

First and Ten

Volume 4 issue3

May2010



Features

Recruitment and Retention of Football Officials

2010 Football Canada Tackle Football Rule Book Changes

2010 CFOA AFOC Conference Update

What game Day Supervisors Look for

Self Evaluation/self Improvement

Overcoming Stress and Anxiety when officiating





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First and Ten Mandate

Editor Ron Hallock

The intention of First and Ten is to keep the CFOA membership informed of the activities of the CFOA and its member associations. It is hoped that the First and Ten will be published on a quarterly basis.

The CFOA is hoping to encourage communication between its member associations through this communication by presenting information in the following areas:

Recruitment and Retention

Training and Development

- Positioning and Mechanics

Rulebook

- Changes/requests for rule

changes

- Rule Study –You Make the Call

- Rule interpretations

Canadian Leagues

- Up dates and information on the: CFL, CIS,

CJFL

L'objectif du "First and Ten" est garder les membres du ACAF (Association Canadienne des Arbitres de Football) et les associations d'arbitres, des différentes activités au sein de l'ACAF. Notre objectif est de publier le "First and Ten "à tous les trois mois.

L'ACAF, a pour objectif d'encourager les communications entre les membres des différentes associations d'arbitres en leurs présentant des mises à jour sur les sujets suivants.

Recrutement et Rétention d'arbitres de football

Développement et Formation

- Positionnement et Mécaniques

Règles

- Études des règles – "You Make the Call"

- Interprétation des règles

- Changements et demandes de changements

Ligues Canadiennes

- Mises à jour des informations de la LCF – CIS - LCFJ

Reconnaissance d'accomplissements par des arbitres de football

La version française du "First and Ten" va suivre chaque version anglaise. Ron Paluzzi, Vice président responsable de la traduction, sera responsable de s'assurer que chaque communiqué soit disponible en français dans les plus brefs délais. D'ici là, je demande à tous



From the Editor's Desk – Ron Hallock

Disclaimer: The views expressed

are those of the author and are not necessarily those of the CFOA

In this issue, First and Ten presents a synopsis on effective recruitment and retention techniques as summarized by CFOA Director of Recruitment Dennis Abbott.

Rule changes for 2010 season are provide in both English and French versions. Questions and concerns should be forward to Ken Green (ouagreen@hotmail.com) the rules editor.

Official game day supervision is examined in presentation by the Ontario football Association- What does the game day supervisor look at? This is followed by an article from the Lakeshore FOA on Self Evaluation for self improvement.

Officiating can be stressful how can an official reduce the stress and anxiety it may produce is examined in the article by Stan Popovich

The CFOA conference Winnipeg May 21st to 24th Preparations are being finalized and all that remains is for CFOA members to make the commitment to join in the celebration of this national gathering of football officials. Check out the website for all the details www.2010cfoa-acof.ca

Recognition of Conference Sponsor

In the past issue, it was brought to my attention that in the conference article, the World of Sports sponsorship was missing from the screen print of the web page used in this article. This was an unintentional mistake and as the First and Ten Editor ,I extend sincere apology for this error to World of Sports.

Advertising

This newsletter does not solicit advertising and does not promote any individual business in its articles. If pictures are used to show various types of equipment or uniform are used, credit will be given for the source.

Three Weeks Away Join in on Manitoba 2010 Home Coming Year Celebrations by attending the 2010 CFOA-ACOF Conference

www.2010cfoa-acof.ca

Manitoba Football Officials Association
2010 CFOA-ACOF Conference
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james@coachladd.com
coachladd.com

Check the Whose coming? Check out the officials registered from your province and plan on joining them or plan to meet officials from the rest of Canada. The conference is a great way to :

- **Make new friendships and network with officials across Canada**
- **Develop your knowledge base on Rules and mechanics**
- **Meet presenters and speakers who excel in their field and learn about the skills they use to do so.**

A SYNOPSIS OF DISCUSSIONS RE: RECRUITMENT AND RETENTION OF AMATEUR FOOTBALL OFFICIALS

Summarized by: Dennis Abbott CFOA Director, BC

INTRODUCTION

The following suggestions and initiatives have proved successful throughout the country and hopefully will prove to be a catalyst in dealing with not only the incredible challenge but also, opportunity we all face in the recruiting and retention of football officials in our country.

RECRUITMENT

MAJOR FACTORS FOR SUCCESS

- **ASSOCIATIONS:** Must recognize the problem and be committed to recruitment. The common denominator for all successful programs appears to be “HARD WORK”.
- **COMMUNICATE NEEDS:** You must communicate your needs to your provincial governing body association etc. it is a shared responsibility.
- **AGGRESSIVE CAMPAIGNS:** Putting an ad in the major newspaper and sitting back no longer works. We are in a competitive market and we must identify specific target groups and pursue them (i.e. high school students).
- **RESOURCES:** Many associations have members near field retirement, with invaluable knowledge. These individuals upon retirement from field work should be encouraged to take on new active roles within their Association-Recruitment Directors.
- **MONEY:** Game fees are a major factor in attracting young Officials, and are generally higher than for alternative choices, i.e. McDonalds etc. **USE IT AS A TOOL IN YOUR MARKETING.**
- **FLEXIBILITY:** Today’s demands on an individual’s time do not usually permit the ability to work anytime/anywhere. Don’t scare candidates away with impossible demands on their time.

- **COSTS:** Keep costs for uniforms, dues, etc at a minimum for new Officials through subsidization etc. Approach local suppliers for starter kits or payment plans.
- **TIMING:** It is essential that there is a relatively short period between recruitment and training. Too many recruits who say “yes” change their mind without further contact until the training school. Regular contact should be maintained with recruits from the time they are recruited until they are trained. Don’t lose them!
- **RESPONSIBILITY FOR RECRUITMENT:** One person must be designated to gather and maintain contact information on all recruits, and he must be clearly designated to Association members. Unfortunately, many prospects are lost when other members lose their “names” or forget to pass them on prior to clinics.

SUCCESSFUL PROGRAMS

The following are successful strategies that have been adopted throughout the country.

PROVINCIAL GOVERNING BODIES

Recruitment and training in today’s environment can no longer be considered as solely an Officiating responsibility but must be shared by the leagues in which we officiate, and also by the Provincial Governing bodies. The following initiatives are in place in several Associations.

1) OFFICIATING PARTNERSHIPS

Conference participants including: Officials, teams, Football Canada, Provincial Governing bodies agreed that recruiting and officiating is a shared responsibility and Associations are encouraged to enter into a partnership with their governing body to share this responsibility. Officiating Associations should no longer be expected to provide expanded services, without previous consultation.

2) DISTRIBUTION OF MATERIAL

- a) A local association has an agreement that the provincial organization will include officiating brochures etc. in the communication to the teams and players – a direct target market. The costs are minimal with the only challenge being the design of attractive material.

b) All provincial officiating bodies and affiliates have agreed to send out recruitment messages in their communications.

3) OFFICIATING AGREEMENTS WITH THE PROVINCIAL GOVERNING BODIES

As a direct result of the expansion of new teams and leagues, one provincial body requires that there is prior discussion with the officiating Association to ensure Officials can be provided. Such an approach places shared responsibility on the league to assist with recruitment (i.e. parents, ex players and coaches).

LEAGUES AND TEAMS

As part of a shared responsibility one large Provincial Governing Association requires that teams provide the names of four graduating players who may be potential Officials. The program has many advantages of providing candidates, who not only know the game, but have recommendation of their team or Coach.

FORMAL RECRUITMENT AND TRAINING PROGRAMS WITH EDUCATIONAL BODIES

The Quebec Association has completed a pilot project where high school football players are required (by Education Ministry) to take level one football officiating certification as part of their curriculum.

The program is intended to provide a continuing supply of Officials for the expanding youth level with eventual promotion to advanced categories, with age and experience.

FLEXIBLE TRAINING

Several Associations have taken an aggressive approach where they take their recruitment directly into the High School setting.

ADVERTISING AND MARKETING

Advertising through Brochures, Posters, and Web Sites is still a popular method, with results appearing directly related to the impact of the material and the groups targeted.

The following are suggested as target groups:

- Minor football Registration

- High School Students and Athletes, Coaches
- Fire and Police Stations (shift work, flexibility)
- YMCA's and other rec or health fitness centers
- Sporting goods dealers
- Public television and community newspaper

TARGETING ALTERNATIVE OFFICIATING GROUPS

Several Associations have been successful in attracting Officials from other sports, with specific marketing directed at that particular sport.

Greatest success has been achieved where there is no overlap (competition) between groups. Such an approach allows the Official the luxury of not having to choose between interests. Likewise, success has also been achieved when a sport with a high dropout rate has been targeted (i.e. hockey which has a higher abuse rate than football). Large posters in target areas appear successful.

Football Canada identified women as another potential group that could prove to be a significant source of officials. Given that having sufficient numbers of qualified officials is the major challenge for amateur football, women could provide that much needed source. The benefits would be a larger pool of officials from which to draw. A larger and more talented officials pool would provide "Officials Associations" greater flexibility to fulfill their obligations to provide the right number and appropriately qualified officials to the leagues that they service.

Football Canada also wondered if a closer working relationship between Tackle Football and Touch Football Officials or even an amalgamation between the two groups could provide another source of talented officials.

CANADIAN FOOTBALL LEAGUE

"BE A REF"

Traditionally the CFL has relied solely on the local Associations for the development of Amateur officiating in Canada, benefitting from that development by staffing its requirements. As a major benefactor of a strong officiating development program, the CFL understands that it must be an active partner with other shareholders in developing and monitoring a strong recruitment and retention program.

In recognizing these needs the CFL has agreed to partner with the football community in developing a program for the recruitment and retention of Officials.

Initially, the CFL has agreed to provide the following:

RECRUITMENT

- Participation and use of its name in developing programs to attract new Officials into the profession.
- Provide use of its communications department where feasible, i.e. new programs etc.

In addition the CPFOA has agreed to make its members available for recruitment programs, speaking engagements, etc. The partnership with the CFL will not only hopefully draw more people into the profession, but also those with the desire and tools to proceed to the College and Professional level.

RETENTION

- Upon request from the local association, provide a written assessment of an Official's current level of development/potential after a minimum of four years as an official.
- Provide support to Officials attaining the senior amateur level.

Hopefully , an assessment of an Official after four years will not only encourage his retention in the early years but also assist that official in their pursuit to a higher level of officiating i.e. College, Professional, for those with the necessary skills.

Support to Officials attaining the senior amateur level could follow several forms, which range from continuous individual monitoring and instruction to financial support of Associations/Leagues in providing exposure at the senior level, and requires further discussion.

RETENTION OF OFFICIALS

Retention of Officials is as serious a problem as recruitment. While attrition was not as great as in other sports one Association has addressed the problem with positive results.

Some factors reducing the rate of retention include:

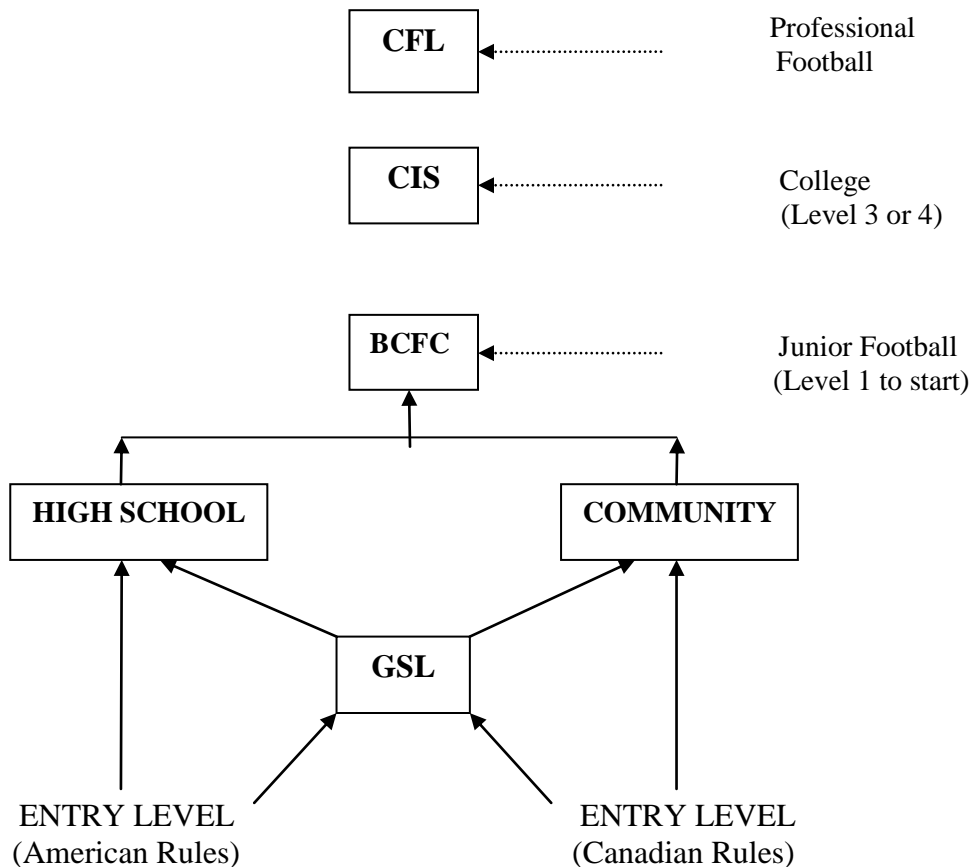
- Continued personal contact with the Official ensuring he is part of the social fabric of the Association

- Continual objective evaluations of his performance.
- Creating situations for success-placement in championship games (conditional upon level of ball)
- Provide opportunities for progress

Some practical initiatives in place are as follows:

- Personal contact with a new official, bring him to the meeting and make him feel welcome
- Where possible keeping him away from the sideline with team coaches and fans in his first year
- Provide a mentor for both on and off the field
- Provide a senior independent source within the Association where all Officials can express their concerns and problems without fear of reprisals
- Ensure all promotions are based upon a thorough and independent evaluation system
- Provide an official with a playoff assignment in his first year
- Establish a system of awards for contributions to Officiating both on and off the field

Officiating Career Path & Objectives





2010 - 2011 TACKLE RULE CHANGES FOR IMMEDIATE DISTRIBUTION AND IMPLEMENTATION

The following rule changes, approved during the 2010 Tackle Rules Committee Meeting, are for immediate distribution and implementation. They will be added to the next printed edition of the Rule Book due in May 2010.

Questions/Interpretations should be directed to Ken Green
(ouagreen@hotmail.com) the rules editor.

2009 CHANGE

RULE 8 SECTION 5 ARTICLE 1

ADD THE FOLLOWING PARAGRAPH; The distance penalties for Unnecessary Roughness and Rough Play will be applied in addition to the advantage of distance gained and score made. In addition to the distance, an automatic first down will be awarded to Team A for Unnecessary Roughness or Rough Play by Team B, unless it is part of a dual penalty where both infractions are UR or RP. **The normal restrictions near the goal line do NOT apply to Unnecessary Roughness and Rough Play. The 15 yard penalty applied from the 16 yard line or closer will take the ball to the 1 yard line**

2010 CHANGES

CODE OF ETHICS

All amateur leagues are expected to abide by the rules outlined within this rule book. If or when league wish to deviate from these rules it is the expectation that they will do so only after consultation from the appropriate officials group and Provincial Sport Organization (local, provincial or national). Members of the football community need to be proactive when it comes to decisions regarding rule interpretation and/or enforcement. Such concerns whenever possible should be expressed prior to the start of a football season or prior to the game venue.

The ultimate success of the principles and standards of this Code depends on the football coaches.

RULE 1 SECTION 5 ARTICLE 1

j) added: Following a time out or after the 3 minute warning and the game clock is being held from the previous play, and the play is stopped for a procedural penalty by either Team, the game clock shall be held until the snap of the ball whether the yardage is accepted or not.

RULE 1 SECTION 8 ARTICLE 1

h) In the open field of play, any part of the ball carrier other than his hands or feet touches the ground, even without contact by an opponent. The Ball shall be dead AT THE POINT WHERE IT WAS HELD when the ball carrier touched the ground. **If the ball carrier is utilizing the bodies of other players to advance the ball, it shall be declared dead.**

In reference to Rule 1 Section 8 Article 1: "goal line and short yardage are exceptions" Please note that this rule clarification was at the request of Ken Green.

RULE 1 SECTION 10 ARTICLE 8

3D DG L10 PLS PP PF or PBH-DR

3D DNG LB-PBD

L10 PP PF or PBH

RULE 1 SECTION 11 ARTICLE 1

a) No player shall wear equipment of any kind which may injure the opponent. The Referee may have removed from the game any player who is wearing equipment which in his opinion endangers a participant.

8) added: Items 1), 2), 3), and 4) must be covered by the pants or jersey.

RULE 1 SECTION 11 ARTICLE 2

b) All eye shields (visors) must be clear. **Coloured or tinted eye shields (visors) are illegal unless medical certification from a registered OPHTHALMOLOGIST is presented.**

RULE 5 SECTION 1 (E)

e) A dribbled ball is made by kicking the ball when it is loose (not in possession of any player). A dribbled ball shall be considered to be an "offside pass" and the non offending team shall have the option of returning the ball to the origin of the kick, downs continued or take the play.

RULE 7 SECTION 3 ARTICLE 13 – HORSE COLLAR TACKLE

Grasping an opponent by the inside of the shoulder pads or by the inside collar of the jersey and using this as the primary means of causing a sudden change in the ball carrier's direction shall be ruled as Unnecessary Roughness.

RULE 8 SECTION 2 ARTICLE 4

a) Kick – If either team commits a foul while the ball is «in flight,» the penalty shall be applied at the point of possession by the team which legally gains possession. Those penalties which are normally applied without option may be applied at PBD at the option of the non-offending team.

b) Loose Ball – If the foul directly affects the recovery of the ball, the ball will be awarded to the non-offending team at the PF., automatic 1st down.

Last paragraph deleted

RULE 8 SECTION 6 ARTICLE 2

h) added: In balancing dual penalties, Unnecessary Roughness will always be a 15 yard penalty; however the balanced application may be restricted.

Example: Team A 2D-10 on B8. A1 goes offside, B1 is called for U.R.

Ruling: A offside – 5 yards B UR 15 yards difference is 10. Application is restricted A 1D-Goal on B4.

2010 Tackle Rule Changes CASE BOOK CORRECTIONS

RULE - 1

3-6-1 Ruling A – 1D – Goal at B8

RULE - 3

2-4-4 / 2-4-5 Change 10yard line to 20 yard line

RULE - 6

4-11-2 Ruling: Change 25 yard line to 35 yard line

RULE - 8

3-1-1 Delete Reference to Restricted. Add A-1D-goal at B1

3.1.2 Delete Reference to restricted. Add A-1D – goal at B1

4.1.1 Change B10 to B1 (last line)

5.7.2 Ruling: 1st line, remove “restricted”. Change A12 to A9

- Line 2 – Remove Restricted

Change A10 to A5

6.3.5 Change 2 ½ to 1

6.3.10 Delete Ruling Add: Dual Penalty, no score repeat down at P.L.S.



MODIFICATIONS AUX

RÈGLEMENTS DU FOOTBALL AVEC CONTACTS 2010 - 2011 POUR DIFFUSION ET APPLICATION IMMÉDIATE

Les modifications aux règlements qui suivent ont été approuvées à la réunion du Comité des règlements du football avec contacts 2010 et peuvent être immédiatement distribuées et appliquées. Elles seront ajoutées à la prochaine version imprimée du livre des règlements, en mai 2010.

MODIFICATIONS 2009

RÈGLEMENT 8 SECTION 5 ARTICLE 1

AJOUTER LE PARAGRAPHE SUIVANT; Les distances de punition pour la rudesse excessive et la rudesse seront appliquées en plus de l'avantage de la distance franchie et des points inscrits. En plus de la distance, un premier jeu automatique sera accordé à l'Équipe A pour rudesse excessive ou pour rudesse par l'Équipe B, à moins que cette infraction ne fasse partie d'une punition double où il y a eu à la fois rudesse et rudesse excessive. **Les restrictions normales près de la ligne de but ne s'appliquent PAS à la rudesse excessive, ni à la rudesse. La punition de 15 verges s'appliquant à partir de la ligne de 16 verges ou plus près de la ligne de but entraînera une remise en jeu à partir de la ligne de 1 verge.**

MODIFICATIONS 2010

CODE D'ÉTHIQUE

Toutes les ligues amateurs doivent respecter les règlements inscrits dans ce livre des règlements. Si ou quand la ligue désire s'écarter de ces règlements, il est prévu qu'elle le fasse seulement après avoir consulté le groupe adéquat d'officiels et l'organisme provincial de sport (local, provincial ou national). Les membres de la communauté de football doivent être proactifs au sujet des décisions d'interprétation/application des règlements. Ces préoccupations devraient être exprimées autant que possible avant le début de la saison de football ou avant la tenue d'un match.

Le succès ultime des principes et des normes de ce Code dépend des entraîneurs de football.

RÈGLEMENT 1 SECTION 5 ARTICLE 1

j) Ajouter : Après un temps d'arrêt ou après l'avertissement de trois minutes et que le chronomètre est arrêté à la suite du jeu précédent et que le jeu est arrêté pour une punition de procédure imposée à une ou l'autre des équipes, le chronomètre ne redémarrera pas avant la remise en jeu, que le nombre de verges applicable soit accepté ou non.

RÈGLEMENT 1 SECTION 8 ARTICLE 1

h) Dans le terrain de jeu, toute partie du porteur de ballon autre que ses mains ou que ses pieds touche le sol, même sans contact par un adversaire, le ballon sera mort AU POINT OÙ CE BALLON ÉTAIT TENU quand le porteur de ballon a touché le sol. **Si le porteur de ballon utilise le corps d'autres joueurs pour faire avancer le ballon, ce ballon sera déclaré mort.**

In reference to Rule 1 Section 8 Article 1:"goal line and short yardage are exceptions" Please note that this rule clarification was at the request of Ken Green.

RÈGLEMENT 1 SECTION 10 ARTICLE 8

Punition : 1er ou 2e essai pour l'Équipe A, perte de 10 verges à partir du point de la dernière mêlée, du point de punition, du point de faute ou reprise de l'essai à partir du point de ballon tenu

3e essai réussi, perte de 10 verges à partir du point de la dernière mêlée, du point de punition, du point de faute ou reprise de l'essai à partir du point de ballon tenu

3e essai raté perte du ballon à partir du point de ballon mort, perte de 10 verges à partir du point de punition ou du point de faute ou du point de ballon tenu

RÈGLEMENT 1 SECTION 11 ARTICLE 1

a) Aucun joueur ne pourra porter d'équipement de tout genre pouvant blesser un adversaire. L'arbitre peut devoir expulser du jeu tout joueur qui porte de l'équipement qui à ses yeux représente un danger pour les participants.

8) ajouter : Les points 1), 2), 3) et 4) doivent être couverts par le pantalon ou le maillot.

RÈGLEMENT 1 SECTION 11 ARTICLE 2

b) Tous les protecteurs oculaires (visières) doivent être transparents. **Les protecteurs oculaires (visières) colorés ou teintés sont interdits à moins de présenter un document médical d'un OPHTALMOLOGISTE HOMOLOGUÉ.**

RÈGLEMENT 5 SECTION 1 (E)

e) Un ballon dribblé se produit en bottant un ballon libre (pas en possession d'un joueur). Un ballon dribblé devra être pris en compte comme une « passe hors-jeu » et l'équipe qui n'est pas prise en défaut aura l'option de retourner le ballon au point d'origine du botté, avec une poursuite des essais ou de prendre le jeu comme tel.

RÈGLEMENT 7 SECTION 3 ARTICLE 13 – PLAQUAGE PAR LE COLLIER (HORSE COLLAR TACKLE)

Agripper un adversaire par l'intérieur des épaulières ou par l'intérieur du collet du maillot et utiliser cela comme moyen principal pour changer soudainement la direction du porteur de ballon sera jugé comme un geste de rudesse excessive.

RÈGLEMENT 8 SECTION 2 ARTICLE 4

a) Botté – Si une des deux équipes commet une faute alors que le ballon est « en vol », la punition sera appliquée au point de possession par l'équipe qui en obtient la possession de façon autorisée. Les punitions qui sont normalement appliquées sans option peuvent être appliquées au point de ballon mort au choix de l'équipe qui n'est pas prise en défaut.

b) Ballon libre – Si la faute affecte directement le recouvrement du ballon, celui-ci sera accordé à l'équipe qui n'est pas prise en défaut au point de faute. Premier jeu automatique.

Dernier paragraphe effacé.

RÈGLEMENT 8 SECTION 6 ARTICLE 2

h) Ajouter: Dans l'équilibre de punitions doubles, la rudesse excessive entraînera toujours une punition de 15 verges; toutefois, l'application équilibrée peut être restreinte.

Par exemple : 2e essai pour l'Équipe A avec 10 verges à franchir à partir de la ligne de 8 verges de l'Équipe B. Le joueur A1 est hors jeu, tandis que le joueur B1 est sanctionné pour rudesse excessive.

Décision : Hors jeu qui entraîne une perte de cinq verges avec une punition de 15 verges pour rudesse excessive, si bien qu'on se retrouve avec une différence de 10 verges. L'application est restreinte à un premier essai et les buts pour l'Équipe A à partir de la ligne de 4 verges de l'Équipe B.

CORRECTIONS AU LIVRE DES CAS

RÈGLEMENT - 1

3-6-1 Décision A – 1er essai et les buts à la ligne de 8 verges de l'Équipe B

RÈGLEMENT - 3

2-4-4 / 2-4-5 Changer la ligne de 10 verges pour la ligne de 20 verges

RÈGLEMENT - 6

4-11-2 Décision : Changer la ligne de 25 verges pour la ligne de 35 verges

RÈGLEMENT - 8

3-1-1 Effacer la référence à la restriction. Ajouter 1er essai et les buts pour l'Équipe A à la ligne de 1 verge de l'Équipe B.

3.1.2 Effacer la référence à la restriction. Ajouter 1er essai et les buts pour l'Équipe A à la ligne de 1 verge de l'Équipe B

4.1.1 Changer à la ligne de 10 verges de l'Équipe B par à la ligne de 1 verge de l'Équipe B (dernière ligne)

5.7.2 Décision : 1ere ligne, enlever « restriction ». Changer à la ligne de 12 verges de l'Équipe A par à la ligne de 9 verges de l'Équipe A

- Ligne 2 – Retirer « restriction »

Changer à la ligne de 10 verges de l'Équipe A par à la ligne de 5 verges de l'Équipe A

6.3.5 Changer 2,5 à 1

6.3.10 Effacer la décision et ajouter : punition double, aucun point, reprendre l'essai au point de la dernière mêlée.

Questions/Interpretations should be directed to Ken Green
(ouagreen@hotmail.com) the rules editor.

What's wrong with this picture?

Hint (look at knees of the LSU player in centre of picture)



Questions to consider

1. Who should have identified the problem prior to the game?
2. What is the ruling when the problem is identified during the game:
 - a) player coming onto the field between plays.
 - b) following a play
3. What is the signal
4. There are two **rule changes for 2010** that deal with this situation.

Check out rule changes in this issue Code of Ethics and Rule 1 section 11Article 1 (8)



CFOA Official Gains Recognition for contributions to Officiating Fox 40 Ken Green Award (Presented bi-Annually by the Ontario Football Officials Association - OFOA)

Criteria to be used in nominating an Official for this Award:

- Outstanding on-field performance at any provincial level of football
- Involvement and leadership in training education and certification programs
- An active participant with local and provincial football officials associations' executives
- A strong commitment to the development of football through officiating
- Has gained the respect of his fellow officials
- Minimum of 15 years officiating experience
- Minimum of 10 years working at local association level, on Executive or Advisory Board
- Some experience at provincial or national level

2009 Ken Green WINNER:

- MICHAEL GROLEAU - REFEREE #28 - Lakeshore Football Officials Association

- Current CFOA President
- Involvement with officiating: 29 years field, 8 off-field.
- Ontario Football Officials Association: 9 years President, 1 year Past President
- Lakeshore Football Officials Association: 8 years President, 6 years Secretary
- Levels of ball worked: Minor up to and including CIS.
- Course Conductor: Level 4
- Contributor to original Level 2 and 3 Course Conductor
- Attended 7 National Conferences. Program Chair for 1994's conference
- Awards: Recipient of the Ontario Football Officials Association's Ken Green Award. Two time recipient of the Lakeshore Football Officials Association's J.R. Logan President's Award.
- Numerous years of involvement with recruitment and training for Lakeshore Football Officials Association
- Manuscripts worked on: CFOA Constitution, CFOA Policy and Procedures Manual, CFOA's Conference Guidelines, CFOA's Harassment and Abuse Policy, CFOA's Risk Management Policy, CFOA's Contribution to the National Coaches Certification Program, Football Canada's Rule Book for Amateur Football.
- Attended two Sports Officials of Canada Conferences.
- Participated in two symposiums on Recruitment and Retention.

Personal Attributes/Administrative Skills: including time management, organizational, teamwork, effective oral and written communication.



The Supervisor-What is He Looking At?

ARRIVAL AT THE GAME SITE

- Officials arrive at the park on time
- Officials are dressed appropriately for the venue
- Officials adhere to guidelines set by the league: no arguments over dressing rooms etc. – go with the flow, don't antagonize situations ahead of time.

PRE-GAME

In the Dressing Room

- Takes place and allows enough time
- All officials are present throughout the pre game (ie. No one goes out for a smoke)
- Officials are attentive (no shining shoes, getting dressed etc.)
- All officials participate/share ideas or concerns. One person should not dominate the pre game.
- Officials have their mechanics, rule books, league rules with them.
- Officials know their positions and have reviewed their responsibilities prior to arrival.
- Concerns are addressed until everyone is satisfied. No one should leave the dressing room still unsure of something.

At the Field

- Arrive to the field ½ hour prior to K.O.
- Referee and Umpire meet with coaches (visiting first), don't get upset if they don't meet. If it is a league requirement, simply notify the supervisor or RC.
- Officials do the field inspection, and simply not "shoot the breeze" about other things irrelevant to the task at hand.
- Meet with the stick crew, discuss procedures. **MAKE SURE THE STICKS ARE PRESENT.**
- Meet with the timer. Make sure the board is working.
- Leave the field together if possible.

DURING THE GAME

- See sample sheet: Rule applications, mechanics, consistency, teamwork, hustle.
- Focus on the game, and a sense of professionalism from start to finish.

HALF TIME IN THE DRESSING ROOM

- Do what you have to do personally, but allow the referee to address any concerns first.
- Don't assume the supervisor will come in, and if he does come in he may not make any comments.
- If the supervisor makes comments, make sure that corrections are made in the second half.

POST GAME

- A time to unwind, but also a time to review the second half and overall daily performance. Officials should not walk away unclear about something that happened and the way it was or was not handled.
- Supervisor may talk to the crew as a whole, talk to an individual, or welcome an individual to call him sometime for further feedback.

SELF EVALUATION / SELF IMPROVEMENT

From Lakeshore FOA website

- Nobody was born an official - everyone has to learn what they know.
- We should all strive to improve ourselves, to learn as much as we can and become the best official we can be.

Setting Goals: - Many different levels of football and many levels of officiating.

- Everyone's goal will not be the same. Some of us are limited by things that we can't control such as age, time available to referee, possible physical limitations etc. etc. but we should work hard to be the best official we can be.

- We are ultimately responsible for our own progress. It's not up to the supervisors or the senior officials to make us improve, it's up to us alone, but there is a lot of help if we want it. Clinics, manuals, video's, senior officials.

Attitude:

- Learning from mistakes – everyone makes mistakes. Don't be afraid of them, but learn from them. Be truthful with yourself.

- Feedback from senior officials – ask questions – no question is a silly question. Have an open mind. Car travel to and from games is a great time to talk to other officials about questions that you have.

- Watch how senior officials handle situations, if in doubt, ask questions.

- Appearance – people who don't know us, players, coaches, fans etc often judge us by our appearance, our uniform, how we conduct ourselves, what degree of “professionalism” that we project etc.

Visualization:

- A very powerful learning tool.

- Generally speaking, visualization is the process of creating a mental image of what you want to happen.

- A mental rehearsal for situations that will probably come up sometime in the future.

- Thinking of possible situations arising from various on field scenarios and how you would handle them.

There are endless numbers of possible situations, I usually think of them when something unusual has just happened and “play” with different situations in my head and think about how I would handle them.

Game Day Preparation:

- What do you do game day to help you prepare? Both physically and mentally
- . - Visualization can play an important part in your preparation.

DO NOT LET STRESS AND ANXIETY AFFECT YOUR REFEREEING

By: Stan Popovich

Stan Popovich is the author of "A Layman's Guide to Managing Fear Using Psychology, Christianity and Non Resistant Methods" – an easy to read book that presents a general overview of techniques which is located at www.managingfear.com

Sometimes, stress and anxiety can become a problem for referees. The key is to know how to manage that fear and anxiety. As a result, here is a **brief list of techniques that a referee can use to help manage their stresses and anxieties** as they do their job.

Visualization

Occasionally, you may become stressed when we have to referee in an important game. When this happens, visualize yourself doing the task in your mind. For instance, you have to referee in the championship game in front of a large group of people in the next few days. Before the big day comes, imagine yourself refereeing the game in your mind. By doing this, you will be better prepared to perform for real when the time comes. Self-Visualization is a great way to reduce the fear and stress of a coming situation.

Refocus-Deep Breath and Baby Steps

Sometimes we get stressed out when everything happens all at once during a game. When this happens, a person should take a deep breath and try to take things step by step. Do not get overwhelmed by the stress and focus on the present situation.

Diary

Another technique that is very helpful is to have a small notebook of positive statements that you can carry around with you. Whenever you come across an affirmation that makes you feel good, write it down in a small notebook that you can carry around with you. Whenever you feel stressed, open up your small

notebook and read those statements at half time. This will help to manage your negative thinking.

Learning to use what works for you

In every anxiety-related situation you experience, begin to learn what works, what doesn't work, and what you need to improve on in managing your fears and anxieties. For instance, you have a lot of anxiety and you decide to take a small walk before your game to help you feel better. The next time you feel anxious you can remind yourself that you got through it the last time by taking a walk. This will give you the confidence to manage your anxiety the next time around.

Talk to Someone

Take advantage of the help that is available around you. If possible, talk to a professional who can help you manage your fears and anxieties. They will be able to provide you with additional advice and insights on how to deal with your current problem. By talking to a professional, a person will be helping themselves in the long run because they will become better able to deal with their problems in the future. Remember that it never hurts to ask for help.

Remember that patience, persistence, and education will go a long way in preventing fear from becoming a factor in your refereeing.

New Online Football Broadcast

Jason Sperling Host, Technical Director and Owner

A new and exciting opportunity to showcase Canadian Football from Coast to Coast to Coast.

RougeRadio.com is a weekly fan radio show on the internet, that has reports on the CFL, CIS and CJFL. The program has players, fans, coaches from coast to coast

at www.RougeRadio.com.

Rouge Radio is a weekly podcast that contains information on Canadian Football. This weekly show has information on the Canadian Football League, Canadian Interuniversity Sport and the Canadian Junior Football League.

The inaugural edition is proving to show Canada and the rest of the world what great athletes, fans and leagues we have;

- Place Kicker Damon Duval of the Grey Cup champion Montreal Alouettes
- #1 CFL draft prospect Shomari Williams
- Canadian Junior Football League's Commissioner, Tony Iadeluca
- Conversation with CFL draft prospects Joe Epele, Akeem Foster, Taurean Allen, Eddie Steele and Mike Montoya
- Montreal Alouettes scout Uzooma Okeke takes us through the drafting process
- Discuss our poll question concerning the CFLPA and CFL's Collective Bargaining Agreement
- Recognize an amazing fan that has been an Argonauts season ticket holder for 30 years and president of their fan club
- We head over to the Apple Bowl to talk about our Amateur team of the week
- Weekly recap of the CFL, CIS and CJFL news and events

Background:

Rouge Radio started as a branch off of The Rouge Magazine which was published in 2001 by Jason Sperling. Jason Sperling and Aaron Nagy believe it was time to provide a weekly radio broadcast of Canadian Football.

Jason Sperling is the co-host and technical director of Rouge Radio. He started The Rouge magazine in 2000 and has been involved in football for more than a decade. His football career began in 1997 when he became the Media Relations for the Prairie Football Conference of the CJFL. He progressed quickly and became the Canadian Junior Football Leagues' Media Coordinator. For the past 3 years he has been involved with Officiating minor football in the Edmonton Football Officials Association. Jason is a season ticket holder of the Edmonton Eskimos, frequents many UofA Golden Bears, Huskies and Wildcats games throughout the too short football season.

Aaron Nagy serves as co-host and brings a wealth of radio and sports broadcast experience. He grew up in Yorkton for the first 12 years of his life. He volunteered with the Saskatchewan Roughriders for a few years during high school. He learned how the media worked there thanks to the media sports legends. He grew up to the sounds of the legendary voices in radio.

Football Jokes

http://www.yuksrus.com/sports_football.html



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