

THE PNFOA FLAG

2008—#1 (March)

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President's Corner, By Bill Delaney



Hello All:

It is already the beginning of March and June scrimmages are only 90 days away. On behalf of

the 2008 Board of Directors I want to outline briefly a couple of points of emphasis the board is focusing on for the upcoming season: recruitment and white hat training.

Last year it was noted after taking inventory that the average age of a member of the PNFOA was 41. 26% of our members are 50 or older and 20% are under 30 years of age. There is no doubt that one of our primary goals—and a goal of all officiating organizations—is to get people involved at younger ages. Our recruiting efforts (like last year) will be focused heavily on advertising to local high schools, community colleges, 4-year schools and community centers. It is the responsibility of *all* 100+ members to get the word out and encourage those around us to get involved with football officiating. Recruiting should occur throughout the year.

Related to recruitment is the need to train more of our members to be effective referees. The summer WOA camp in Ellensburg, WA (at CWU) is an excellent opportunity for new V2s and V1s to get practice at the referee position. The camp will be June 24-25. We are also planning on doing referee training in-season at the sub-varsity level.

Thanks for all of your efforts in 2007 and may 2008 be even better!

Bill Delaney

The Committee Assignments for the 2008 Board are as follows:

President: Bill Delaney

Vice-President: Mike Livingston

Secretary: Tim Stern

Evaluations: Jason Gardiner

Apprentices: Jason Capps

E & G: Tyler Goff

Transfers: Phil Christensen

Membership: Warren Morrison

Constitution: Bill Swedberg

Congratulations to PNFOA Members Moving Up!

New V1's: Matt Dornan, Steve Fishman and Butch Horn.

New V2's: DeMarco Claytor, Chris Corbray, Lee Fritz, Justin Hughes, Dave Johnson, Andy Miller, Jennifer Mueller, Dan Reib, and Dean Shull.

New V3's: Aaron Banchemo, Michael Berry, Abe Brown, Rob Davenport, Mike Ellis, Dave Fleischman, Paul Giesman, Lucas Hector, Max Meyers, Chris Millard, Steve Reed, Ron Robillard, Dave Snyder, and Mitch Winter.

New A2's: Michael Bailey, Joseph Chartier, Cheryl Diffenderfer, Kyle Fox, Matt Grimm, Randall Hauk, Joel Herness, Tony Lovrovich, David McCann, Gordon Sterward, Scott Swicord, and Bill Walker.



Vice-President Moment, By Mike Livingston

The calendar has turned to March and spring is starting to appear. You may not be thinking about football but the start of the season is only 6 months away. As we start looking forward to the upcoming season, I wanted to give you some key dates for this year. I hope everyone has enjoyed the off-season so far and that you have a great summer. If anyone has ideas for general membership meeting content, please feel free to pass it along to me.

Livingston_mike@yahoo.com

June—Scrimmages. Dates, Times, and Locations TBD.

June 24-25, WOA Football Camp at Central Washington University, Ellensburg, WA.

August 26th, First general membership meeting. Also the Business meeting.

September 5th, First Friday Night of the Season.



Evaluations, By Jason Gardiner

With the season still six months out, PNFOA Evaluations are probably not the first thing on your mind. Hopefully staying (or getting) in-shape, mending sore parts, and reconnecting with areas of your life that were put second to football are at your forefront. By now everyone should have received a year-end letter from Ryan Fleming, last year's Evaluations Chair. This letter included your summary evaluations, 2008 ranking, and average scores. Each year evaluations can become contentious because some

officials are more critical than others, some give their friends higher scores than earned, and some notoriously give low scores for unknown reasons. These issues, unfortunately, come with peer evaluations and the human element of evaluating someone when you're not focusing on them every single play. I don't have a magic pill to fix these problems but we are working during the off season to reduce inconsistencies and make our evaluation system more fair. This is important because evaluation scores are one of the major components to your ranking and playoff game assignments.

One new item we will be exploring is online evaluations for Coaches. Rather than expect coaches to complete the Coach's Card and mail it back to us, we're going to explore the option of providing an online system that allows coaches an online experience of providing feedback. This would not eliminate the pre-game delivery of a Coach's Card, but it may provide a better avenue to receive more responses from coaches.

If you have an idea, question, or general opinion about our evaluation process, feel free to email me at jasong@detto.com.

2007 Washington State Semi-Final & Finals Officials

Final

Ryan Fleming, 2B (Linesman)
Tyler Goff, 1A (Umpire)
Chris Storey, 2A (Back Judge)
Mike Crawford, 3A (Line Judge)
Don Ferguson, 4A (Referee)



Semi-Final

Warren Morrison, 1B (U), Mike Livingston, 2B (BJ), Phil Christensen, 1A (R), Rob Spero, 2A (LJ), Brad Clark, 3A (LJ), Gavin Anderson, 3A (R), and Ed Tharp, 4A (BJ).

From the Apprentice Chair, By Jason Capps



Greetings All: As your new apprentice chair for 2008 I would like to first

thank the previous apprentice chair Tyler Goff (and his staff of Wane Dallosto, Gavin Anderson, Steve Schuster, and Bill Delaney) for their excellent work in leading the training of new officials. Mr. Goff and his committee members did an excellent job and my hope is to further their fine efforts. As we all know getting new officials to join our ranks and **keeping**

them active in our association is no easy task. Like last year we are going to have two locations (one north and one at the WIAA building) as that seemed to help make it more convenient for folks to get to the training sessions. Further, we are going to try and foster a more congenial relationship with the Greater Eastside Junior Football Association (GEJFA) this year. We will help them in their training and this will hopefully steer more of their officials to join the PNFOA in the near future. It is the responsibility of **all** PNFOA members to help in the recruitment effort so please tell your friends, relatives,

neighbors, and co-workers about the thrill of being a football official. Further, if you have any ideas or things to add to our apprentice training please feel free to e-mail me your comments.

Jason S. Capps

cappsj@seattleu.edu



Membership, By Warren Morrison

As your 2008 membership chairperson one thing I would like to do is implement more training opportunities so officials can understand the basic mechanics of every position (not just their own positions). In putting together the training committee I will be seeking out volunteers to help out. Another idea the BOD has talked about is implementing 'position

mentors' to help the less experienced learn the tricks of the trade for each position. Further, I would like to continue the excellent work done by Mr. Livingston in 2007. The end of the year party at ACME Bowl was a great success and will be explored again as an option in 2008.



PNFOA Officials Rob Spero (Referee) and Jerry Schnieder (Umpire) at French Field in 2007.

Big Fella's Corner, By John Lindsey

If you wish to attend the WOA Football camp in Ellensburg, WA (June 24-25) please send me an e-mail letting me know by **May 15th**. The cost is \$100 up front (the PNFOA will reimburse \$50 of the registration fee). If you decide to register after May 15th you must go through the WOA office and there may not be spots left—so register early!



Also, many thanks to our observers from 2007 who went out and helped us get better: **Steve Kovac, John Krogman, Wes LeMay, and Craig Wrolstad.**

John Lindsey

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Hot Topics: Dealing With Coaches—Improving Psychological IQs, By Jason Capps

The PNFOA has a history of providing hard-working, competent, and consistent officials for our customers in the Seattle/Puget Sound region. We spend many hours discussing rules, mechanics, professionalism, and judgment. One area in which we typically do not spend enough time—in my view—is in how to effectively deal with difficult coaches at all levels. There are several strategies that football officials can take when dealing with a difficult coach: participate in a running dialogue, avoid/shut off all communication, or only respond to questions asked by the coach. In my



own experience the officials who work the best with coaches have a knack for understanding basic psychology. A few traits of effective *coach psychology* could include: knowing when to engage the coach and when to remain quiet; having the ability to anticipate a coach's reaction and trying to minimize tensions; putting ourselves in the shoes of the coach; making sure we know the rules inside and out so we can exude confidence; being fair but firm regarding our boundaries for appropriate coaching behavior; and praising coaches when they or their teams exude sportsmanship and class. In 2007, Dave Wyman (D.Coordinator at Interlake) gave a talk to our group that many of

us enjoyed. After that meeting Mr. Wyman mentioned to me that talking to our group helped him understand officials better. I think, perhaps, after listening to some of Mr. Wyman's concerns we were better able to understand the coaching perspective as well and improve our psychological IQs. I, for one, hope we can continue to open up the dialogue even more in 2008 and beyond to help bridge the gap between coach and official. It would be great to get more coaches in the area to come to our meetings and let us know what is on their minds (and vice versa). In the grand scheme we both have the same goal: to help improve the development of young athletes in the Seattle area. We clearly have common ground.