



The Referees' Association of England

News Digest - December 2008

SEASONAL GREETINGS FROM THE BOARD AND FROM HEAD OFFICE STAFF

Final joy for ladies

Having initially being the first ever English officials to be appointed to a FIFA Women's World Cup, two of our leading ladies were involved in the final two matches of the recent FIFA U20 World Cup.

Natalie Walker, a member of Blackpool RA, was an Assistant Referee for the thrilling 3rd-4th place play-off in which Germany beat France 5-3. That was followed by Shropshire-based Sasa Itringova having the honour of leading out the teams to referee the final in which USA beat Korea 2-1.

Congratulations to Martin Bodenham

Congratulations are due to former FIFA Referee Martin Bodenham on his appointment by the ECB to the list of 25 full-time, professional cricket umpires. Martin will make history when he stands next season as the only man to have refereed top flight football and umpired first-class cricket matches in England and Wales.

Martin said: "I am absolutely delighted to be on the full list. I began playing cricket when I was around 10 or 11 years old and love the game. When I retired as a football referee 10 years ago I took up umpiring and continued to play 2nd XI league cricket. Cricket is and always has been a passion. After umpiring in the Sussex League it was England head coach, Peter Moores, who encouraged me to apply for the ECB reserve list and I thank Peter for helping me realise my potential."

Martin is a staunch RA man, who has been a member of Worthing Branch for many years and is also Vice President of Brighton Branch.



Two Big Events to look forward to in 2009

RA Conference - Saturday 11 July at St. Johns Hotel, Solihull

Following the success of this year's Centenary event, we are delighted to announce that John Motson will be the Guest Speaker at the 2009 Conference Dinner. Further information and booking forms for the Conference weekend will be issued from Head Office in February.



Eve-of- Final Rally – Friday 29 May at the Hotel Russell, London

The Rally is held to honour the FA Cup Final officials and give their fellow referees the opportunity to pay tribute to them less than 24 hours before the "match of their lives". Tickets can be obtained from Head Office, see your Society Secretary or the RA website for further details.

The Board would like to thank the PGMOL Ltd., for their most generous support for both these events.

[News from the Board](#)

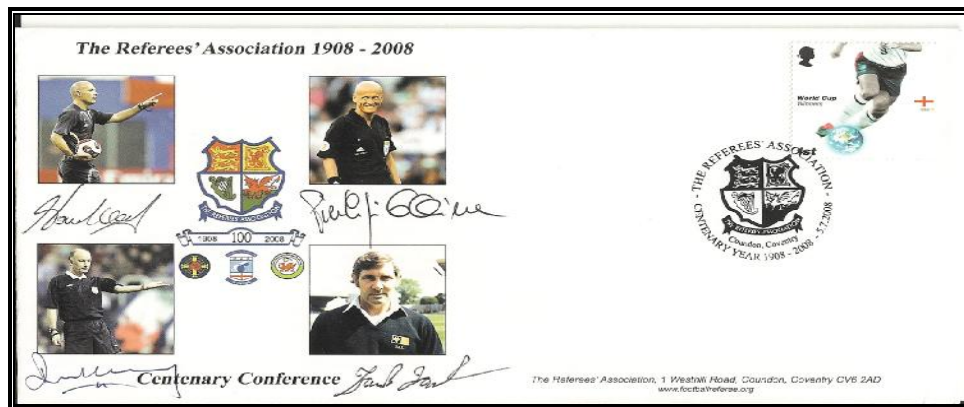
Annual General Meeting

The AGM will be held on Friday 10 July 2009 at the St. Johns Hotel, Solihull.

We would like to remind members that proposed alterations to our rules or Notices of Motion for discussion at the AGM must be submitted to Head Office, on or before 1 February 2009, in accordance with of our rules.

RA Shop

A new RAShop site on at www.rashop.co.uk has now been launched making purchases easier and navigating the site less complicated and so much more efficient, definitely worth a visit.



Centenary First Day Cover

Among the items available for purchase is the first day cover produced as part of the R.A. Centenary Celebrations.

There are two versions of this item – signed (strictly limited availability of 100) for £50 and unsigned for £10. The value of the signed version is likely to increase over the years.

Income from Match fees - HMRC Advice

The Board has received reports that Her Majesty's Revenue and Customs (HMRC) have been making enquiries into the income generated from Refereeing in some areas of the country and have issued revised guidance notes on Income Tax on Match Officials' Fees and Expenses and income from other Refereeing related activities, to ABS & CRA Secretaries.

Referees, Assessors, Instructors, Mentors receive an income from Refereeing related activities which is taxable and incur expenses which are tax deductible. Members should maintain a record of all income and expenditure from refereeing related activities, which can be shown to HMRC should they be required to do so.

The guidance notes can be downloaded from the RA website.

DVD for Basic Training Courses

A new DVD will be issued in the New Year to all ABSs for use in recruiting candidates from basic training courses. It lasts about 8½ minutes, is introduced by RAE President David Elleray and includes messages from Howard Webb and Mike Riley. County FAs are being asked to allow RAE representatives an opportunity to show the DVD on all basic courses and if any difficulty is experienced in this respect, your CRA secretary should be advised in order to report back to the Board.

RA Grand Draw 2009

Tickets were distributed to County RA Representatives at the recent liaison meetings and should be distributed to ABSs shortly. As last year, tickets are £1 each and have been printed in books of 5.

According to our records 97 out of 280 (over 1/3) RAE ABSs did not participate in the 2008 draw, which is extremely disappointing. All ABSs are encouraged to participate in the 2009 draw to raise funds for RA projects. This is also an easy way to raise money for your own society without any expenditure (apart from an envelope and a stamp), through the 50% cash back scheme. Over £16,500 was returned to ABS funds from the sale of tickets for the 2008 draw, if your society does not wish to receive the cash back it can be donated to RA funds.

RA Quiz

The International final, between the winners of the RAE regional competitions plus the representatives from Wales and Northern Ireland, will take place on Sunday 17 May 2009.

Nominations for Quizmaster can be made by Board members or societies and sent to the Quiz Co-ordinator John Harden on johnharden65@hotmail.co.uk before 31 January, when a decision will be made at the Board meeting to be held on that date.

Regional competitions are now being arranged and details will be issued shortly.

Constitutional Review – An Update

Following consideration of the discussion document referred to in the last News Digest, the Councils of the Referees' Association of Wales and Northern Ireland have stated that they will not obstruct the dissolution of the existing constitution, and actually believe that a change to the current structure will enhance the relationship between the autonomous National RAs and their respective Football Associations. Furthermore, they held the strongest views that "The Referees' Association" should continue to be the name of the resultant English Association so that its' history is maintained.

The Committee have highlighted the fact that the current RAE restructure could not absorb all the increased workload and consideration would need to be given by the RAE Board on how to distribute this workload into the existing or amended committee framework.

The Constitutional Review Committee have been spending a significant amount of time on a line by line analysis of the current constitution and a number of amendments have been identified. It is anticipated that a final version of the draft constitution will be considered by the RAE Board at their meeting on 31 January 2009.

The Committee were of the unanimous view that any new constitution would be submitted to the members in a similar fashion to what transpired in 2003. A comprehensive document would be placed before the RAE AGM to be accepted or rejected as a whole, not piecemeal.

The Internal Communications Committee (ICC)

Chairman Ray Mallery (Croydon), Ian Davies (Chester), John Harden (Chesterfield) and Colin Harris (Bristol) travelled on a cold Saturday morning from the four corners of the country to Coventry, to join local man John Starkey for the latest meeting of the Internal Communications Committee.

One of the most enjoyable duties of this Committee is to consider nominations for 50 year awards and on this occasion five were conferred. Discussion followed regarding which Board members would have the pleasure of presenting these, as well as the Life Memberships and LMSA, at local events.

Initial plans were set out for the four County Liaison Meetings which have now taken place. Ian Davies took on the considerable task of producing the powerpoint presentation to be shown at these meetings, designed to update delegates with news from The Board and Head Office, as well as setting out plans for 2009.



ICC in action L to R

John Starkey
Colin Harris
Ian Davies
Ray Mallery
John Harden

Another ICC responsibility is the organisation of the regional quiz competitions to determine representatives at the International Final against our colleagues from Wales and Northern Ireland on 17 May, which is co-ordinated by John Harden.

As its name suggests, communication is an important part of this Committee's work and we discussed at length what more we can do in this respect. The News Digest is designed for this purpose but the Board is also very reliant on County and Society Secretaries to pass information on to their members. Hopefully the messages put across at the Liaison Meetings will assist in achieving this aim.

This is the first of 3 articles giving more of an insight into the work of the Board's standing committees, the others being External Affairs and Finance & General Purposes, which will be featured in later issues of News Digest.

County Liaison Meetings

Over the first two weekends in December, Board members hosted meetings of CRA Secretaries, or their deputies, at Leeming Bar (North Yorkshire), Taunton, Newcastle-under-Lyme and in London.

A powerpoint presentation was shown at each meeting with the latest news and to set out the Board's plans for 2009, including an update on the Constitutional Review arising from the South Beds RA Motion passed at the 2007 AGM.

It was generally agreed that CRA secretaries will need to get round to their societies and discuss the future of meetings and the way they are run, if younger members are to be attracted into the societies.



Communication was high on the agenda and how the CRA secretaries will also play a larger role within this area. Societies must do more to talk to their members and distribute communications from the Board, including the News Digest.

The opportunity was taken to discuss dates and venues for the regional quiz qualifiers and for Counties to take away their allocation of 2009 National Draw tickets.

The only disappointing aspect of the meetings from the Board's viewpoint was that some Counties were not represented and they will be contacted.

What is an ABS?

I received an e-mail from a member to say 'I have just been reading through the RAE News Digest and most of the acronyms I can work out, but what is an ABS?'

I suppose like many organisations, we are guilty of assuming that everyone can follow TLAs (three letter abbreviations) that are much used these days. To answer the question, ABS stands for Association, Branch or Society.

Historically, local Referee Associations have had their own preference as to how they are to be known; indeed we also have the North Staffordshire Referees Club. The Implementation Team that presented the current RAE constitution considered applying a consistent title, e.g. branch, across the Board but it was felt that many members might not want to break with local tradition.

Does anyone have any thoughts on this?

Obituaries

We are sorry to learn of the death in October of Ron Kibble at the age of 77. Ron, a former Football League referee, played a major role in West Hertfordshire football for almost 50 years and was made a Life Member of the FA in February this year.

The Board would like to offer our condolences to the family of Ron and of the following other members whose recent deaths have been reported: Charles Cornes (Chester), Bob Culshaw (Southport), John Fletcher (Southport), Brian Gadd (County Secretary Norfolk) Peter Jackson (Sheffield), Peter Jex (Secretary, Thurrock), Mick Russ (Rotherham) and Frank Starkey (West Bromwich).

Membership Update

As at 30 November 2008, the total RAE membership was 10,204; a reduction of 400 (3.77%) compared to the same time last year and a reduction of 1,080 (9.57%) compared with the end of March 2008. Seven ABSs still show no registered members for this season.

There were 23,025 referees registered with the FA as at the end of November; 44.32% of whom are members of the RAE.

It is pleasing to note significant increases in membership numbers in some areas. Comparisons with last year's records suggest that a large number of existing members are not renewing their subscriptions until well into the season and it is a matter of concern that many will have been refereeing without insurance cover.

Recruitment & Retention Officers

In order to address the issue of reducing membership it is felt that wherever possible a R&R Officer should be appointed.

The role of a Recruitment & Retention Officer should be to manage the recruitment of new members into the Association and the retention of existing members. The recruitment of referees into the game and onto the basic training course is the responsibility of County FAs, although it is known that some County FAs undertake this with the support and active involvement of County RAs and ABSs.

The following suggestions are for guidance only as local variations will be required, dependant especially on the size of the ABS. It is recommended that smaller ABSs either share a R&R Officer, or are covered by the County R&R Officer.

ABS Recruitment & Retention Officer

- Attend Basic Courses held in ABS area to show membership DVD and promote RAE to candidates
- Contact referees in the locality not in membership to encourage them to join and seek to ascertain reasons for their non membership
- Report reasons for non membership and any other concerns to County R&R Officer
- Ensure that members in any one year rejoin the following year. Contact those who do not rejoin and find out their reasons for not rejoining
- Ensure members and potential members are fully aware of the benefits of membership
- Identify role models from senior referees and encourage their involvement
- Establish relationship with local press to promote meetings and other news relating to members, e.g. 'plum' appointments, promotions etc.
- Liaise with local leagues to promote meetings through fixture bulletins, website etc.
- In conjunction with other Officers communicate with members through website, newsletter, e-mail etc.
- Encourage retiring members to retain membership and involvement in assessing, mentoring etc.
- Interchange ideas with other ABSs and keep County R&RO aware of activities.
- Ensure new members are made welcome at meetings, including introduction to other members.
- Encourage all members to play their part in assisting R&R

County R&R Officer

- Obtain details of newly-qualified referees and others moving into the County for dispersal to ABS R&ROs
- Establish regular meetings with County FA RDO
- Provide administrative assistance and support to ABS R&R Officers
- Maintain a record of best practice and disseminate the information to ABS R&R Officers
- Establish a network of ABS R&R Officers to liaise within County and possibly neighbouring counties
- Establish a County wide recruitment campaign with ABS R&R Officers and CFA RDO
- Collate reasons for non membership of ABSs and advise RAE Board

Whilst Recruitment & Retention should be regarded as an all year round process, R&R Officers are asked to be mindful of two key times of the year; around 1 April when subscriptions are due and then at the start of the new football season.

Please provide contact details of your R&R Officer to Colin Harris on colin_c_harris@hotmail.co.uk and also keep him informed regarding local recruitment campaigns and activities which can be shared.

The Association of Elite Sports Officials (AESO)

This new organisation represents full-time officials in cricket, football, rugby league and rugby union and aims to raise standards within these sports by enabling referees and umpires to exchange ideas and techniques.

RA President David Elleray will chair an executive board that includes high profile representatives from each of the four sports, which includes Keith Hackett, the general manager of the Professional Game Match Officials Board. Beneath them will be an advisory group of two officials from each sport, including our own Howard Webb and Mike Riley .

There are plans to meet regularly and also to visit schools and universities to promote officiating as a career option, particularly among women and ethnic minorities.

There will be more about this exciting new venture in the next edition of Refereeing.

Diary Dates – Secretaries are especially requested to take careful note of these:-

2009

- January 31: RAE Board Meeting
- February 1: Proposed rule changes and Notices of Motion to be with RA General Secretary LMSA, & Life Membership nominations, approved by CRAs, to reach RA General Secretary
- March/April: Regional Quiz Competitions – to be advised
- April 1: Start of Financial Year - Membership subscriptions due
- May 16: RAE Board Meeting
- May 17: RA International Quiz Final
- May 29: Eve-of-final Rally
- May 30: FA Cup Final
- May 31: Deadline for returning RA Draw tickets and counterfoils
- July 10: RAE AGM - Solihull
- July 11: RA Conference - Solihull
- September 1: Nomination papers for election of Board members to be with RA General Secretary
- November 15: Voting papers for election of RAE Board members to be with RA General Secretary



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