

Ref-O-Gram

Winter 1999

Chair's Report

Happy New Year! Well, the Ringette season is around mid-point and I'm guessing everyone is busy with games and tournaments. In the last Ref-O-Gram I asked for questions or problems in the program that all officials might be interested in; the most common questions were about the Provincial Championships and how officials are chosen for the "AA", "A" and Adult Championships.

Last season a new process for the selection of officials was used, developed by the Officiating Committee and approved by the ORA Board of Directors. The process has been amended to smooth out the rough spots, with the changes receiving Board approval. I will describe the process and why we use it to select officials.

I send a list of all Level 3 and 4 officials to the Regional Officiating Co-ordinators, the other members of the Officiating Development Committee. The co-ordinators confirm the list and note any Level 3 or 4 official who might have been inadvertently omitted. As well, they add the names of other officials they believe should be considered for the championships, regardless of their current rank.

The revised list is sent to the co-ordinators and to all Level 4A officials in the province to rank each official on the list, including the maximum level game a listed official can handle at "A" and "AA".

There is an option for 'No Informed Opinion' for those officials the individual does not know. There is also a 'Recommended Not Attend' for those officials that should not attend any of the three championships.

Each of the ranking options has a numeric value; for example, an official capable of handling all games at

what else is in this issue

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all championships would be assigned a "1", while an official recommended for petite and tween "A" would be assigned a "10". All the ranking lists are sent to me, the numbers are correlated and a final Rank Order List is determined.

The top 20 on this list are invited to officiate at the "AA" Championships. The top 15 are also invited to the "A" Championships. After I receive responses from these officials I have some latitude in selecting the rest of the officials required for each of the championships. This latitude allows the opportunity to move in some "up & coming" officials who may be further down the list.

While I do have the latitude, I also must justify with specific reasons why I am passing over an official to use one who is ranked lower. To ensure fairness, a neutral third party (the V-P Technical or designate), receives copies of the original ranking sheets directly from the co-ordinators and the Level 4A officials, then correlates the rankings in the same way that I did. We compare our rankings and if I have passed over any official, I must be able to justify my choices.

We are attempting to ensure that the officials at the provincial level do not stagnate; that the same people are not always invited with no chance for new officials to get to the provincials. At the same time, we must ensure that the teams are getting the best officiating that our program can offer. Sometimes, it is a fine line.

For the Adult Championships, I work my way down the list until I have enough officials.

We were very pleased with the process last year and I anticipate that it will work well again this year. If you have any comments or recommendations for changes to the process, we are always open to suggestions.

This Ref-O-Gram contains your card and a list of evaluators. If there are any problems with your rank, please let your Regional Co-ordinator know. You can also give your co-ordinator any questions or

recommendations you would like considered. We address this feedback at our standing committee meetings.

Chris Bradt 905: 544-9209

Regional Officiating Co-ordinators

Central Karen Meek 705: 953-9271

Eastern Mario Periard
Home: 613: 446-5009 Work: 613: 446-5896
Cellular: 613: 277-6197 (answering machine)

North East Pauline Haarmeyer 705: 897-6836

North West Mary-Kay Migay 807: 767-7814

Southern Carol Liscombe 905: 768-5911

Western No co-ordinator; contact Doug Minors
519: 229-8864

Constructive Criticism

Have you ever been on the ice or in the referees' room when someone has offered advice on a certain situation or on your personal style? Sit back, absorb, and think about what you are hearing before becoming defensive.

The people giving the advice are usually higher-level officials who have had experience and constructive criticism handed down to them over the years. Their comments or personal experiences may be beneficial to your game.

And, if you are in doubt of a situation, always feel free to ask a senior official, your local referee-in-chief or your Regional Officiating Co-ordinator. With their advice and your eagerness to learn, our game can only improve.

The Officiating Committee

"She wrote upon it: 'Return to sender, address unknown....' "

The ORA had a number of returns by the post office from the mailing of the last Ref-O-Gram. A request: please remember to advise the ORA if you move.

Mailing address:
1185 Eglinton Avenue East, Suite 705,
North York, ON, M3C 3C6

Phone: 416: 426-7204

Fax: 416: 426-7358

E-mail: ontring@interlog.com

Is this the reason why there weren't more responses to the Rules Contest? Of course; all those who didn't get their last Ref-O-Gram on time would have known the answer. See what you missed by forgetting to let the ORA know you moved?

No one wins in our Rules Contest!

The response to the Rules Contest announced in the September Ref-O-Gram was underwhelming. Only one entry was received and it pointed out a conflict between the rule book and the case book, not a contradiction between two paragraphs in the rules.

I guess everyone is still so confused by the rules that they didn't notice that there were hints:- the contrary paragraphs dealt with ring placement when play is stopped because of a penalty and the rules have been in effect for two years. A quick reading of the rule changes incorporated in the 1996-99 rules listed on Pages 5-9 of the current rule book might have set you on the right track.

The problem is ring placement after a two-blue line pass when play is stopped and a delayed penalty has been called on the non-passing team.

Sec. 13(g)(ii) covers two ring placements. The ring is awarded to the non-penalized team at centre if play is stopped when the ring crosses the 2nd blue line and either (a) comes to rest, or (b) is controlled by the penalized team. The ring is awarded to the penalized team in their attacking zone if play is stopped because the ring is contacted by the non-penalized, or passing, team.

Sec. 20(r)(iii) should have been deleted but was missed in the revising and editing process. Under this section, play is stopped after the ring crosses the 2nd line and the ring is awarded to the non-penalized team at centre.

Although no correct entries were received, the kindly old editor (actually, me) has mailed a \$5.00 gift certificate from Eaton's to (ta-da!) *Rick Thomson* who pointed out that ring possession for a free pass in Sec. 20(r)(ii) contradicts Case 20.35(a). At least Rick sent in some kind of response.

Maybe it's a booby prize, with the problems facing Eaton's. The other two certificates didn't go to waste:- I actually did some Christmas shopping this year (at Eaton's, too).



Musings

The referees' room in Richmond Hill's newest arena has washroom and shower facilities for the disabled. That's strange; refs are usually accused of being visually impaired; other disabilities are rarely mentioned..... The editor is aware of three referees, still active (more or less), who are 60 years or older. Also, a younger ref is in his 30th year as a ringette official. As a matter of curiosity, are there more out there who are as senior in age or experience?.....

The Evaluation Experience

Do you remember starting out as an official? One day of instruction, before you were "thrown to the wolves". Who will help you implement what you've learned?

The coaches, players and fans may try, but you'll get the right answers through the National Officials Certification Program evaluation process. Practice makes perfect only when you practice the right things!

Do you dread evaluations? Those who understand the process welcome them. Evaluations are key to your success. Listen carefully to what is said, read the form and ask questions. The recommended level should not be the deciding factor of whether or not you will accept the evaluation.

If you disagree with, or do not understand, something that's presented, question it. Evaluations are a two-way dialogue. The evaluator owes you a rationale for every comment and check mark. You may not agree, but you need to know!

Presenting a person with criticism, no matter how constructive, is difficult. Our evaluators are a diverse group with varying people-skills and Ringette backgrounds. Experienced evaluators often know what comments you will make. Some evaluators need your responses to fully share their knowledge and experience. Expect to leave an evaluation with two or three pieces of information to apply to your next games. With any luck, the original concerns will not reappear on your next evaluation and you will be well on your way to an upgrade.

Not all evaluations are in writing. Verbal evaluations, addressing a particular concern, can occur frequently and are usually very effective. Listening to comments from experienced officials or working on rule interpretations after a game are vital learning experiences. Learn something from every game you do!

Becoming a good official takes time. A positive attitude will help you go far. Remember, the evaluator works for you. Good luck with your officiating career!

Al Fletcher

Al Fletcher has been a Ringette official for over 20 years. Just retired as a Level 4 referee, he was Chair of the Southern Regional Committee and of the Provincial Officiating Committee. Al is currently Vice-President, Technical, of the Ontario Ringette Association, responsible for officiating and coaching, and is a Provincial evaluator.

**A penny for your thoughts.....
or \$1.02 for your whole brain.**

Stress management for referees

Sources of stress:

- importance of the game
- behaviour of players and coaches
- crowd reaction
- presence of an evaluator
- performance of your partner
- speed of the game

Preparation:

- know the rules
- be well rested and focused on the job at hand
- retain a sense of proportion and your sense of humour

Mistakes:

- remember that ALL referees make mistakes
- have high standards, but strike a balance between idealistic aims and realistic achievement
- at the end of a game, admit your mistakes and learn from them

Reaction from coaches, players and fans:

- a disagreement with your decision does not mean you were wrong
- feedback from coaches and players is valuable, but not during, or immediately after, a game (especially a loss)
- constructive feedback and positive reinforcement from other referees is extremely valuable
- crowd reaction is rarely based on a sound knowledge of the rules

Effective relaxation techniques:

- deep breathing exercises
- tensing neck and shoulder muscles, then relaxing
- use breaks in play to "not concentrate"
- avoid refereeing when tired; fatigue leads to impaired judgement
- take breaks; don't be a hero

*Adapted from "Stress Management for Referees"
by Graham Waters, Squash Life, Fall 1998*



More musings

There seems to be a recurring theme in this issue of the Ref-O-Gram, that referees can learn a lot from dressing room discussions with other refs.

A conversation with Steve Blacklock

There are only seven Level 5A ringette referees in Canada; Steve Blacklock is the most senior of the three from Ontario. He has officiated at the last 15 Provincial Championships, the last 9 National Championships, the 1994 Ontario Winter Games and the 1991 & 1995 Canada Winter Games. He also officiated at the 1994 World Championships in St. Paul, Minnesota.

The Ref-O-Gram had a chance to talk to Steve recently about ringette and about real life.

Where and when did you get started refing ringette?
My sister, Sue, was playing in our hometown, Guelph. I enjoyed skating but didn't play hockey, so I started refereeing as a way to be on ice. This was in the late 1970's, when I was in high school.

With no hockey background, were you a figure skater?

No, I learned to skate on a rink in a field behind the house and remember skating on natural ice in fields after a thaw and a quick freeze.

After starting with house leagues, where did you ref?
In my second year I went to some tournaments, and worked my way up from there.

Most referees in Ontario have never been past the invitational tournament stage. What differences would they see if they were invited to the Provincials, Nationals or Winter Games?

Referees don't get paid by the game; instead their expenses for travel, meals and hotels are covered. The only cost to the officials is their time. The referees have to be a team and each one has to learn to accept his or her role. For example, not everyone can be selected to do the Deb final.

Speaking of time, how much do you devote to ringette?

I do about 80-100 games a season, with three-quarters at tournaments and the rest in the Central Ontario Ringette League. I use about half my vacation days for ringette.

What do you do apart from ringette?

This is one of the better things about tournaments, along with the good times off the ice.

Travel is broadening; I recommend it for all referees, especially younger ones, who want to improve their own game.

I'm a chartered accountant and just became a partner in the medium-sized public accounting firm I qualified with in 1989 in Toronto. In the summer I play slo-pitch on a men's team and on a co-ed travelling team. The co-ed team has a strong ringette influence; eight of the players are ringette referees and/or players.

With all your experience do you still get butterflies before important games?

I don't get nervous to the point that my knees shake, but if it's a final I sometimes find myself eager to get the game started.

With close to 20 years involvement, you've seen a lot of changes in ringette. Which ones do you think are the most significant? Do you foresee future changes, such as a shot clock?

The free play line and the any-three-in rules have changed the game the most. It's a lot faster now, but shooting and checking skills seem to have declined. As well as rule changes, changes in equipment have made a big difference. Girdles weren't required when I started and no players wore shoulder pads.

I don't like the shot clock because it places the burden on the offence without a corresponding responsibility for the defence. Maybe the free play line might work like the key in basketball. The western teams use an attacking defence, not a static or triangle defence, and this eliminates the need for a shot clock.

Who have been major influences for you as a ringette official?

I'd say Paul Stone, Jane Larkworthy and Cathy Aitken. Although they were demanding, I realized it was because they wanted me to improve. Jane was there when I went to my first Provincials and to my first Nationals. Now, I look on them as friends and colleagues.

Looking back, what would be highlights in your refereeing career?

Being on ice for the opening game at the 1991 Canada Winter Games when they played "O Canada". It was during the Gulf War and everyone had a maple leaf decal on their helmets. And doing the final at the 1995 Canada Winter Games.

What tips would you offer to a young referee who wants to improve and advance?

They could learn a lot by watching the better referees. I used to concentrate on one referee in a game to watch for positioning, calls, signals. The informal dressing room discussions are good to listen to or be involved in, as everyone learns. Referees should never stop learning. I found that after fairly quick progress, I seemed to stall below the highest level. This happens to most of us but shouldn't be dead time. It's a time to get experience and to persevere so you'll be ready when the chance comes to move up.

Do you have any unfulfilled goals in ringette?

No, I think I'm contributing the most right now by being an on-ice official and if I weren't enjoying it, I wouldn't be doing it.

Steve has been invited to officiate at the 1999 Canada Winter Games in Corner Brook, Newfoundland.

**No more white space to fill
up till next issue!**

O. R. A. Officiating Evaluators, December 1998

The December 1998 Evaluators' Clinic in Scarborough produced 10 new Evaluators:- Belinda Bertrand, Sue Blacklock, Rob Evans, Laurier Gadoury, Harry Hirsimaki, Bill Kaiser, Diana McCarthy, Patricia Newbold, Stephanie Renda & John Spridzans.

Congratulations and welcome aboard!

An evaluator's level corresponds to a level of play:-

Provincial - may recommend officials to 4A

Regional - may recommend officials to 3A

Community - may recommend officials to 2A

Level 1 officials will continue to be evaluated by their Community Referee-in-Chief.

Community Evaluators

Eastern Region

| | |
|---------------------------|---------------|
| Belinda Bertrand, Nepean | 613: 225-4720 |
| Brad Dillabaugh, Metcalfe | 613: 821-2773 |
| Andre Lalonde, Ottawa | 613: 526-2471 |
| Bruce Tiernay, Cobden | 613: 646-7606 |

Central Region

| | |
|---------------------------|---------------|
| Gord Cogdale, Bridgenorth | 705: 292-5577 |
|---------------------------|---------------|

North-East Region

| | |
|---------------------------------|---------------|
| Laurier Gadoury, Timmins | 705: 268-0420 |
| Harry Hirsimaki, Lively | 705: 692-7112 |
| Ken Lajeunesse, Azilda | 705: 983-4126 |
| Dennis Laverdiere, Sudbury | 705: 566-4820 |
| Jayne Richer, Coniston | 705: 694-2023 |
| Wayne Spencer, Sault Ste. Marie | 705: 759-0644 |

North-West Region

| | |
|-------------------------------|---------------|
| Patricia Newbold, Thunder Bay | 807: 767-6572 |
| Stephanie Renda, Thunder Bay | 807: 767-7535 |

Southern Region

| | |
|--------------------------------|---------------|
| Crystal DeMontigny, Burlington | 905: 332-8895 |
| Rob Evans, Richmond Hill | 905: 884-7328 |
| Kevin Lee, Mississauga | 905: 855-7525 |
| Carol Liscombe, Hagersville | 905: 768-5911 |
| Diana McCarthy, Hagersville | 905: 768-3127 |
| Paul Monkhouse, New Lowell | 705: 424-5613 |
| Ted Moritsugu, Richmond Hill | 905: 884-4508 |
| John Spridzans, Welland | 905: 735-9847 |

Western Region

| | |
|-------------------------------|---------------|
| Sue Blacklock, St. Thomas | 519: 631-0291 |
| Brent Bunting, Waterloo | 519: 579-9700 |
| Jeff Clark, London | 519: 672-5009 |
| Jennifer Johnston, St. Thomas | 519: 633-5646 |
| Bill Kaiser, Dorchester | 519: 268-7446 |
| Darin Kimber, Windsor | 519: 250-1604 |
| Doug McLaren, Owen Sound | 519: 372-1492 |
| Tania Pettitt, Waterloo | 519: 579-9700 |
| Rick Wood, Seaforth | 519: 527-0194 |

Regional Evaluators

Eastern Region

| | |
|----------------------------|---------------|
| Rob Hanson, Cumberland | 613: 833-0762 |
| Tony Hendrikx, Metcalfe | 613: 445-3042 |
| Lynne Phillion, Gloucester | 613: 744-8040 |

Central Region

| | |
|---------------------------|---------------|
| Kelly Campbell, Pickering | 905: 427-8047 |
| Janyce Gunn, Oshawa | 905: 725-3402 |
| Karen Meek, Oakwood | 705: 953-9271 |

North-East Region

| | |
|------------------------------|---------------|
| Pauline Haarmeyer, Val Caron | 705: 897-6836 |
|------------------------------|---------------|

Southern Region

| | |
|----------------------------|---------------|
| Lou Ariano, St. Catharines | 905: 688-4402 |
|----------------------------|---------------|

Western Region

| | |
|------------------------|---------------|
| John Graziadei, London | 519: 680-7995 |
| John Kaiser, Mossley | 519: 269-3332 |
| Ken Metzger, Kitchener | 519: 893-2356 |

Provincial Evaluators

Eastern Region

| | |
|------------------------------|---------------|
| Gerry Leadbetter, Gloucester | 613: 837-5838 |
| Steve Moritsugu, Kingston | 613: 547-9923 |

North-East Region

| | |
|---------------------------|---------------|
| Steve Hamilton, North Bay | 705: 494-4769 |
|---------------------------|---------------|

Southern Region

| | |
|------------------------------|---------------|
| Steve Blacklock, Scarborough | 416: 447-1999 |
| Chris Bradt, Hamilton | 905: 544-9209 |
| Al Fletcher, Hamilton | 905: 575-0312 |
| Dave McMulkin, Mississauga | 905: 828-2833 |
| Rick Thomson, St. Catharines | 905: 646-3355 |

Western Region

| | |
|----------------------------|---------------|
| Derek Burger, Waterloo | 519: 581-1136 |
| Jane Larkworthy, Stratford | 519: 271-1422 |

Note: Officials who attended the regional/provincial evaluators' clinic in 1997 will advance when they complete their practical requirements.