



SYSA Referee Mentoring & Incentive Program

The Squamish Youth Soccer Association (SYSA) understands the complexities and hardships young players have becoming a confident referee. We believe that success in achieving this goal is dependent up on a robust training and mentoring program that supports, coaches, and familiarizes a young referee while they embark on their referee journey.

The SYSA is excited to announce the SYSA Referee Mentoring & Incentive Program. This program allows young Referees to progress towards their referee goals at their own pace, support and without pressure to advance too quickly. The SYSA Referee Mentoring program ensures experienced mentors are available and on-hand to help new referees while they learn their skill as Assistant Referee's (AR's) and Center Referee's (CR) in Youth, Women's and Men Division games before moving forward to referee games on their own. This student driven process is tailored to each participant which we are certain will lead to increased success and overall positive experience.

Program Highlights:

- Small sided and Entry Level courses and refresher courses scheduled each year
- Course cost covered by SYSA after completion of step 4
- Referee uniform cost re-imbursed after completion of Step 4
- Yearly refresher courses paid by SYSA
- Young referees only permitted to CR younger age groups.

U12 -U18 SYSA Young Referee Mentoring Process

Step 1

U9 - U13 CR House Qualification

- BC Soccer Small-Sided Course required
- CR with Mentor (minimum 3-games)

Step 2

U11 - U14 AR Select Qualification

- AR with Mentor or CR (minimum 3 games)



Step 3

U11 CR Select Qualification

- CR with Mentor (minimum 4 games)

Step 4

U13 - U14 CR Select Qualification

- BC Soccer Entry Level Course required
 - MUST be 14 Years of age
 - CR with Mentor (minimum 5 games)
- Also Qualified for AR any age group (with parental approval)

SYSA Referee Pay

The SYSA values the time and commitment of all our referees in the Sea-to-Sky corridor, and because of this has adopted a new and attractive pay schedule that we feel compensates all referees appropriately for the hard and important work that they do.

Mentoring Pay

- Mentoring pay - \$30
- Mentoring referees may earn mentoring pay above their appropriate CR/AR pay (if applicable).
- Referees are not however able to claim two payouts at same time (double dipping).
- Mentors are required to submit Referee Assessment forms for each event a student referee has mentored

Development and Select Pay Schedule

Apprentice (< CR 30 games)

U11/12 - \$35 per game (CR), \$25 per game (AR)

U13/14 - \$45 per game (CR), \$30 per game (AR)

U15+ - \$60 per game (CR, \$35 per game (AR)



Proficient (>30 CR games)

U11/12 - \$45 per game (CR), \$25 per game (AR)
U13/14 - \$55 per game (CR), \$40 per game (AR)
U15+ - \$80 per game (CR), \$45 per game (AR)

House Pay Schedule

Apprentice (<30 CR games)

U09-U12 - \$30 per game
U13+ - \$40 per game

Proficient (>30 CR games)

U9-U12 - \$40 per game
U13+ - \$50 per game

- Out of town referees receive an additional \$0.20 per km (to/from home community)
- All current Sea-to-Sky referees are recognized as “Proficient Level”
- If a game is cancelled within 24 hours, the scheduled referee will receive 50% of expected wage

Referee Duties

Duties of Mentor:

- Acknowledge and observe the direction of the Head Referee
- Be open to assessment by BC soccer assessor at Head Referee request
- Provide guidance, support and feedback to new referees
- Work with coaches to help support and referees
- Submit to head Referee Assessment reports after each game outlining observations and recommendations of new mentored referees

Duties of Head Referee

- Keep up to date progression notes of current and future referees
- Keep up to date records of participation of referees
- Identify when referees have met requirements to advance to next step (mentoring)
- Identify when referees have met subsequent pay scale



- Monitor referee proficiency and procure BC Soccer Referee assessors on yearly basis
- Advise and monitor referee Mentors
- Investigate referee complaints and participate in necessary investigations
- Keep track of Referee credits and award SOCCER X gift cards as required.

Referee Incentive and Retainment

The Squamish Youth Soccer Association (SYSA) recognizes the importance of both adult and junior referees in our community and are proud to offer referees with the following Referee Incentive Program (after 5 SYSA CR assignments)

Awards

- Outstanding service award awarded yearly
 - Adult - \$200 bursary
 - Youth - \$100 bursary

Post-secondary Scholarship

- BC Soccer annual Higher Education Scholarship
- <https://www.bcsoccer.net/awards-scholarships>
- SYSA/HSSL Financial support towards further Referee courses (applications reviewed on a case-by-case basis)

Referee Credits

- In addition, referees can earn Referee credits (RC's), which can be redeemed for various monetary amounts at SOCCER X.
- Referees cannot earn Mentoring RC's and CR/AR RC's simultaneously (double dipping)



Referee credits are earned as follows:

U15 and up (not including HSSL games)

- CR refs will earn 3 RC's
- AR refs will earn 2 RC's

U14 and below

- CR refs earn 2 RC's
- AR refs earn 1 RC's

Mentoring

- Mentors earn 2 RC'S

- Referee credits can then be exchanged for the following value gift cards

- 30 RC's - \$25 SOCCER X gift card
- 40 RC's - \$50 SOCCER X gift card
- 50 RC's - \$75 SOCCER X gift card
- 60 RC's - \$100 SOCCER X gift card

Adopted August 2022