



### *Local Association Programs*

**Based on articles produced by  
Werribee, Bulleen/Templestowe,  
Nunawading Referee Branch  
Advisers/Presidents**

#### **B**ULLEEN: How we Run:

At Bulleen we run what could be best described as a loose but well functioning structure. And on the basis that we have a large panel of referees, a large referee coaching panel, and with a number of individual successes over the years, I would suggest that it has been successful.

As the current Advisor I really do not know what best practice looks like, and I know we have areas that are not perfect. But if I had to look at what has worked for us I would narrow it down to a couple of points.

- ❖ The Advisors role sets that strategic direction for the next couple of years, basically a plan on what you want and how to get there. And this needs to be communicated with all your stakeholders. There is no room for personal agendas, as this is negative energy that detracts from our real purpose of referee education. It is important that the Club understands and supports that strategy which may involve how you

- ❖ structure yourself, why you need money, and what success will look like.
- ❖ If you need help ask for it. There is no shame in asking for help, and a key point of that has been regionalisation in our area. If we run something for us, we also include the other Clubs as well. We have some pretty senior referee educators in our region so we make sure we take advantage of it.
- ❖ Embrace youth. Comes back to the “what is best practice” question of which I don’t have an answer for , but what I can tell you is that it is the youth who drive the enthusiasm and new the ideas areas. So embrace it.....!

Clearly one of the big issues for the Advisor to make sure the stadium / referees division works well, is the communication you have with key stakeholders. These are just some things that I believe are important, and how we operate at Bulleen.

#### **Interaction with the Club.**

The referees committee has three main points for inter-phase with the Club;

- ❖ The Referee’s President / Referee Advisor have a seat at the monthly Clubs Committee of Management [CoM] meeting. At this meeting they need to submit a report that gives the CoM a brief overview of what has occurred in the past month as well as details of initiatives being undertaken. It is at this time that

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the referees are able to voice any concerns or request support if needed. You must have a place at the table and constantly remind the CoM of the value you add as well as the successes you have.

- ❖ Club Administrator. Our Club has an appointed Administrator who does the referee rostering for Primary, Domestic, VJBL [outside panel] and EDJBA leagues. Because of the close association with the referees this person also sits on the Referee Committee meetings and provides a valuable link to any issues that the Club may be seeing when it comes to the rostering of referees, as well as general matters.
- ❖ Club General Manager / President. It is important that there is a close operational relationship between the key Club members and the Referee Advisor. At Bulleen this relationship exists with adhoc meetings as required between the three. The key aspects that these people need to be kept abreast of are;
  - Budgets. If you need money then you need to plan for it and support it with a business case. Successful clubs are run like a business and when it comes to money the Club needs to know well in advance so they can build into their budgets.
  - Business case / strategic plan. When we talk about this people immediately conjure in their own minds huge reams of paper. That's not the case! When dealing with the Clubs Executives and CoM, you need to

have a simple plan on what you want to achieve for the 12 months, how you are going to achieve it, and what resources you need [i.e. people, money etc]. And it is important that you measure yourself against it.

### The Referees Committee

Our committee formed some 12 months ago and is based on youth. Being it's President and its members are predominately our young referees, who want to put back and help with referee education and coaching as well as provide an environment for referee well being. It is a typical committee with President, Secretary and a number of board members, as well as the Advisor who also has a seat at the Clubs Committee of Management. Meetings are held as and when required with minutes taken and provided to the CoM. Some of the key functions of the Referee Committee have been;

- ❖ Finance and budget requirements. We have two of its members plus one of the Referee Coaching panel with the Advisor who put together budget requests for funding needed for the referee coaches, and referee education.
- ❖ Members of the Board plus the Referee Coaching panel provide direction to the Advisor in regards to ideas for referee education. They also form part of the teaching group.
- ❖ Social activities. Members look at how to better improve social activities [functions awards etc]

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When the committee meets it is open to guests as well as the Clubs Administrator.

### **The Advisers Role**

One of the key roles of the Advisor is to think of the future and how best to create opportunities for our members [apart from the normal duties that the Club pays you for]. To support the role at Bulleen what has been created are two Referee Coaching panels.

The first panel are for our Junior Referee Coaches who support the Primary School and EDJBA leagues. Their responsibility is to coach the junior referees for which they receive payment for. The important thing here is that “they” run it under some direction of the Advisor, and without influence from the senior referee coaches. The rationale is simple, it is their “business”, they have the enthusiasm for new ideas, and if they make mistakes then as long as they learn from it then we are all better for it. Our people need to start somewhere and this is a great opportunity for junior referee coaches to manage people, plus “part of the business”. After all, this is where our next lot of Referee Advisors will come from.

And the Senior Panel, which is made up of the senior referee coaches as well as some of the junior coaches who participate in the senior leagues. The Advisor has a much more hands on approach as these are the referees who will move into the leagues.

All members of each panel form the Referee Coaching Panel who meet on an infrequent basis to discuss new ideas,

how referees are progressing, and the gradings of referees.

One of the “cons” that I am constantly reminded [and rightfully so] by the coaching panel is that we need to make sure we do the stuff that we planned to do.

*Anthony O'Brien*

*Referee Advisor – Bulleen Templestowe*

### **W**ERRIBEE: **Association**

Office Bearers – President, Deputy President, Treasurer, Chair of Junior Representative Program, Chair of Senior Representative Program, Chair of VBRA – Werribee Branch, WSCL Representative

All the above form the WBA Executive Committee – All members have a voting right.

Executive Committee is responsible of the Association and all its operations. Executive will be make the final decisions on appeals from other committees.

Administration of Domestic Competition (fixtures, results, ladders, registrations, presentations) is YMCA. Strategic Direction of Domestic Competition is the WBA Domestic Committee.

Subcommittees – WBA Marketing; Junior Domestic Grading; Domestic Competition Structure.

Stakeholders are all players, coaches, referees and clubs. YMCA assist the WBA in administration of domestic competition and conducting Aussie hoops.

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### **Referees**

We have the usual committee positions Chair, Vice Chair(Public Officer), Sec, Tres, 3 General Committee members, 1 Junior Committee Member and Referee Coordinator. We meet monthly and have our AGM in September, in line with the Basketball Association.

As a referee body, we have grown, as a result we have branched out into sub-committees, our subcommittees look after referee groups such as, Seniors, Juniors, Panel, Referee Coaches, Social Events, Talent ID, ETC. Each person of the committee leads one of these with our Referee Coordinator overseeing what happens.

Our referee Coordinator position is part of the YMCA structure, which allows the referee body to have a large input into basketball within the community.

Throughout the year we have Information sessions, socials events, educational events, training sessions, along with the required courses and evaluations etc.

Our communication with other bodies within the association are enhanced by having referee representatives on Domestic Committees, WBA Board executive, etc.

Funding is available from the WBA and YMCA to the Referees Branch.

### **YMCA**

The Referee Coordinator is employed by the YMCA (Referee Advisor). In conjunction with the Werribee Referees Branch the Referee coordinators roles were identified; The Referee Coordinator has three main areas to work on,

EDUCATE, EVALUATE and ENCOURAGE all referees.

**Educate** : Place a large emphasis on the coaching and development of all referees, and ensure the completion of level O, 1 and B grade courses are run. To organise or facilitate these courses to ensure the completion of predetermined outcomes.

**Evaluate** : Ongoing evaluations of all referees (at least twice per year) either personally or through facilitating and enabling the services of referee coaches. Throughout this process excellent record keeping and database management is to be ensured.

**Encouraged** : provide meaningful support and mentoring of all program participant both personally and professionally. To proactively seek and support initiatives to reduced referee criticism and increase the public understanding of the referee roles and responsibility.

The referee coordinator is responsible for the referee supervisors that are employed by the YMCA.

Training is provided to the referee coordinator by the YMCA.

Referee Coordinator also coordinates a Women's program which consists of all female referees refereeing on a Sunday night when Werribee's women's competition is played. We run 3 person on the A grade games. We have a guest speaker which is normally a Female who has achieved certain goals in their careers. We go out for dinner after to get all females to socialise This is funded by the WBA.

*Emily Camilleri – Werribee Adviser*

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**NUNAWADING:**  
**Operations:** Unlike many venues which are run by the local council or a YMCA or other sporting body, Nunawading is owned by a cooperative which then hire a CEO to run the stadium primarily for basketball. The CEO and the cooperative have in place a number of committees looking after different competitions as well as the representative club its self (Junior Competitions Committee – GEBC, Senior Domestic Committee, and the Nunawading Specters committee). The VBRA Nunawading branch committee then works in with these committees by sending representatives or by at least having a contact with each committee that we can approach if any issues arise. Nunawading is a large association with competitions running on all 7 days of the week, and we have around 170 referees which service these competitions.

The MEBA (Melbourne East Basketball Association) is in charge of hiring and providing the funds for our referee advisor and they will usually work with the VBRA branch to advertise and hire the appropriate person. The Advisor then works in the VBRA committee in providing referee education including beginners, A grade schools and any other education programs deemed necessary. Given the size of the association the advisor has always been encouraged to use the available referee coaches within the association to help with education program. The MEBA also provide us with an education budget which covers the payments for running the schools (three beginner's schools

and one A grade school per year), payment for the referee's coordinator who supports and provides information to the shift supervisors and some referee coaching for our domestic referees. We have also been successful in the past in gaining grants from the MEBA for referees to attend Zebra tours etc.

The Competition Committees in association with the CEO also provide funds for our on court supervisors. All of our shift supervisors are off court supervisors who only take the court as referees when there is an unexpected shortage on the shift. This has been proven to be extremely advantageous particularly on junior shifts where issues may arise with younger referees having issues with coaches and parents and having an extra person around to help diffuse these situations does help to provide support to these referees. There are a total of 15 shift supervisors that operate throughout the week (Sunday through to Saturday) each looking after competitions at both the stadiums and any Nunawading controlled outside venues.

Our Branch association consists of, a president, vice president, secretary, treasurer/registrar and 5 general committee members. We also include the Advisor and the coordinator in on our committee meetings as non voting members. The committee's main focus is to oversee the administration side of the program in organizing referees to shifts, hiring shift supervisors (which are sometimes done in consultation with the appropriate competitions committee), providing information from

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the VBRA and dealing with any administrative issues that arise within the association. Often the administration and education parts of the program overlap and as such it is important that

### **Program:**

Our general yearly program consists of:

- 3 Beginners schools consisting of up to 20 trainees (for Nunawading alone) – We currently run our beginners schools with the Blackburn Association and Melissa Andreola runs our theory sessions, on court sessions are run with the advisor or nominated referee coach. There are 4 two hour theory sessions and trainees usually take 3 to 4 weeks (maximum of 6 weeks) to complete the on court training. Trainees complete their on court training at their home association. Beginners schools this year were conducted in March, May/June and September
- One A grade School which is a combined school with Blackburn and Ringwood with up to 20 referees. Melissa also runs the theory which consists of 4 two hour sessions and then the referees also need to complete 4 practical sessions on which they are coached by referee coaches from all 3 associations (usually a pool of 6 to 8 referee coaches are used). Also includes a theory exam. The A grade school is being run in May
- Development Squad which is a combined squad with Blackburn (looking to expand to include Ringwood this year). This squad has unlimited numbers and referees (usually B grade officials) attend 4 theory sessions covering topics such as dealing with conflict, advanced mechanics, difficult rules – block/charge, travels etc, communication on court, and referees complete a weekly open book mini rules quiz. The advisor then follows up these referees on their shifts although we are looking to expand the on court part of the program later this year
- Senior Rules session which is a one off information session for our older referees who are not on junior or senior panels and are not referee coaches to provide them with knowledge on rule changes and changes to practices in mechanics. This is seen as an important part of the program to ensure our senior officials are providing our juniors with the correct information on rules and mechanics.
- On-court evaluations, we attempt to evaluate most members at least once a year (not always successful at getting around to absolutely everyone but generally we get to

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most referees. We are constrained by funding and availability of referee coaches)

- We are planning on having an association wide rules exam – open book later this year. This is something that has been done in the past and we are hoping to reintroduce it on annual basis.

***Sarah Bradbury***

***VBRA President – Nunawading***