please contact our treasurer, Jennifer MacInnis.

As many are aware, our colleague Laura Knowles is no longer officiating. She continues to be involved where she can though. I would like to take this opportunity to truly acknowledge Laura's commitment to the game of ringette, specifically officiating and officiating development, by sharing two pieces of fitting news: firstly, in September 2014, Laura joined an esteemed group of individuals who were inducted into the Ringette Canada Hall of Fame. Secondly, on January 28, 2015, Laura will be presented with a Lifetime Technical Official Award at the Ottawa Sports Award ceremony. Thank you Laura for sharing your passion for the game, and for your invaluable insight into each game you officiated and evaluated.

All the best for the rest of the season!

**Shelley Stairs**  
**Eastern Region Coordinator**  
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### Southern Region

It's hard to believe that the first part of the season has come to an end and the second half is underway. The second half of the season is a very busy one with regular games, tournaments, Regionals, AA Provincials in London, A Provincials in Newmarket, U12 Provincial Event in Oshawa, Eastern Canadian Ringette Championships in Moncton, NB and the Canadian Ringette Championships in Fort McMurray, AB.

This year the Regionals are being hosted by Etobicoke from April 2-4th. If you are interested in going please contact your local RIC. Invitations to this Regional event will start mid February.

Enjoy the rest of the season and I hope to see you around the rinks.

**Geri Lamers**  
**Southern Region Coordinator**  
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### Northeastern Region

**Vacant**



## Looking to Upgrade? Look at Past Evaluations for Clues

By: Tara Armstrong, POD Manager

One of the processes POD members must participate in is goal setting. The act of setting goals helps PODs and anyone who is striving to upgrade, a clear focus, so that they are able to reflectively think about what assets they have, and what areas they need to improve upon.

The PODs create goals that address four key areas that will help them achieve upgrade evaluations. If you are currently striving for an upgrade, you should examine your recent evaluations and see what evaluators are suggesting for you to do to improve your game.

Common questions you should be asking yourself while examining your prior evaluations are:

### Positioning

- Am I leaving the FPL too late and getting involved in the play?
- Am I leaving the FPL too early which is making me too far from the play?
- Am I trailing too far/close to the play as the back official?
- Is my net positioning fluid and reactive to the play and ring?

### Penalty Selection

- Am I using my understanding of philosophy to assess penalties?
- Am I looking at the whole picture, or am I “ring-focused” which means I am missing upper-body contact?
- Am I able to assess the “correct” penalty? (Ex. boarding vs. body contact, or hook vs. slash)

### Communication

- Does my non-verbal body language look professional?
- Am I able to have quick and effective conversations with my partner mid-game to acknowledge problems that need to be fixed?
- Am I able to have quick and effective conversations with coaches/players which answers questions and will keep the game moving?

### Knowledge of Case Book and Discussions Post-Game

- Am I able to use similar vocabulary to the Case Book to explain my decisions?
- If I am unsure if I have made the right call, after the game do I find the scenario in the Case Book to confirm whether my decision was correct?

- Am I able to have meaningful post-game debriefs with evaluators where I acknowledge my errors, and discuss possible solutions? Can I identify (without prompting) things that went well and did not go well during the game?

## Laura Knowles Receives Lifetime Achievement Award

Congratulations to Laura Knowles on her recent accomplishments. Laura is being recognized for her passion and dedication to the sport of ringette, particularly in officiating and officiating development. In September 2014, Laura was inducted into the Ringette Canada Hall of Fame. And on January 28, 2015, Laura will be presented with a Lifetime Technical Official Award at the Ottawa Sports Award Ceremony. Thank you Laura for sharing your passion for the game, and for your invaluable insight into each game you officiated and evaluated.



<https://www.ottawasportsawards.ca/node/1666>

Having played the sport growing up, Laura Knowles first began refereeing ringette as a teenager. Over 30 years later, with a mountain of officiating roles behind her, Laura will receive the Ottawa Sports Awards Lifetime Achievement Award for a Technical Official.

The member of the Ringette Canada Hall of Fame is responsible for helping to develop and implement several key rules that have added to the sport's excitement such as the 30-second shot clock and the "move it or lose it" rule, while also working to make the game safer for players.

A Level 5 official herself, Laura has been a master instructor since 1991 and has aided in the development of countless officials, from the regional level in Eastern Ontario up to the high-performance stage. She has officiated and supervised at provincial, national and international competitions, including the Canadian Ringette Championship, Canada Winter Games and World Ringette Championship.

Laura has also held positions with provincial associations in B.C. and Nova Scotia, with Ringette Canada and the International Ringette Federation in her wide-ranging and influential career.

## 12 Ways to Better Officiating

*Taken from Referee Magazine, June 2004*

No matter what level and sport you work, you'll do a better job if you follow the solid, practical advice offered by veteran referees, umpires and officials' supervisors in this series of tips presented by Referee magazine.

In the real world of officiating, solid rules knowledge and proper mechanics are givens: They tend to become significant only when one or the other is absent. Sure, rules knowledge and proper mechanics are important, but they are only the beginning. From Referee here are 12 ways to help you become a better official.

### 1. Relax when you work, enjoy the experience and be willing to laugh at yourself.

Too many officials are uptight. That tension is transmitted to players, coaches and officiating partners and can significantly hamper your work. You'll become more effective if you can relax, which will allow you to more clearly think through situations and to respond in more appropriate ways.

Men's major college basketball referee Jim Burr said that he's very intense, very serious when he's officiating. "I have a job to do and don't spend a lot of time goofing off." Yet Burr also admitted that over time "I've come a long way toward loosening up. I've tried to work harder on it." For good reason. Explained Burr: "I've gone home and not been able to sleep nights because I kept thinking: 'Did I make the right call? Did I do what I felt was right? Was I fair to both teams?' I've gone home and been very disturbed with myself over a call. One call. Can you imagine that? I was the same way as a player. I want to give it 100 percent every time. If I screw up a play—really screw it up—that bothers me. I don't know if I have to take it quite that seriously. It's not life and death." Burr's advice: "I believe everybody should take ... officiating and put it into perspective and don't let it change your whole personality."

What's important is to learn from your mistakes, not to dwell on them. At times you're probably better off laughing privately at your mistakes than worrying about them.

Women's major college basketball referee June Courteau takes her oncourt work seriously. But she can't help but chuckle when recalling an embarrassing mistake. "I was working a game at Missouri and the clock was ticking down near the end of what I thought was a one-point game. When a last second shot scored, I ran off the court and headed for the locker room, thinking the game was over. When I turned, I saw my partner standing at the scorer's table. Then I saw the score was 82-82 and we were going into overtime. I had to walk all the way across the floor and had a smile on my face as I got a standing ovation."

### 2. From arrival at the game site to departure, look the part in dress, demeanor and enthusiasm.

After refereeing in the National Hockey League, Bryan Lewis became the NHL's director of officiating. While in that position, an important part of his duties was to observe younger officials. "I'm always on the look," said Lewis at the time. "The first things I notice are how he conducts himself and how he skates over the ice: Does he look like an official? I also look for the rapport between the official and the players: Does the official command respect, even before the game starts? Is he there in good time? How does his equipment look? I look at him from his skates to his helmet. If he appears sloppy, I lose interest fast. If those things don't stand out in a positive sense, I'm turned off ASAP."

Lewis also wanted to see maximum effort and enthusiasm. He cited an example. "I watched a very good young official. ... I said to the guy who's doing recruiting for us: 'You know, this kid made mistakes, but he tried hard as opposed to another who would ... say, 'I'm here tonight and I'm going to get my \$20 or \$30 and go home.' " Elaborated Lewis: "If an official I'm observing isn't working his game as if it were the seventh game of the Stanley Cup finals, I lose interest."

### 3. Keep your cool no matter what happens.

One sure-fire way to turn off everybody is to blow your stack. The lack of effective human-relations skills has short-circuited the careers of many officials.

Dale Williams, who umpired the NCAA Division I Baseball College World Series five times, said the major difference between outstanding umpires and average ones is how they handle game situations. Explained Williams: "Most umpires can call balls and strikes, safes and outs; but when there's a heated argument or some other situation that has to be handled, how that's done separates the outstanding from the average umpires."

To underscore his point, Williams said that in baseball "they have a tendency to yell at you from the dugout and there are different ways to handle it. My philosophy is that they're going to yell periodically. Nobody's perfect. We're all going to miss pitches here and there. If I miss a pitch, they can yell to get it off their chests and I just keep going, don't say anything."

If the verbal barrage continues, Williams said he will turn to the dugout and offer a few simple words of advice. "I'll say: 'OK, you've had your say. That's it. I don't want to hear any more.' I handle coaches the same way: They have their say and then we get on with the game."

Williams is also a National Football League head linesman. In 2003 he worked his third Super Bowl. He said NFL officials

are told to follow a procedure when a coach says something insulting. “We are to respond, ‘What did you say?’ or ‘Do you want to repeat that?’ He knows if he says it the second time he’s going to get a 15-yard penalty. Most of the time when you tell him that, he either won’t say anything or he’ll say, ‘I wasn’t talking to you.’”

Jerry Seeman, former NFL director of officiating, said staying cool is a must for all officials. “I tell my people I want things put in cruise control and that’s the way we’ll operate,” noted Seeman, when he was still director. “There may be players or coaches who get excited, but there better be seven people (size of an NFL crew) on that field who are always going to be the same. I want that atmosphere and I want us to be pleasant.”

You may be thinking: “That’s fine, but it’s easier said than done. I need to know how to keep my cool.” One answer:

## 4. Mentally rehearse situations in which you might become emotional.

Courteau said that things have changed drastically during the last decade or so. “The qualifications you need now aren’t necessarily the ones you needed 10 years ago,” noted Courteau. “There are a lot of people with whom I began officiating who are no longer in the game because it’s changed. There’s more pressure. I like it when there are lots of fans. I like the challenge ... I like being in front of an audience. The rehearsals are great, but give me opening night, pressure, sweaty palms. You can take the energy that produces and channel it positively or negatively.”

Courteau said that negative channeling “means your emotions are out of control, you’ve choked, had a lot of miscalls. You just don’t handle it. You can’t just walk in (and officiate).” Her solution: “You have to first walk through it mentally. Your selfimage is number one. If you feel good about you, when all those people scream and holler you’re not going to take it personally. It’s just a part of the game.”

## 5. Be prepared to handle the unexpected.

While poor officials can survive average games, sooner or later they will be faced with situations that require acumen far beyond their abilities. When that occurs, poor officials are doomed to failure.

Mike Fitzpatrick is the executive director of the Professional Baseball Umpire Corporation, which oversees all minor league baseball umpires. An ex-minor league umpire himself, Fitzpatrick said that generally it’s difficult to get an accurate gauge of an umpire’s ability by watching a routine game. “It makes my job much easier if unusual things happen because then I have something I can work with,” noted Fitzpatrick. “I know it sounds bad, but I don’t like ‘routine’ games. I like to see things happen because then I can evaluate how an umpire

handled them. ... I want to know how they’re handling situations.”

You can run for a while, but you can’t hide forever. Only if you are prepared to effectively handle the unexpected will you consistently be able to survive.

## 6. Let the players know you are human.

At all levels of play, people love to hate referees. That’s become ingrained over time and is unlikely to change. Yet there are things you can do to modify the typical player’s belief that you are a robot or that you are an enemy.

Dave Dodge, a men’s major college basketball referee, admitted that it took him some time to learn the value of such things. “I used to be more interested in officiating by the book, was a little more rigid and inflexible in certain areas,” said Dodge. “The more flexible I’ve become the more successful I’ve been, especially in dealing with players and coaches. Everybody’s different and you can’t take away their needs to communicate. The more I’ve dealt with them on a personal basis, the more success I’ve had.”

Dodge said he applies that philosophy before a game. “I want to establish a relationship with the captains and with the point guards. To do that, when I’m the referee, I have the point guards on each team test the ball we’re going to use. I don’t do that to get their approval; I do it to have a chance to talk with them, to let them know I’m a human being and I’m going to be communicating with them. Point guards control the game and can make or break a referee.”

## 7. Understand what motivates coaches.

Dodge also said that while college basketball refs have been told to cut back on talking with coaches, “I think it’s important to verbally communicate with them because they want and expect you to be in touch with them throughout the game. Sometimes you’ve got to be firm and just say, ‘Sit down and no more, not tonight.’ But in most cases, if you can prevent those things from coming up, you’re going to be better off.”

Dodge admitted that he overreacted a few times. “I’ve yelled at a coach and teed him off when a softer word would have been better,” said Dodge. “It’s important to communicate with the coach and not comeback at him like I do sometimes. That’s a shortcoming I have. I need to continue to work on it. Sometimes they think I’m not approachable, but I really am. Communicating with coaches is a key to the success of any official.”

Another men’s major college basketball referee, Jim Burr, said: “It took me 10 years to understand coaches, how they act, what they’re trying to do, etc. That’s helped me become a better official.”



Burr explained that coaches are normally “trying to plead their cases, they’re trying to use whatever psychological weapons they possess. ... Some of them are funny, some want to terrorize you, intimidate you. You have to take each one and try to understand what he’s trying to accomplish and why. Because I now understand that I can better cope with it. The top (officials) have that ability.”

Burr said that too many officials have tunnel vision. “A lot of guys at the lower levels have no idea what goes on on the court besides just refereeing, making calls. That’s why it takes so long to develop a good Division I referee. You just don’t walk out onto a Division I court and think that just because you worked Division III everybody’s going to sit there and say, ‘What a great job you’re doing.’ That’s not going to happen. You’ve got to earn your stripes.”

## 8. Work diligently to perfect your timing.

Professional Baseball Umpire Corporation’s Fitzpatrick said that if one of his umpires is consistently struggling, the most likely villain is a breakdown in timing. “He’s either making calls too quickly or too slowly, although 99 percent of the time he’s probably too fast. That’s true of umpires at all levels and is a huge factor in calling balls and strikes. The timing and concentration required to make 250, 300, 400 decisions a game makes it the most difficult thing in all officiating. When an umpire’s timing is off, is too fast, he’ll struggle.”

To compensate for the tendency to want to make calls too quickly, try this: See the play as if you were watching it on video. But do not make your call (or no call) until the play is fully over. Waiting just an extra second or so can make the difference between a miscall and great one.

## 9. Be teachable and keep your ego in check.

Having the basic skills is important. Equally critical is being teachable, understanding and accepting that you don’t know it all no matter how long you’ve been an official. In other words, don’t trip on your ego.

The NHL’s Lewis offered a story to illustrate. “I saw a boy who I thought had the mechanics, was a great skater, really looked like something, but he had a ‘head.’ He thought he was bigger than the NHL. At a referees’ clinic, I put on my skates, went out onto the ice and skated around with him. I told him: ‘Your head is so mixed up, I wouldn’t waste 10 cents of NHL money on you. But I promise we’ll watch you work next year.’ He turned us off so bad in the way he presented himself.” Lewis said that official took the advice. “Right now he’s eligible for a pension because he’s on our staff.”

Dave Parry officiated in the NFL for 15 years, leaving it in 1990 to become the Big Ten’s supervisor of football officials. What turns him off is when an official has “a bad attitude” and lacks flexibility. Said Parry: “When it’s there and you’re

wrong, and everybody in the room knows it, and you want to fight and say, ‘No, I’m right,’ or make an alibi, rationalize. That kind of an attitude would be more apt to upset me than a judgmental error.”

Parry said he’s “convinced our people hustle, try hard, want to be perfect. But it’s a lack of humility, lack of cooperation, that he thinks he’s always right that gets him into trouble. It’s when you think you’re really good that something unexpected jumps up and bites you.”

Jerry Seeman was an on-field official in the NFL for 15 years before moving upstairs. He said his worst moment as an official occurred in 1975, when he was an NFL rookie working as a line judge on the same sideline as veteran official Stan Javie. Recalled Seeman: “We had a play in the Houston-Miami game in which a pass was thrown right at the goalline. It was a buttonhook by the tight end. I came down from about the six yardline to cover the goalline and Stan came in from the endline to cover the goalline.” Seeman signaled a TD, but Javie disagreed, stating that the ball should be spotted on the one-half yardline. “We had a long discussion and I backed off ... because he said he had the better angle. I think my judgment was wrong and I kicked it.”

Moral of that story and many others: What’s important is not who’s right, but what’s right.

## 10. Accept reality: Don’t worry about politics or advancement.

Lots of officials define themselves by the levels at which they work. If they don’t work at the levels they feel they belong, major problems can arise. Basketball referee Jim Burr said that trying to climb the ladder never really ends because there is always something left to accomplish.

“Officials need to take out of officiating what it has to offer,” asserted Burr. “There are some financial rewards. It also gives you a chance to meet some great guys. Not everybody is going to move up. Plus, the Peter Principle (rising to one’s level of incompetence) comes into it too. Sometimes you really don’t have the ability to go much higher than where you are, so why not take the positive side of it instead of always looking at the negative side: ‘I can’t get a break.’ ... Sure, I’ve seen some people get breaks, but if they couldn’t referee they didn’t stay long.”

Burr’s solution: Don’t spend time worrying about things over which you have no control. He said that people who are preoccupied with advancing are “missing out on what the sport really has to offer and its opportunities. ... Why don’t they stop to smell the roses, take the friendships developed along the way and enjoy them?”

Burr said that he wants to play on a pro golf tour. “Yet the closest I’m going to get to that is to buy a ticket and go watch them play. I love to play golf, but I’m not going to be a



scratch golfer. I keep trying, but I'm not going to make it. The same thing applies to officiating: I keep trying, working hard. Just because I might not work an NCAA final doesn't mean I'm going to quit refereeing. I'm going to take out all I can at whatever level I work."

Women's referee June Courteau added that "things don't happen overnight. Officiating has taught me patience, to take it one rung of the ladder at a time. I set my goals high, but I realized I couldn't jump over the interim steps. I think officials need to be more patient with themselves. They put tremendous pressure on themselves to call perfect games, to live their lives perfectly."

Courteau said that officiating "has to mesh with the other things in your life; it can't be number one because you have no control over how coaches, players and observers are going to react to you."

Noted Big Ten supervisor of football officials Dave Parry: "When (an official) wants something so much, he can do great harm if he pushes too much." As an example, Parry said that some officials who aspire to join the Big Ten have "campaigned" for jobs. Some of the letters, the phone calls are overdone. Those officials have 'campaign managers.' When that happens, I ask myself why I'm hearing so much about him. Some people try too hard and at the expense of their families, their jobs. There has to be a balance. I'm looking for very good officials who are good human beings, have things in the right order."

## 11. Know what to call, when to call it and use preventive techniques.

A common problem among officials of all sports is accurately gauging calls to the level of play involved. Call too much or too little and the game could be ruined. "I was officiating Division I ball for eight or 10 years before I really got a feel for what needed to be called and when it needed to be called," admitted Dave Dodge. He said that learning how to do that takes "a lot of experience and also takes a lot of mental sifting to decide what things really affect a player."

Dodge said that as a young official "I used to toot the whistle when something happened rather than letting the play develop and then calling it if need be. The worst thing is to call something that didn't occur. The second worst thing is to call something that didn't need to be called because it had no effect on the play."

Dodge admitted there is a down side to that equation. "If there's one criticism of my work it's that I might let them play too much, but I feel it's best to let the play develop and then evaluate it. I ask myself: 'If I made a call on a contact situation, did it really need to be called? What would have been the impact on the game if I hadn't made that call?' It's

important to look back on those iffy situations and decide if you'd have been better off not making calls."

In tandem with that is having the ability to use preventive techniques. "There was a time when I didn't talk to players and coaches as much as I do now," related Dodge. "Now I'll do everything I can to prevent a violation or a foul. Sometimes I get challenged about 'coaching' players, but most of the time they appreciate it when you try to help them stay out of trouble."

Dodge's bottom line: "We don't want to call those ticky-tack fouls. The more we can do to prevent them, the better off we'll be because nobody wants the game to be stopped for that."

## 12. Make learning your primary goal and never become complacent.

The most successful officials are usually those who truly believe there's always something to learn. Even after working numerous NCAA women's Division I basketball Final Fours, June Courteau felt strongly that there was room for her to improve. "I can be a better referee and can do better for the players," said Courteau, who offered an insightful story to underscore her point.

In 1985, after working the NCAA women's Division I title game (her first of five title games), Courteau was a regular student at an officials' camp, where she was approached by a male camper, who said to her: "Why are you here? You just called the national finals. You're on top."

"I remember thinking one thing and saying another," noted Courteau. "What I said was: 'I feel I can learn continuously and I need to sharpen my skills.' I was thinking: 'I feel bad for you because you feel just because I reffed a championship, there's nowhere else to go.' In this business, you can be a flash in the pan if you don't improve. You can be in the right place at the right time, but standing the test of time is the real challenge."

National Association of Sports Officials





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# MEMBERSHIP NOTICE

## SHOULDER PADS

In Ontario, shoulder pads are a **mandatory** piece of equipment for **all** players U19 and below.

If an official suspects, or fields a complaint about, the lack of shoulder pads, the process should be to confirm with the player and their bench staff, that unless they can prove they are wearing the required equipment, they cannot return to the ice.

The player may pull the neck of their jersey sufficient to reveal the pads, tap their own shoulder with their stick, or some other action to establish their compliance.

Regardless of the method, the requirement is for the player to prove compliance with the rule to the satisfaction of the on ice official. At no point in time is the official to touch the player. If the player is not willing to prove that they are wearing shoulder pads, that individual is not allowed to return to the ice until the situation has been corrected.

After an equipment check has been established by the official or a bench staff, both benches will receive a warning.

If **any** player is found to be non-compliant after the warning, that player will be asked to leave the ice until the equipment is corrected and the team will be assessed a delay of game penalty.

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