



Manitoba Soccer Referees Association

## MSRA 2010 MEMBERSHIP SURVEY RESULTS

Questionnaire prepared by: MSRA 2010 Recruitment and Retention Committee:  
▪ Caius Priscu (Chair)  
▪ Graham Forsyth  
▪ Willie Laidlaw  
with input from the MSRA membership

Survey results compiled by Caius Priscu through [www.SurveyMonkey.com](http://www.SurveyMonkey.com)

Dates survey was open: October 16 to November 8, 2010

Total number of respondents: 49 out of 83 (59%)

Date of issue of this report: 07 March 2011

### Notes:

This document is intended to present the survey results, as collected electronically from the participating MSRA members. A third-party website, [surveymonkey.com](http://surveymonkey.com), was used in order to ensure anonymity of the individual respondents. The results, responses and comments presented in this report have not been altered or modified in any form, and represent solely the opinions of those participating MSRA members. Based on these results and additional consultations with the members at large, recommendations will be prepared by various standing committees of the MSRA and its Board of Directors. These recommendations will be presented under a separate cover at a later date.

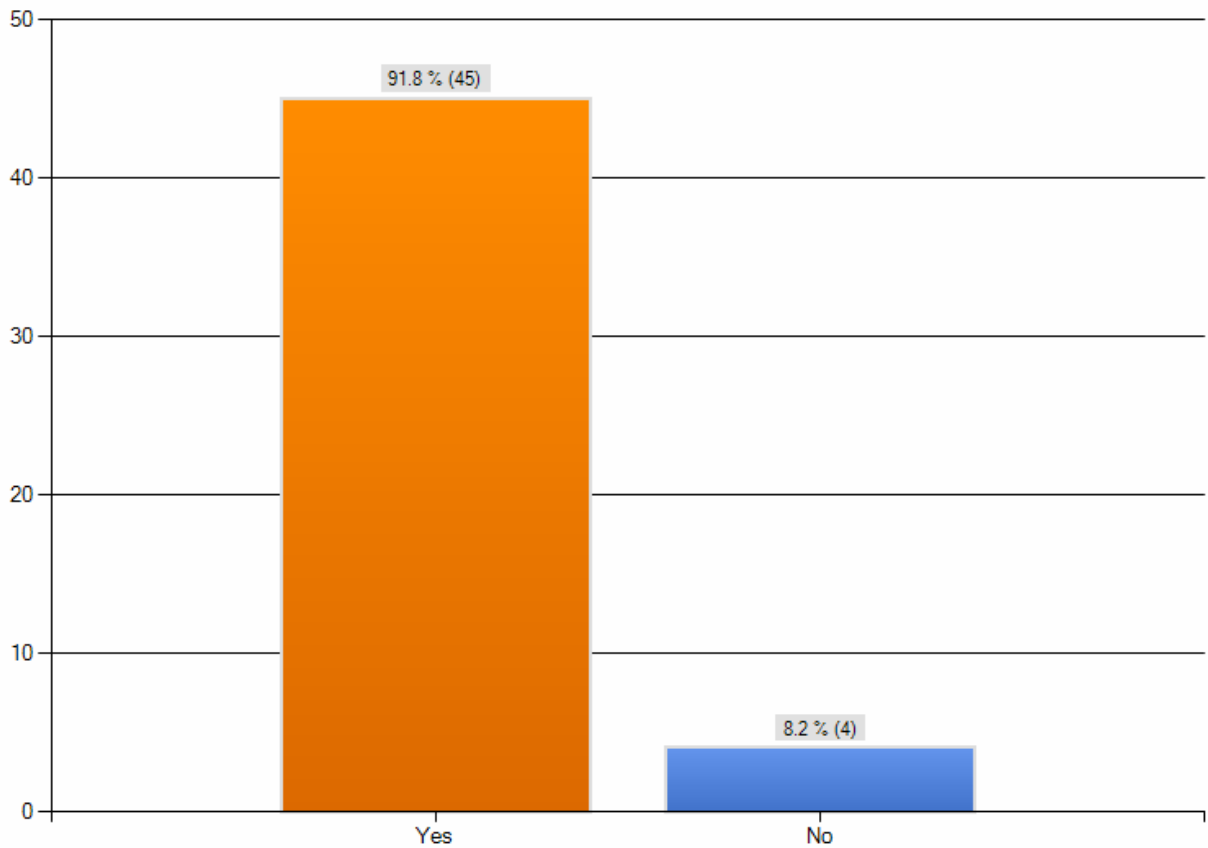
For more information, feel free to contact Bryan Mintenko at [bryanmintenko@hotmail.com](mailto:bryanmintenko@hotmail.com)



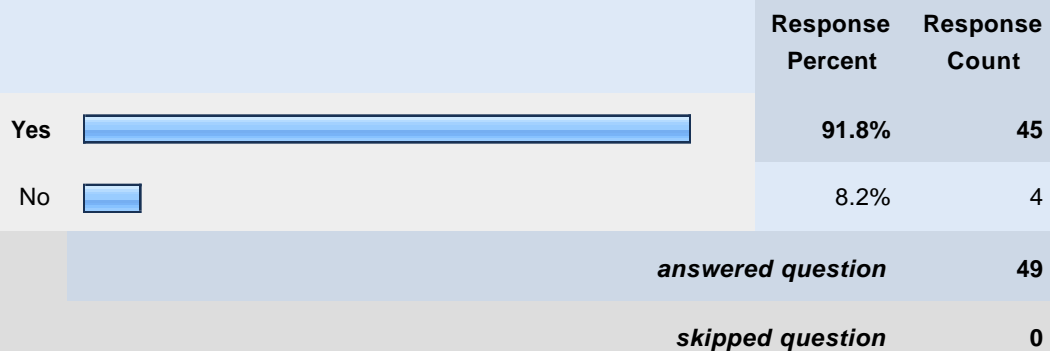
## Manitoba Soccer Referees Association

### Question 1

I am a RETURNING 2010 Manitoba Soccer Referee Association (MSRA) member



**I am a RETURNING 2010 Manitoba Soccer Referee Association (MSRA) member**

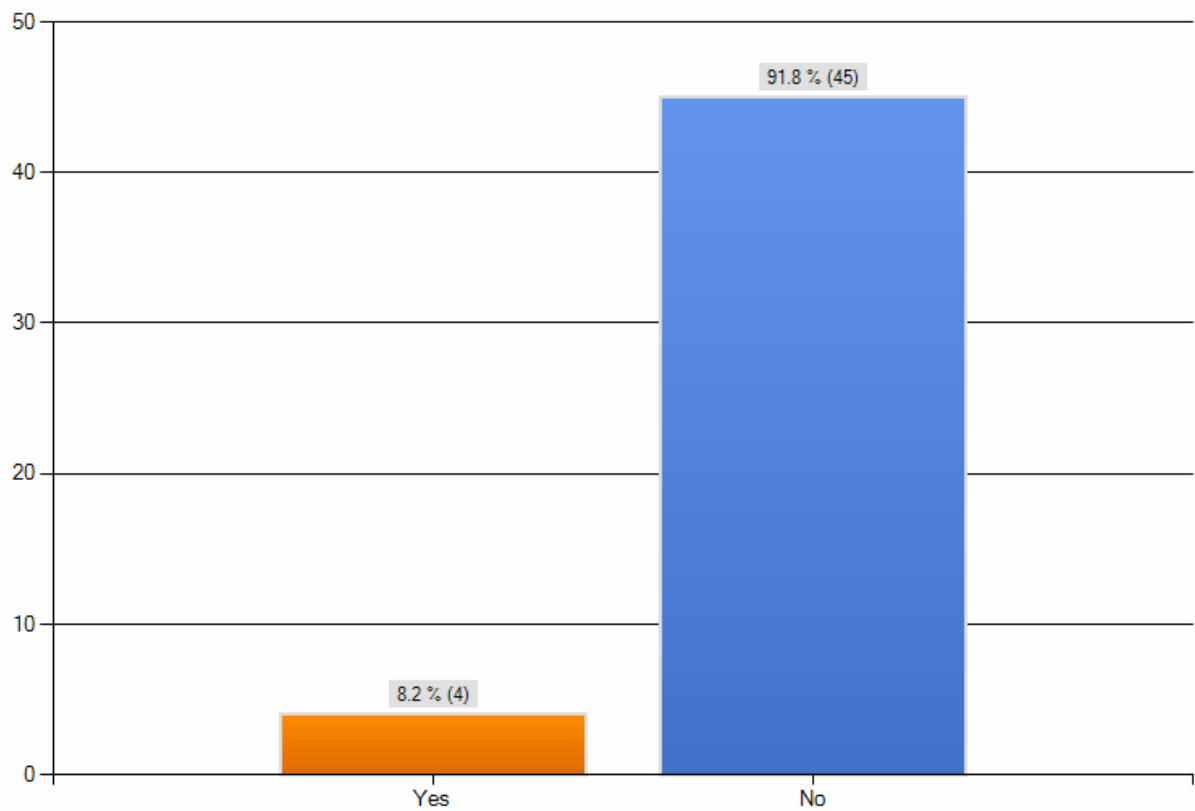




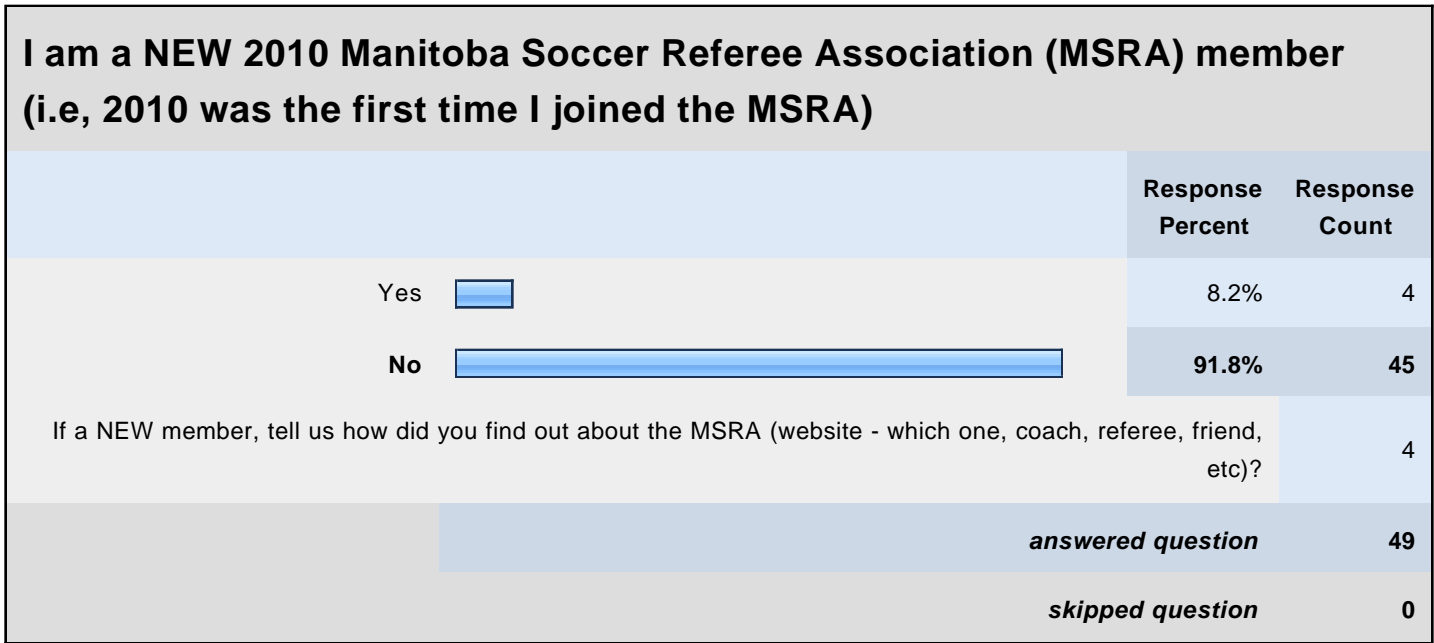
## Manitoba Soccer Referees Association

### Question 2

I am a NEW 2010 Manitoba Soccer Referee Association (MSRA) member (i.e, 2010 was the first time I joined the MSRA)



Membership Survey



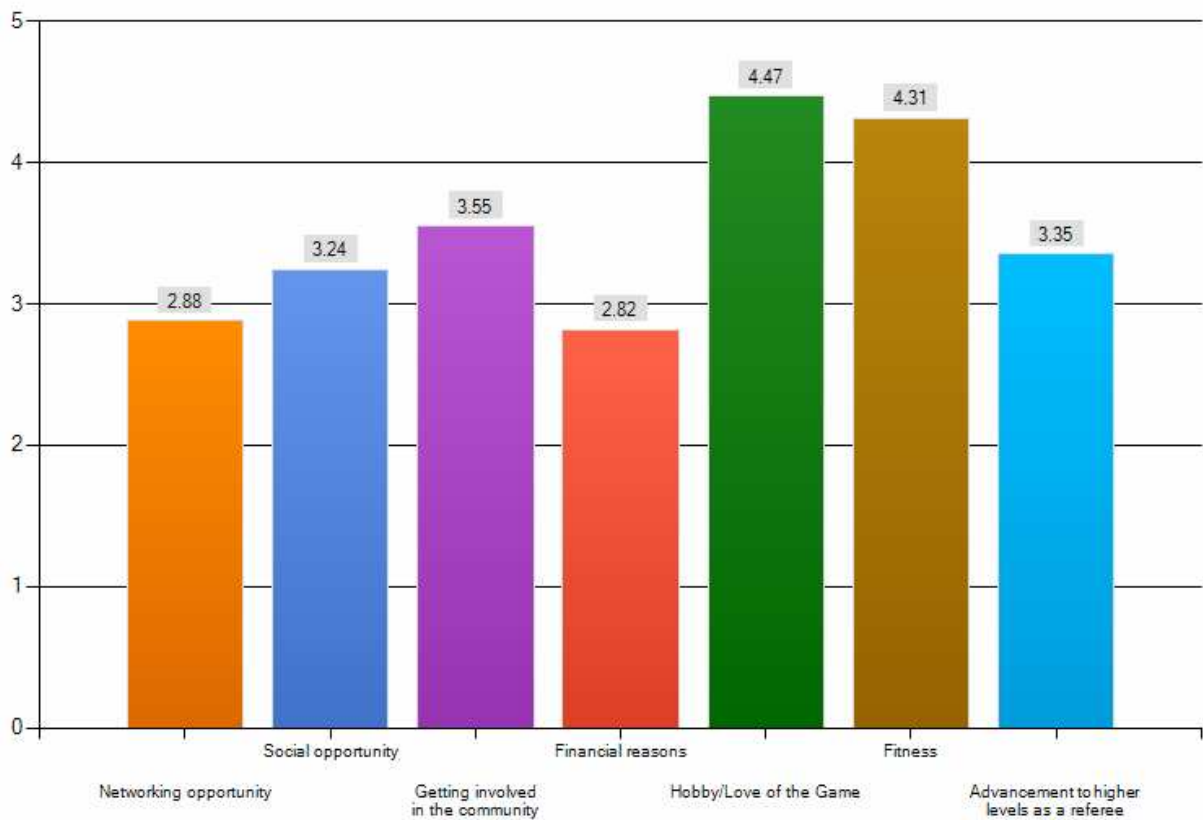
If a NEW member, tell us how did you find out about the MSRA (website - which one, coach, referee, friend, etc)?		
1	website and district referee assignor	Oct 20, 2010 2:51 AM
2	referee	Oct 20, 2010 3:57 AM
3	website	Oct 22, 2010 4:41 AM
4	website	Oct 22, 2010 9:45 PM



## Manitoba Soccer Referees Association

### Question 3

For both NEW and RETURNING members, please rate the reason(s) for joining Manitoba Soccer Referees Association in 2010?



Membership Survey

For both NEW and RETURNING members, please rate the reason(s) for joining Manitoba Soccer Referees Association in 2010?							
	Not important at all	Not very important	Somewhat important	Important	Very important	Rating Average	Response Count
Networking opportunity	12.2% (6)	22.4% (11)	<b>36.7% (18)</b>	22.4% (11)	6.1% (3)	2.88	4
Social opportunity	8.2% (4)	12.2% (6)	<b>38.8% (19)</b>	28.6% (14)	12.2% (6)	3.24	4
Getting involved in the community	4.1% (2)	14.3% (7)	<b>28.6% (14)</b>	<b>28.6% (14)</b>	24.5% (12)	3.55	4
Financial reasons	18.4% (9)	<b>26.5% (13)</b>	20.4% (10)	24.5% (12)	10.2% (5)	2.82	4
Hobby/Love of the Game	4.1% (2)	2.0% (1)	4.1% (2)	22.4% (11)	<b>67.3% (33)</b>	4.47	4
Fitness	4.1% (2)	0.0% (0)	8.2% (4)	36.7% (18)	<b>51.0% (25)</b>	4.31	4
Advancement to higher levels as a referee	12.2% (6)	16.3% (8)	20.4% (10)	<b>26.5% (13)</b>	24.5% (12)	3.35	4
Other (please specify)							
<b>answered question</b>							<b>4</b>
<b>skipped question</b>							

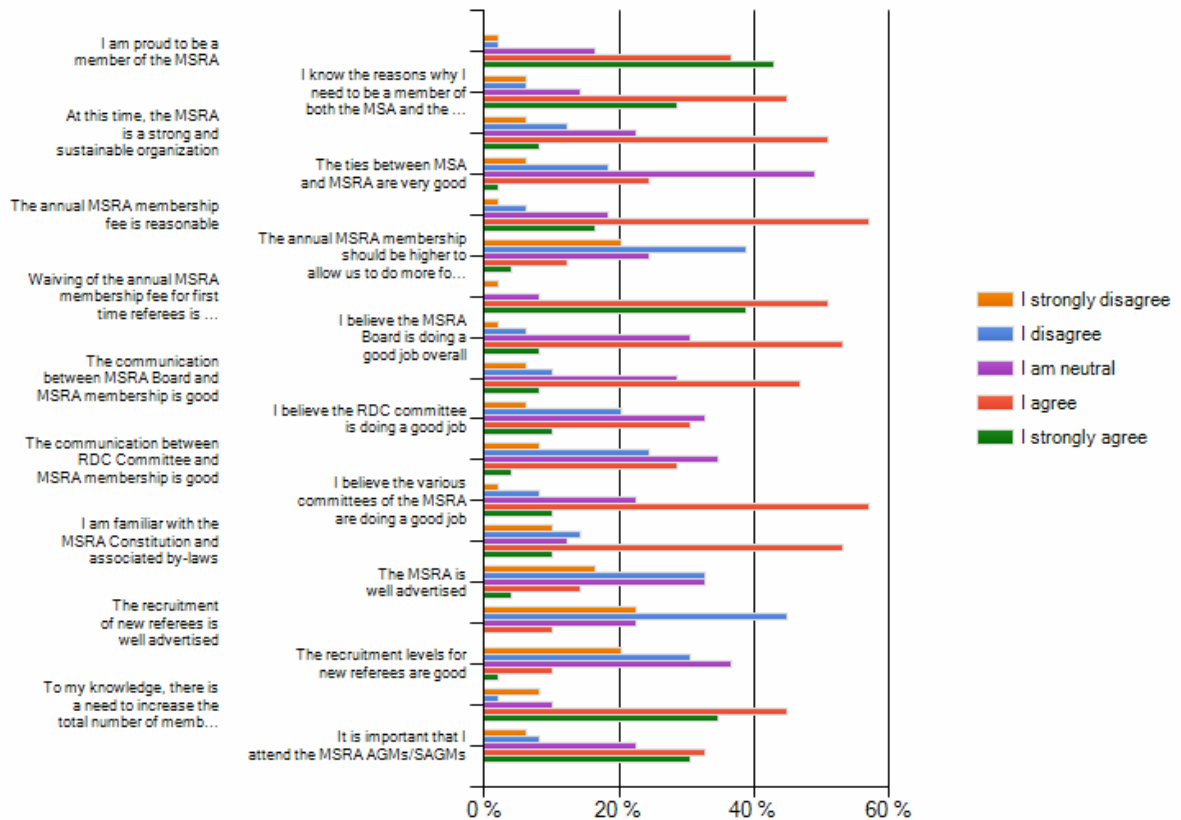
Other (please specify)		
1	sharing knowledge and experience	Oct 20, 2010 2:53 AM
2	Developed many friendships through years of refereeing. Hope that the MSRA will continue to focus on social events and merchandise.	Oct 28, 2010 7:20 AM



# Manitoba Soccer Referees Association

## Question 4

Please rate the following statements to the best of your knowledge and abilities

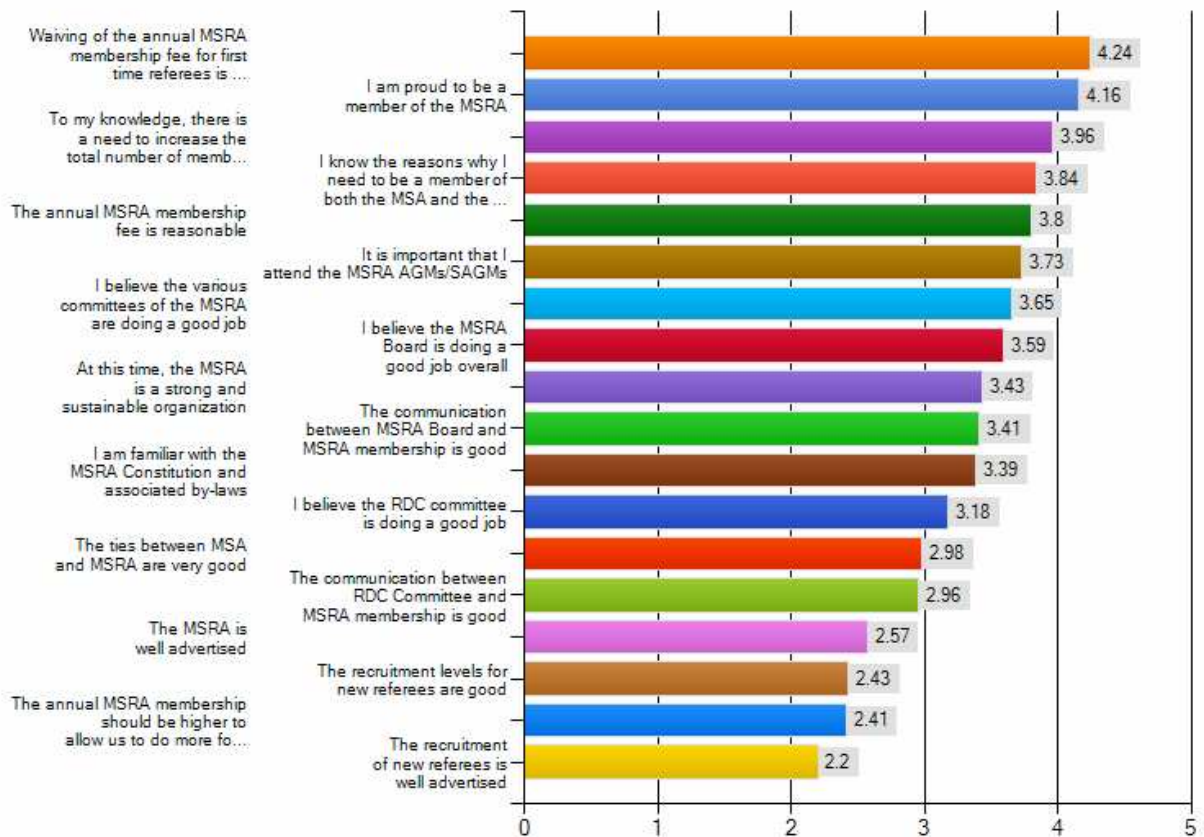




# Manitoba Soccer Referees Association

## Question 4 (cont'd) Additional chart below

Please rate the following statements to the best of your knowledge and abilities



# Membership Survey

Please rate the following statements to the best of your knowledge and abilities							
	I strongly disagree	I disagree	I am neutral	I agree	I strongly agree	Rating Average	Response Count
I am proud to be a member of the MSRA	2.0% (1)	2.0% (1)	16.3% (8)	36.7% (18)	<b>42.9% (21)</b>	4.16	49
I know the reasons why I need to be a member of both the MSA and the MSRA	6.1% (3)	6.1% (3)	14.3% (7)	<b>44.9% (22)</b>	28.6% (14)	3.84	49
At this time, the MSRA is a strong and sustainable organization	6.1% (3)	12.2% (6)	22.4% (11)	<b>51.0% (25)</b>	8.2% (4)	3.43	49
The ties between MSA and MSRA are very good	6.1% (3)	18.4% (9)	<b>49.0% (24)</b>	24.5% (12)	2.0% (1)	2.98	49
The annual MSRA membership fee is reasonable	2.0% (1)	6.1% (3)	18.4% (9)	<b>57.1% (28)</b>	16.3% (8)	3.80	49
The annual MSRA membership should be higher to allow us to do more for members	20.4% (10)	<b>38.8% (19)</b>	24.5% (12)	12.2% (6)	4.1% (2)	2.41	49
Waiving of the annual MSRA membership fee for first time referees is a good thing	2.0% (1)	0.0% (0)	8.2% (4)	<b>51.0% (25)</b>	38.8% (19)	4.24	49
I believe the MSRA Board is doing a good job overall	2.0% (1)	6.1% (3)	30.6% (15)	<b>53.1% (26)</b>	8.2% (4)	3.59	49
The communication between MSRA Board and MSRA membership is good	6.1% (3)	10.2% (5)	28.6% (14)	<b>46.9% (23)</b>	8.2% (4)	3.41	49
I believe the RDC committee is doing a good job	6.1% (3)	20.4% (10)	<b>32.7% (16)</b>	30.6% (15)	10.2% (5)	3.18	49
The communication between RDC Committee and MSRA membership is good	8.2% (4)	24.5% (12)	<b>34.7% (17)</b>	28.6% (14)	4.1% (2)	2.96	49
I believe the various committees of the MSRA are doing a good job	2.0% (1)	8.2% (4)	22.4% (11)	<b>57.1% (28)</b>	10.2% (5)	3.65	49

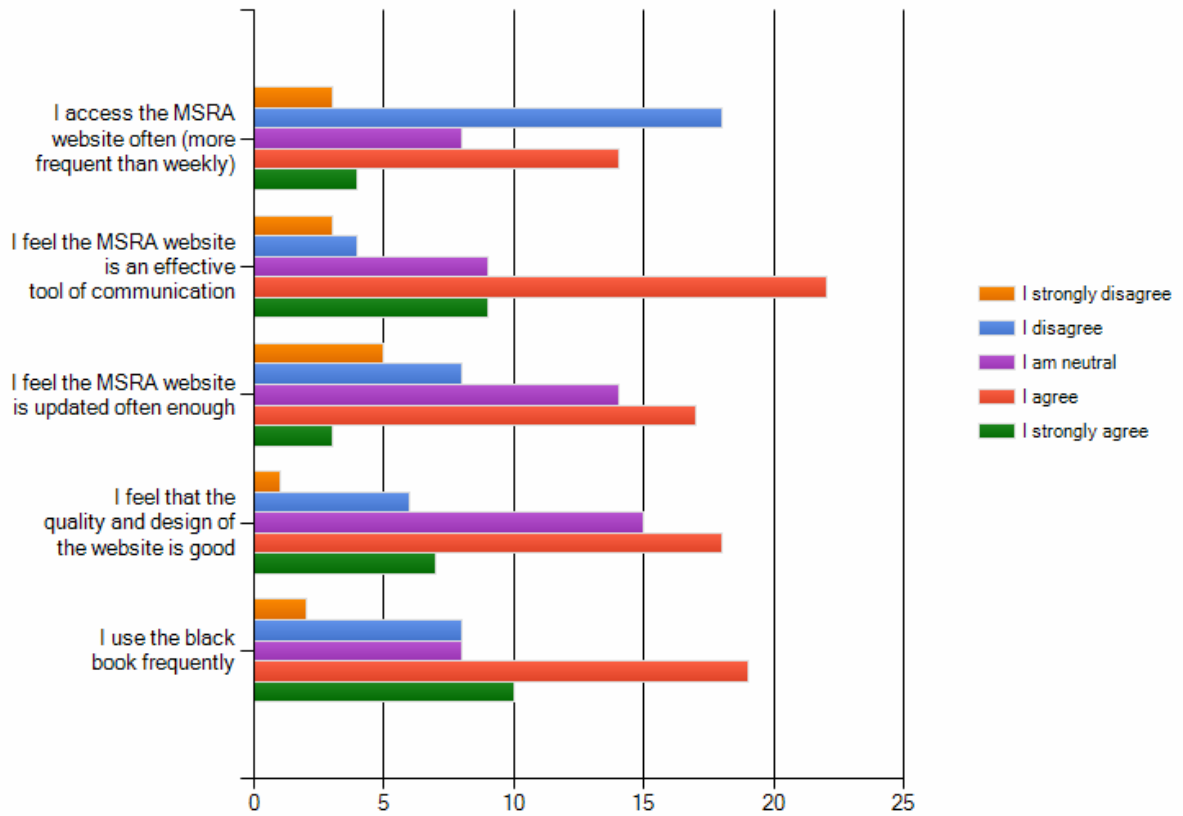
I am familiar with the MSRA Constitution and associated by-laws	10.2% (5)	14.3% (7)	12.2% (6)	<b>53.1% (26)</b>	10.2% (5)	3.39	49
The MSRA is well advertised	16.3% (8)	<b>32.7% (16)</b>	<b>32.7% (16)</b>	14.3% (7)	4.1% (2)	2.57	49
The recruitment of new referees is well advertised	22.4% (11)	<b>44.9% (22)</b>	22.4% (11)	10.2% (5)	0.0% (0)	2.20	49
The recruitment levels for new referees are good	20.4% (10)	30.6% (15)	<b>36.7% (18)</b>	10.2% (5)	2.0% (1)	2.43	49
To my knowledge, there is a need to increase the total number of members/referees	8.2% (4)	2.0% (1)	10.2% (5)	<b>44.9% (22)</b>	34.7% (17)	3.96	49
It is important that I attend the MSRA AGMs/SAGMs	6.1% (3)	8.2% (4)	22.4% (11)	<b>32.7% (16)</b>	30.6% (15)	3.73	49
<b>answered question</b>							<b>49</b>
<b>skipped question</b>							<b>0</b>



## Manitoba Soccer Referees Association

### Question 5

Please rate the MSRA website to the best of your knowledge and abilities



# Membership Survey

<b>Please rate the MSRA website to the best of your knowledge and abilities</b>							
	<b>I strongly disagree</b>	<b>I disagree</b>	<b>I am neutral</b>	<b>I agree</b>	<b>I strongly agree</b>	<b>Rating Average</b>	<b>Response Count</b>
I access the MSRA website often (more frequent than weekly)	6.4% (3)	<b>38.3% (18)</b>	17.0% (8)	29.8% (14)	8.5% (4)	2.96	47
I feel the MSRA website is an effective tool of communication	6.4% (3)	8.5% (4)	19.1% (9)	<b>46.8% (22)</b>	19.1% (9)	3.64	47
I feel the MSRA website is updated often enough	10.6% (5)	17.0% (8)	29.8% (14)	<b>36.2% (17)</b>	6.4% (3)	3.11	47
I feel that the quality and design of the website is good	2.1% (1)	12.8% (6)	31.9% (15)	<b>38.3% (18)</b>	14.9% (7)	3.51	47
I use the black book frequently	4.3% (2)	17.0% (8)	17.0% (8)	<b>40.4% (19)</b>	21.3% (10)	3.57	47
Comments or suggestions welcomed:							7
<b>answered question</b>							<b>47</b>
<b>skipped question</b>							<b>2</b>

<b>Comments or suggestions welcomed:</b>		
1	Pictures on website are elongated or not very clear/fuzzy. Also we need a blog. Good effort though.	Oct 20, 2010 3:18 AM
2	Not updated with useful information.	Oct 20, 2010 7:18 PM
3	If it could have noticeable changes to it at a minimum of once a month. The rules change annually but could have something like updates on the latest tournaments, news about major appointments to competitions such as who goes to all stars, nationals or NTC's as and have a small write up on those referees. A small newsletter. I understand that some of this may take a lot of work but something to keep the interest and make this website a valuable tool would be helpful.	Oct 20, 2010 7:20 PM
4	I enjoy being a ref & being involved in soccer	Oct 20, 2010 9:45 PM
5	Its about time a new balckbook came out this year. I would have figued the MSRA would have printed a copy for their members. That was disappointing.	Oct 21, 2010 12:38 AM
6	Add a moderated referee discussion forum, more photos, list high level appointments	Oct 21, 2010 4:12 PM
7	I am very appreciative of the way the website has been rejuvenated in the past few years. It is important that we maintain this.	Oct 28, 2010 7:29 AM



Manitoba Soccer Referees Association

## Question 6

Please briefly explain why you participate/do not participate in the AGMs or SAGMs events

# Membership Survey

<b>Please briefly explain why you participate/do not participate in the AGMs or SAGMs events.</b>		<b>Response Count</b>
		39
	<i>answered question</i>	<b>39</b>
	<i>skipped question</i>	<b>10</b>

<b>Response Text</b>		
1	to meet and know every one in MSRA and to participate in voting and ideas	Oct 20, 2010 3:07 AM
2	I do participate and is good time to find out what MSRA is up to and how we could help	Oct 20, 2010 3:18 AM
3	I like to know what is happening in our community	Oct 20, 2010 3:27 AM
4	For social activities.	Oct 20, 2010 3:28 AM
5	I participate to stay current on MSRA issues as well as to stay in touch with members	Oct 20, 2010 3:58 AM
6	This is my first year and I have not had a chance to participate yet.	Oct 20, 2010 4:06 AM
7	Dont feel welcome	Oct 20, 2010 12:56 PM
8	i like to know what is going on	Oct 20, 2010 1:37 PM
9	To obtain information about what's going on inthe Manitoba Soccer referees' community as well as review what the Executive have done during the year to improve the MSRA.	Oct 20, 2010 3:07 PM
10	To initiate and receive updates on refereeing (not social) matters.	Oct 20, 2010 4:33 PM
11	I don't participate as I am usually not available to attend.	Oct 20, 2010 4:36 PM
12	I participate to be aware of the goings-on within the organisation.	Oct 20, 2010 7:06 PM
13	No idea what they are about, or what they are for. No interest in running, or having input into the process.	Oct 20, 2010 7:18 PM
14	Timing of the AGM/SAGM events occur at the busiest time of yr for my occupation. Also, family obligatons.	Oct 20, 2010 7:19 PM
15	Do not participate because the matters involve a lot of the time have munumal impact on the members individually.	Oct 20, 2010 7:20 PM
16	I don't know when they are	Oct 20, 2010 7:42 PM
17	just to not have the time	Oct 20, 2010 9:45 PM
18	AGM/SAGM need to run more smoothly than having certain people always asking unrelated questions to the topic on hand or repating the question someone else asked.	Oct 21, 2010 12:38 AM
19	I participate because it's a chance to keep updated on changes in the association and to connect with fellow referees	Oct 21, 2010 1:39 AM
20	I participate because its important to know whats going on in our organization	Oct 21, 2010 1:11 PM
21	good way to meet other refs	Oct 21, 2010 1:44 PM
22	I have not attended the last few years because I usually officiate indoor games at the times the AGM or SAGM are put on.	Oct 21, 2010 1:54 PM

Response Text		
23	To vote on constitution changes, to elect members, to discuss MSRA issues, to listen to feedback from the membership, to register and/or pay fees	Oct 21, 2010 4:12 PM
24	NC	Oct 21, 2010 6:38 PM
25	I would like to be informed of what transpires at the meetings and how our board is advocating for referees	Oct 22, 2010 1:23 AM
26	Time committments and a feeling that my attendance at the meeting is not necessary as I am only one person.	Oct 22, 2010 4:46 AM
27	Times and work schedule prevents me form participating	Oct 23, 2010 4:51 AM
28	Always participate unless I am out of town	Oct 25, 2010 7:27 PM
29	Other commitments	Oct 27, 2010 12:46 AM
30	I participate to voice opinion on certain matters and to elect those who I think can represent the membership well. It is important that the MSRA retains it's identity and is not dictated to by policies from CSA and MSA that is going to erode what it stands for. The majority of us are, after all, recreational referees providing a service to the various leagues who just want to go out and referee a game without having to jump through so many "mandatory" hoops. That should be for the higher level refs and those wishing to attain a higher status.	Oct 27, 2010 2:41 AM
31	I do participate because, just like voting in an election, it is our duty as members to be there. Much of what happens on the MSRA Board from year to year is influenced by who is on the board and their goals. It is vital that everyone be there to have some input.	Oct 28, 2010 7:29 AM
32	private	Nov 1, 2010 3:27 AM
33	It is important to participate and raise issues if changes need to be made.	Nov 1, 2010 3:28 AM
34	I participate in the AGM / SAGM as often as I can I believe one must stay informed	Nov 1, 2010 3:25 PM
35	working	Nov 1, 2010 6:25 PM
36	I participate to be informed of major issues.	Nov 3, 2010 3:56 PM
37	I participate because I a member	Nov 4, 2010 9:19 PM
38	No time and things don't get done at these meetings	Nov 4, 2010 9:55 PM
39	I participate so I can contribute to decisions.	Nov 7, 2010 5:17 PM



Manitoba Soccer Referees Association

## Question 7

Please tell us how can we improve participation at the AGMs and SAGMs events?

## Membership Survey

### Please tell us how can we improve participation at the AGMs and SAGMs events?

	Response Count
	31
<i>answered question</i>	<b>31</b>
<i>skipped question</i>	<b>18</b>

Response Text		
1	Participants will get extra points towards their evaluation and assessment ...	Oct 20, 2010 3:07 AM
2	You cannot do much - you can't force people to go. Many other organizations face this problem. We are not alone in this.	Oct 20, 2010 3:18 AM
3	the breakfast is always a great idea also door prizes work well	Oct 20, 2010 3:27 AM
4	Fully explain exactly what will occur at the meetings	Oct 20, 2010 3:28 AM
5	Offer prizes, cuts on the membership or a mandatory charge that is returned if AGM, SAGM and banquet are attended	Oct 20, 2010 3:58 AM
6	Try to make it at a time you can get the highest attendance.	Oct 20, 2010 4:06 AM
7	More communication and making people feel like they belong	Oct 20, 2010 12:56 PM
8	Ensure that the financial statements are reviewed in a timely manner by an independent third party accounting firm. There is no good reason that the books haven't been reviewed for 3 years now.	Oct 20, 2010 3:07 PM
9	(1) Hold the meetings on either Monday, Tuesday, Wednesday or Thursday evening during transitional months between the indoor and outdoor seasons. (2) Remove the constitutional requirement for a SAGM and implement SGM (Special General Meetings) to manage urgent matters as and when needed. (3) Run efficient meetings concerning time and content.	Oct 20, 2010 4:33 PM
10	By reducing the repetitive questions that certain members ask at every gathering. Also, reduce squabbles among members at gatherings.	Oct 20, 2010 7:06 PM
11	Make them seem worth going to, and explain why they are important.	Oct 20, 2010 7:18 PM
12	Give members a concrete ways on how they can improve the association. Aside from how are money is spent allow members to give ideas on how some of it could be spent. Say this is what the MSRA needs to spend we have this much extra is their any ideas on how to use it to benefit the association and the development of our members and then vote on the ideas brought forth.	Oct 20, 2010 7:20 PM
13	N/A	Oct 20, 2010 7:42 PM
14	i do not go to them very often, so could not tell you how to improve	Oct 20, 2010 9:45 PM
15	Staying on topic. Not to harbour certain topics over and over.	Oct 21, 2010 12:38 AM
16	less of negative comments from speakers, particularly from older referees who try to make other referees feel bad or guilty about participation	Oct 21, 2010 1:39 AM
17	make it mandatory, fine people for not showing up (\$10-\$20)	Oct 21, 2010 1:11 PM
18	The only thing I can think of is having it in a different time of the day.	Oct 21, 2010 1:54 PM
19	hold the AGM on a Friday or Saturday evening and have a reception with food and drinks following the meeting. Continue giving out free food. Prizes.	Oct 21, 2010 4:12 PM

Response Text		
20	NC	Oct 21, 2010 6:38 PM
21	I think we need to institute a refundable member fee deducted from their renewal membership fees. If they attend the AGM/SAGM, it will be refunded; if he/she does not attend the fee will be deposited into the MSRA's Education Fund	Oct 22, 2010 1:23 AM
22	Make the items relevant to members	Oct 25, 2010 7:27 PM
23	Perhaps a draw for a free membership, ref shirt or other apparel for example. People are motivated by anything free ....	Oct 27, 2010 2:41 AM
24	Possibly instate a financial penalty for non-attenders. Possibly give away free stuff to motivate people to attend.	Oct 28, 2010 7:29 AM
25	private	Nov 1, 2010 3:27 AM
26	Good question. Don't know why people don't attend.	Nov 1, 2010 3:28 AM
27	I don't know	Nov 1, 2010 3:25 PM
28	Charge \$10 for not showing up.	Nov 3, 2010 3:56 PM
29	Because for voting	Nov 4, 2010 9:19 PM
30	Simpler and don't bring up issues at these meetings	Nov 4, 2010 9:55 PM
31	More pressure on members who rarely show up.	Nov 7, 2010 5:17 PM



Manitoba Soccer Referees Association

## Question 8

What social activities interest you the most and would like to participate in? Give 2 or 3 examples.

# Membership Survey

**What social activities interest you the most and would like to participate in? Give 2 or 3 examples.**

		Response Count
		30
<i>answered question</i>		<b>30</b>
<i>skipped question</i>		<b>19</b>

Response Text		
1	education sessions, Referees group training and practicing, referees fitness work groups	Oct 20, 2010 3:07 AM
2	Summer BBQs, get together for major games, finals, European Champions League, etc...	Oct 20, 2010 3:18 AM
3	PotLuck soccer gettogether was great bingo bowl	Oct 20, 2010 3:27 AM
4	BBQs, watching matches and analyzing as a group.	Oct 20, 2010 3:28 AM
5	banquet, BBQ's, pub nights	Oct 20, 2010 3:58 AM
6	Potlucks and Bbq's in order to get to know the other refs.	Oct 20, 2010 4:06 AM
7	Dont know at this moment	Oct 20, 2010 12:56 PM
8	Pot-luck, MSRA Banquet, bowling night	Oct 20, 2010 3:07 PM
9	None. I'm not big on social outings of more than a few people.	Oct 20, 2010 4:33 PM
10	The social events that interest me are when groups of referees go out for something to eat after working together at fields.	Oct 20, 2010 7:06 PM
11	I like the referee development clinics. I would like to watch soccer with referees as a group.	Oct 20, 2010 7:18 PM
12	Awards ceremony It would be nice to have a sport day of fun events during the year. A fundraising social where tickets can be sold to the public.	Oct 20, 2010 7:20 PM
13	BBQ's , get togethers	Oct 20, 2010 7:42 PM
14	a mrsa golf tournament a mrsa pool tournament	Oct 20, 2010 9:45 PM
15	Potluck, Awards Banquet.	Oct 21, 2010 12:38 AM
16	watching a big game together whether live or on TV.	Oct 21, 2010 1:39 AM
17	Potluck, Awards banquet, Special events for honouring members/ hearing guest speakers	Oct 21, 2010 1:11 PM
18	ref BBQs and more social events	Oct 21, 2010 1:44 PM
19	Bingo Bowling, Pot luck suppers, Indoor soccer team.	Oct 21, 2010 1:54 PM
20	banquet, BBQ, beer gardens at the provincial final	Oct 21, 2010 4:12 PM
21	NC	Oct 21, 2010 6:38 PM
22	I enjoy all the social activities. I enjoyed the World Cup and last year's banquet dedicated to Frank Major..I enjoy the Potluck less since it is in Winter and I do not like driving in Winter.	Oct 22, 2010 1:23 AM

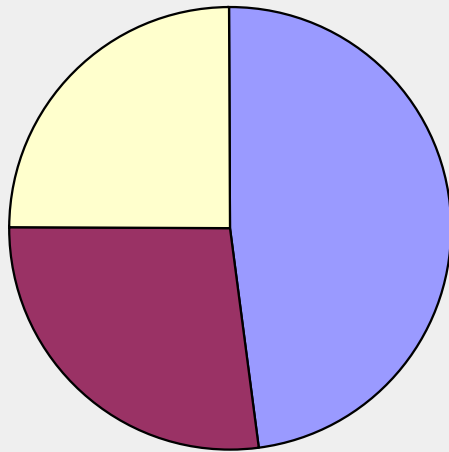
Response Text		
23	Summer Barbecue Awards Banquet Christmas function	Oct 25, 2010 7:27 PM
24	Awards banquet, summer BBQ, quiz nite, pot luck. Anything that gets the members together to have a social occasion.	Oct 27, 2010 2:41 AM
25	Watching sporting event type activities. (World Cup BBQ) Banquet. Lets come up with new ideas, such as golf tournament, etc.	Oct 28, 2010 7:29 AM
26	Banquet, pot luck and this year the World Cup BBQ. It would be nice to do one summer thing, say the Champions game this year, it is early enough and on a Saturday.	Oct 29, 2010 8:15 PM
27	private	Nov 1, 2010 3:27 AM
28	AGM dinner. Summer BBQ.	Nov 1, 2010 3:28 AM
29	POt lucks, bingo bowls, BBQ's	Nov 1, 2010 3:25 PM
30	none	Nov 4, 2010 9:19 PM



## Manitoba Soccer Referees Association

### Question 9

Should MSRA referees be allowed to officiate unsanctioned games if all sanctioned games are covered? (It is assumed that the referee will not wear his badge, nor will he/she represent the MSA or the MSRA at these games).



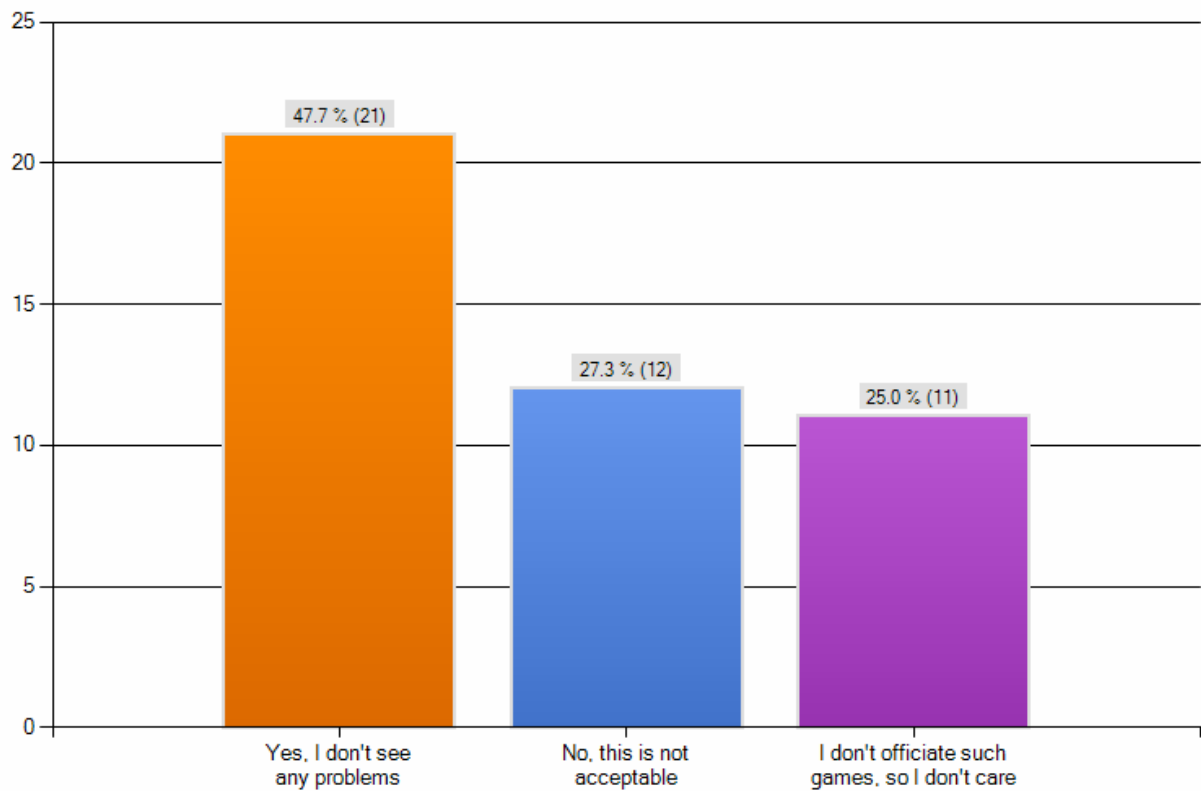
- Yes, I don't see any problems
- No, this is not acceptable
- I don't officiate such games, so I don't care



## Manitoba Soccer Referees Association

### Question 9 (cont'd) Additional chart below

Should MSRA referees be allowed to officiate unsanctioned games if all sanctioned games are covered? (It is assumed that the referee will not wear his badge, nor will he/she represent the MSA or the MSRA at these games).



**Should MSRA referees be allowed to officiate unsanctioned games if all sanctioned games are covered? (It is assumed that the referee will not wear his badge, nor will he/she represent the MSA or the MSRA at these games).**

		Response Percent	Response Count
Yes, I don't see any problems		47.7%	21
No, this is not acceptable		27.3%	12
I don't officiate such games, so I don't care		25.0%	11
<i>answered question</i>			<b>44</b>
<i>skipped question</i>			<b>5</b>



Manitoba Soccer Referees Association

## Question 10

What can the MSRA Board do for you at this time?  
Please mention your personal top priority at this time  
(services, events, representation, etc.)

# Membership Survey

<b>What can the MSRA Board do for you at this time? Please mention your personal top priority at this time (services, events, representation, etc.)</b>	
	<b>Response Count</b>
	32
<i>answered question</i>	
	<b>32</b>
<i>skipped question</i>	
	<b>17</b>

<b>Response Text</b>		
1	Getting my Completion certificate for the youth and senior clinics ... assessment to allow me to develop to the next level from senior district to the next level ...	Oct 20, 2010 3:07 AM
2	I really don't understand the role of RDC, what are they doing? Also, a blog on the website would be great where we can ask questions the more senior referees and learn more.	Oct 20, 2010 3:18 AM
3	work on getting the payments to referees quicker	Oct 20, 2010 3:27 AM
4	N/A	Oct 20, 2010 3:28 AM
5	fix the problems between MSA and MSRA, honour its members	Oct 20, 2010 3:58 AM
6	More education sessions for the refs. This summer there were very few if any because of the awful referee development coordinator.	Oct 20, 2010 4:06 AM
7	Communication - be fair with games assignments	Oct 20, 2010 12:56 PM
8	Not much that I am aware of. It appears that the MSRA is more of a Social Group now given the increased responsibility of the MSA.	Oct 20, 2010 3:07 PM
9	(1) Negotiate the removal of the BEEP test. If the MSA requires a second fitness test per year, then run two Cooper tests. (2) Negotiate the use of fitness tests as a general guideline for assigning referees to game at all but premier MMSL games.	Oct 20, 2010 4:33 PM
10	I think that the MSRA should start looking at subsidizing the cost of referee kits. Particularly when the group of referees that do the premier mens matches and the MSA cup matches are constantly being pressured to update their kits with every major tournament. The idea could be used as an incentive to push referees to work hard to reach that level.	Oct 20, 2010 7:06 PM
11	Please find a way to speed up the payment process. It has taken over a month on numerous occasions to receive my cheque.	Oct 20, 2010 7:18 PM
12	Reduce the cost of uniforms and the amount of uniforms required	Oct 20, 2010 7:19 PM
13	The main thing that I think needs to be constantly improved is the amount of assessments while continuing to keep the costs to the official low. As well for individuals who are dedicated to improve their certification status quicker (district, regional, provincial, national, etc)	Oct 20, 2010 7:20 PM
14	play a soccer game with all the ref's involved	Oct 20, 2010 7:42 PM
15	continue working on our behalf	Oct 20, 2010 9:45 PM
16	More events, get paid quicker	Oct 21, 2010 12:38 AM
17	doing a good job so far	Oct 21, 2010 1:39 AM

Response Text		
18	Organize social events FORM & MAINTAIN POSITIVE RELATIONS WITH THE MSA Help the MSA recruit more young refs	Oct 21, 2010 1:11 PM
19	Everything is fine for now.	Oct 21, 2010 1:54 PM
20	Represent the member concerns such as fees and lobby for member issues. Organize events to strengthen camaraderie, provide information & communication such as black book and website.	Oct 21, 2010 4:12 PM
21	XX	Oct 21, 2010 6:38 PM
22	I would like to continue having regular social events. The current status on the website and the merchandise committee is awesome. I would like a higher game fee for games at the Coverall (since it is outside the Perimeter and increases driving time in Winter plus for outdoor matches involving U18 Youth)	Oct 22, 2010 1:23 AM
23	Provide free instructional and learning opportunities	Oct 22, 2010 4:46 AM
24	Clamp down on disrespectful players	Oct 22, 2010 9:50 PM
25	Some of us are or have good knowledge of the game and will like to officiate higher games perhaps assist some of them so we can become better we try to do our best but by officiating lower quality games we will not improve.	Oct 23, 2010 4:51 AM
26	Create social activities for the members	Oct 25, 2010 7:27 PM
27	Can't think of anything at the moment.	Oct 27, 2010 2:41 AM
28	Ensure a proper financial review is done immediately. Focus time on social events, merchandise, and the website.	Oct 28, 2010 7:29 AM
29	Nothing that they haven't been doing.	Oct 29, 2010 8:15 PM
30	nothing	Nov 1, 2010 3:27 AM
31	Update Travel Fees. Its ridiculous that it has taken two years to get this done, and still is not done.	Nov 1, 2010 3:28 AM
32	have a greater presence inthe youth leagues	Nov 1, 2010 3:25 PM



Manitoba Soccer Referees Association

## Question 11

In your personal opinion, what should be the top priority of the MSRA Board in order to improve the organization overall?

# Membership Survey

<b>In your personal opinion, what should be the top priority of the MSRA Board in order to improve the organization overall?</b>		<b>Response Count</b>
		34
	<i>answered question</i>	<b>34</b>
	<i>skipped question</i>	<b>15</b>

<b>Response Text</b>		
1	Paid on time	Oct 20, 2010 3:05 AM
2	implement Education training and practicing session on time	Oct 20, 2010 3:07 AM
3	Communicate more often with the members. Communication is sparse, plan for an electronic newsletter once a month or so, include news, quizzes, etc.	Oct 20, 2010 3:18 AM
4	same as 10	Oct 20, 2010 3:27 AM
5	N/A	Oct 20, 2010 3:28 AM
6	MSA + MSRA relationship, advertisement, recruitment	Oct 20, 2010 3:58 AM
7	Make a certain amount of education sessions mandatory, there are a lot of referees out there who are not up to date on policies. Also, assess the older referees more because there are some awful referees out there who can't keep up with the game and are calling things they can't possibly see from where they're standing on the pitch.	Oct 20, 2010 4:06 AM
8	No comment	Oct 20, 2010 12:56 PM
9	Recruiting new officials.	Oct 20, 2010 3:07 PM
10	Negotiations with the MSA on refereeing matters such as fitness testing, referee-to-game assignment guidelines, workplace safety, game fees, travel fees...	Oct 20, 2010 4:33 PM
11	consistent RDC person.	Oct 20, 2010 4:36 PM
12	Show the members what is actually going on. We pay into the organisation and rarely do we see benefits as a membership.	Oct 20, 2010 7:06 PM
13	Seems like communication is lacking. No real support for referees. Cumbersome process for giving game sheets, yellow cards etc. Should be more computerized.	Oct 20, 2010 7:18 PM
14	Increase the membership	Oct 20, 2010 7:19 PM
15	What was said in response to #10 exposing top officials to the province and the nation and trying to get a form of subsidy, sponsorship or something that can reduce the costs of uniforms or eliminate the costs of uniforms at least to officials in the province who do the premier men's matches and other top notch competitions.	Oct 20, 2010 7:20 PM
16	giving out assignments to the officials who proved them selves to deserve tho's appointments	Oct 20, 2010 7:42 PM
17	stand up for it's members	Oct 20, 2010 9:45 PM
18	To improve the social aspect of the Association.	Oct 21, 2010 12:38 AM
19	continue to support the referees in relation to the leagues	Oct 21, 2010 1:39 AM
20	Establish a stronger leadership (especially from the president)	Oct 21, 2010 1:11 PM
21	to organize and build the referee community	Oct 21, 2010 1:44 PM

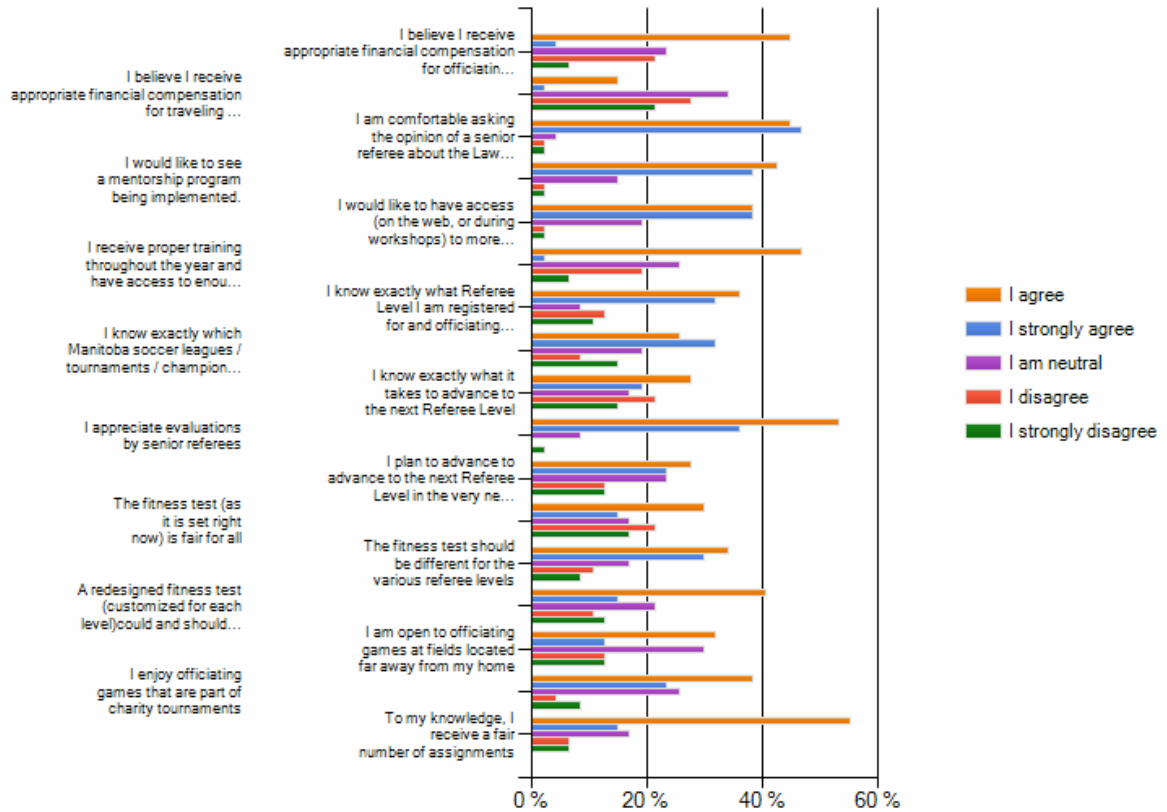
Response Text		
22	Everything is fine now.	Oct 21, 2010 1:54 PM
23	Representation within the MSA and CSRA.	Oct 21, 2010 4:12 PM
24	YES	Oct 21, 2010 6:38 PM
25	I think the MSRA needs to be more vocal at the MSA AGM. Alos, the MSRA must not be afraid to issue a stand on seminal issues such as Travel Pay or fee increases.	Oct 22, 2010 1:23 AM
26	Continued referee development both for new and current refs.	Oct 22, 2010 4:46 AM
27	The organization has to be aware of those who do assessments all those assessors have to be at the same level when assessing others if they are not referees will be confused on how to conduct themselves in the field as they hear different instructions when they are being assessed.	Oct 23, 2010 4:51 AM
28	Define its role and understand the roles of all other organizations and acting accordingly	Oct 25, 2010 7:27 PM
29	Promoting the Association throughout the soccer community as a close knit group who support one another and have fun!	Oct 27, 2010 2:41 AM
30	Advertise and get the name out there. Develop strategies of promoting the MSRA and providing brief precise information to people who want to try refereeing.	Oct 28, 2010 7:29 AM
31	Communicating with RDC and MSA re; travel fees and discipline to players and discipline within our own organization.	Oct 29, 2010 8:15 PM
32	nothing	Nov 1, 2010 3:27 AM
33	Try to increase member participation in social events.	Nov 1, 2010 3:28 AM
34	ref retention.	Nov 1, 2010 3:25 PM



# Manitoba Soccer Referees Association

## Question 12

Please rate the following statements to the best of your knowledge and abilities

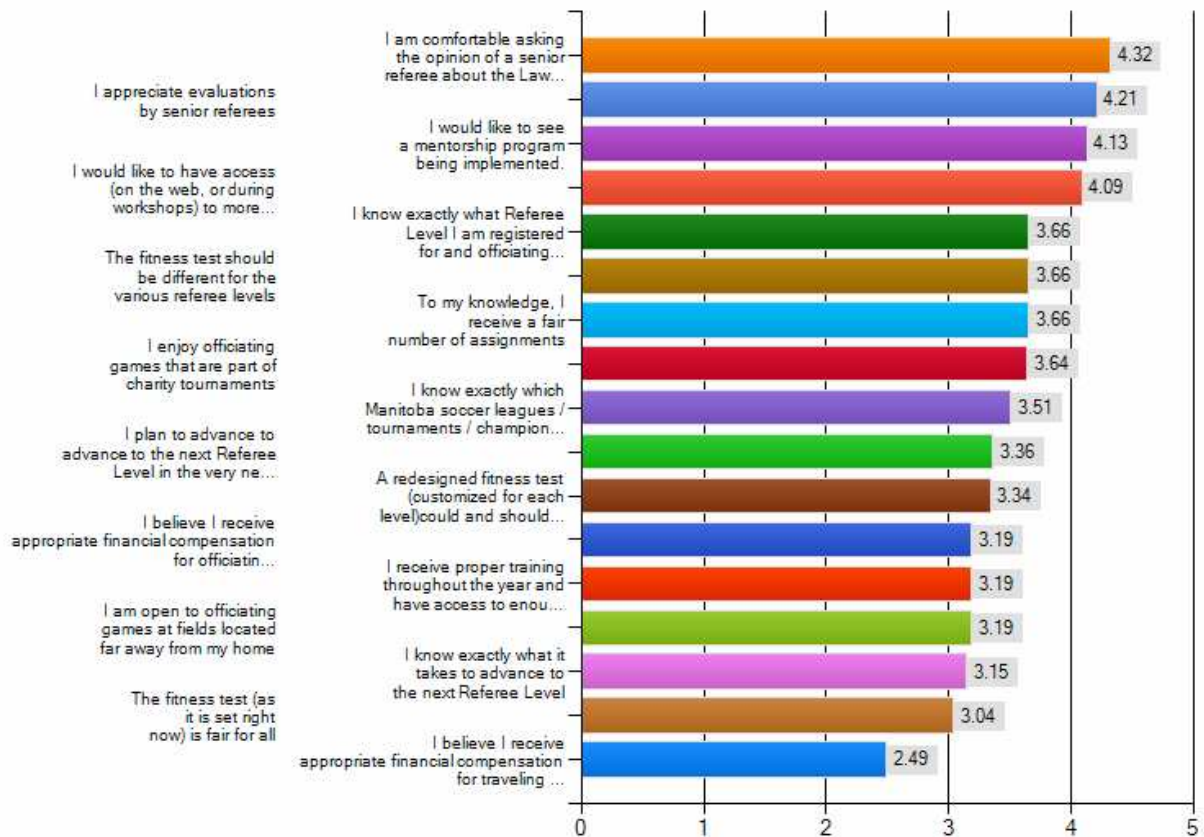




## Manitoba Soccer Referees Association

### Question 12 (cont'd) Additional chart

Please rate the following statements to the best of your knowledge and abilities



## Membership Survey

<b>Please rate the following statements to the best of your knowledge and abilities</b>							
	<b>I strongly disagree</b>	<b>I disagree</b>	<b>I am neutral</b>	<b>I agree</b>	<b>I strongly agree</b>	<b>Rating Average</b>	<b>Response Count</b>
I believe I receive appropriate financial compensation for officiating games	6.4% (3)	21.3% (10)	23.4% (11)	<b>44.7% (21)</b>	4.3% (2)	3.19	47
I believe I receive appropriate financial compensation for traveling to games that are out of town	21.3% (10)	27.7% (13)	<b>34.0% (16)</b>	14.9% (7)	2.1% (1)	2.49	47
I am comfortable asking the opinion of a senior referee about the Laws of the Game, or about a special game situation, in order to improve my knowledge and technical abilities	2.1% (1)	2.1% (1)	4.3% (2)	44.7% (21)	<b>46.8% (22)</b>	4.32	47
I would like to see a mentorship program being implemented.	2.1% (1)	2.1% (1)	14.9% (7)	<b>42.6% (20)</b>	38.3% (18)	4.13	47
I would like to have access (on the web, or during workshops) to more video training regarding the Laws of the Game	2.1% (1)	2.1% (1)	19.1% (9)	<b>38.3% (18)</b>	<b>38.3% (18)</b>	4.09	47
I receive proper training throughout the year and have access to enough workshops/clinics offered to members	6.4% (3)	19.1% (9)	25.5% (12)	<b>46.8% (22)</b>	2.1% (1)	3.19	47
I know exactly what Referee Level I am registered for and officiating at this time	10.6% (5)	12.8% (6)	8.5% (4)	<b>36.2% (17)</b>	31.9% (15)	3.66	47
I know exactly which Manitoba soccer leagues / tournaments / championships I am allowed to officiate as a Referee or Assistant Referee (based on my level of experience and fitness)	14.9% (7)	8.5% (4)	19.1% (9)	25.5% (12)	<b>31.9% (15)</b>	3.51	47
I know exactly what it takes to advance to the next Referee Level	14.9% (7)	21.3% (10)	17.0% (8)	<b>27.7% (13)</b>	19.1% (9)	3.15	47

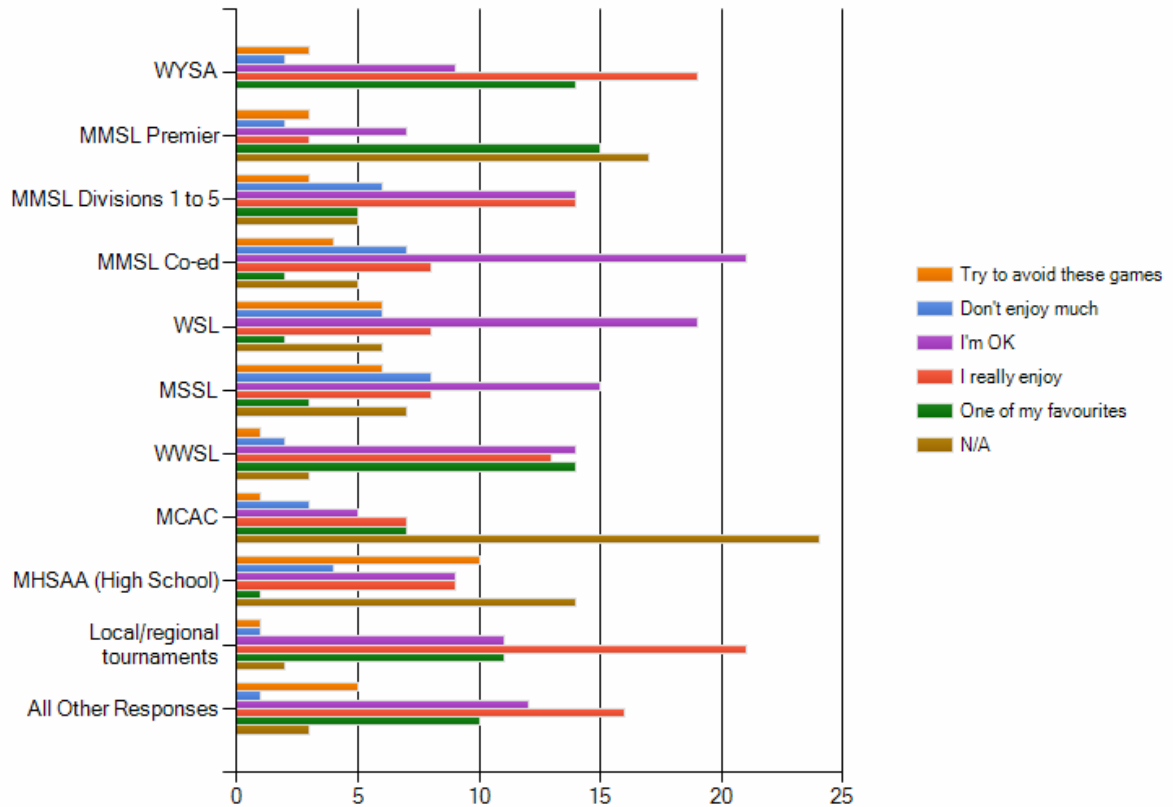
I appreciate evaluations by senior referees	2.1% (1)	0.0% (0)	8.5% (4)	<b>53.2% (25)</b>	36.2% (17)	4.21	47
I plan to advance to the next Referee Level in the very near future (say 1 to 3 years)	12.8% (6)	12.8% (6)	23.4% (11)	<b>27.7% (13)</b>	23.4% (11)	3.36	47
The fitness test (as it is set right now) is fair for all	17.0% (8)	21.3% (10)	17.0% (8)	<b>29.8% (14)</b>	14.9% (7)	3.04	47
The fitness test should be different for the various referee levels	8.5% (4)	10.6% (5)	17.0% (8)	<b>34.0% (16)</b>	29.8% (14)	3.66	47
A redesigned fitness test (customized for each level) could and should be made mandatory	12.8% (6)	10.6% (5)	21.3% (10)	<b>40.4% (19)</b>	14.9% (7)	3.34	47
I am open to officiating games at fields located far away from my home	12.8% (6)	12.8% (6)	29.8% (14)	<b>31.9% (15)</b>	12.8% (6)	3.19	47
I enjoy officiating games that are part of charity tournaments	8.5% (4)	4.3% (2)	25.5% (12)	<b>38.3% (18)</b>	23.4% (11)	3.64	47
To my knowledge, I receive a fair number of assignments	6.4% (3)	6.4% (3)	17.0% (8)	<b>55.3% (26)</b>	14.9% (7)	3.66	47
<b>answered question</b>							<b>47</b>
<b>skipped question</b>							<b>2</b>



## Manitoba Soccer Referees Association

### Question 13

Rate the level of satisfaction / enjoyment in officiating games in the following leagues

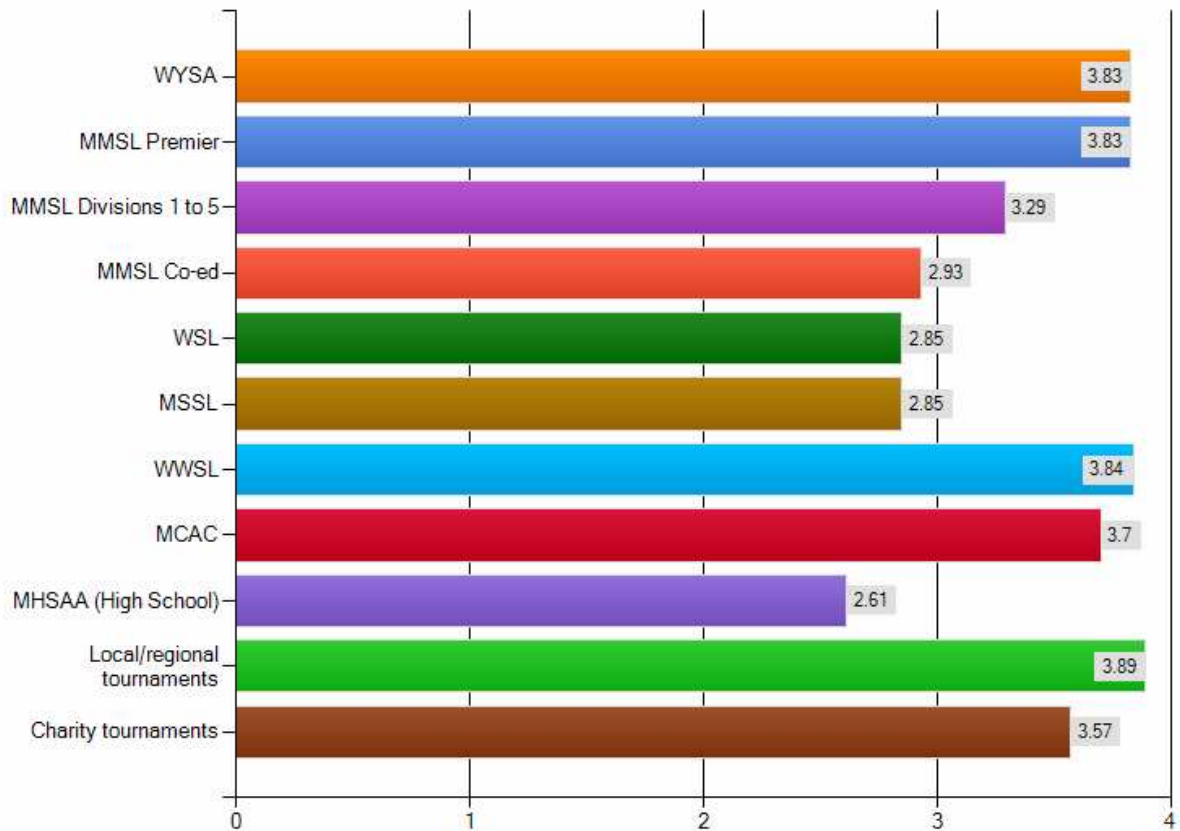




## Manitoba Soccer Referees Association

### Question 13 (cont'd) Additional chart below

Rate the level of satisfaction / enjoyment in officiating games in the following leagues



Membership Survey

**Rate the level of satisfaction / enjoyment in officiating games in the following leagues**

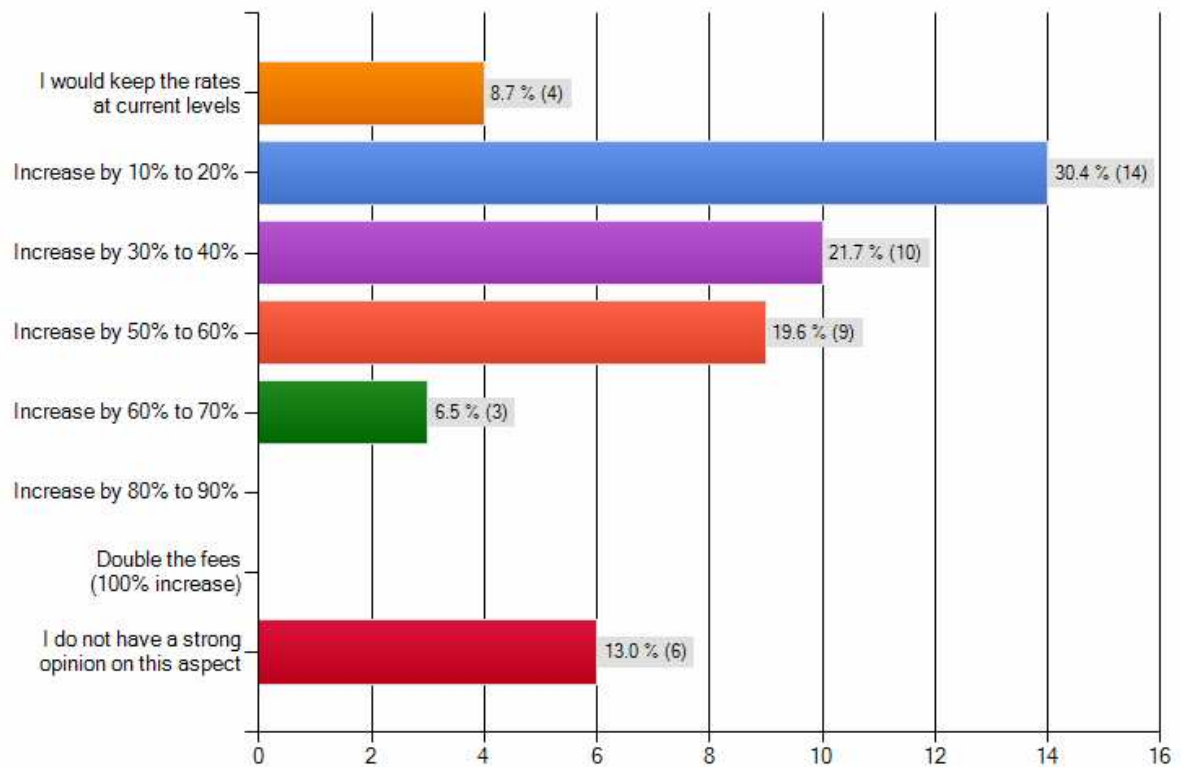
		Try to avoid these games	Don't enjoy much	I'm OK	I really enjoy	One of my favourites	N/A	Rating Average	Response Count
	WYSA	6.4% (3)	4.3% (2)	19.1% (9)	<b>40.4% (19)</b>	29.8% (14)	0.0% (0)	3.83	47
	MMSL Premier	6.4% (3)	4.3% (2)	14.9% (7)	6.4% (3)	31.9% (15)	<b>36.2% (17)</b>	3.83	47
	MMSL Divisions 1 to 5	6.4% (3)	12.8% (6)	<b>29.8% (14)</b>	<b>29.8% (14)</b>	10.6% (5)	10.6% (5)	3.29	47
	MMSL Co-ed	8.5% (4)	14.9% (7)	<b>44.7% (21)</b>	17.0% (8)	4.3% (2)	10.6% (5)	2.93	47
	WSL	12.8% (6)	12.8% (6)	<b>40.4% (19)</b>	17.0% (8)	4.3% (2)	12.8% (6)	2.85	47
	MSSL	12.8% (6)	17.0% (8)	<b>31.9% (15)</b>	17.0% (8)	6.4% (3)	14.9% (7)	2.85	47
	WWSL	2.1% (1)	4.3% (2)	<b>29.8% (14)</b>	27.7% (13)	<b>29.8% (14)</b>	6.4% (3)	3.84	47
	MCAC	2.1% (1)	6.4% (3)	10.6% (5)	14.9% (7)	14.9% (7)	<b>51.1% (24)</b>	3.70	47
	MHSAA (High School)	21.3% (10)	8.5% (4)	19.1% (9)	19.1% (9)	2.1% (1)	<b>29.8% (14)</b>	2.61	47
	Local/regional tournaments	2.1% (1)	2.1% (1)	23.4% (11)	<b>44.7% (21)</b>	23.4% (11)	4.3% (2)	3.89	47
	Charity tournaments	10.6% (5)	2.1% (1)	25.5% (12)	<b>34.0% (16)</b>	21.3% (10)	6.4% (3)	3.57	47
<b>answered question</b>									<b>47</b>
<b>skipped question</b>									<b>2</b>



## Manitoba Soccer Referees Association

### Question 14

Some members suggested that increasing compensation rates for officiating games (and for travel to out of town games) would attract more members and would considerably increase retention rates. By how much would you increase compensations for officiating games (to what you would consider a fair and reasonable amount)?

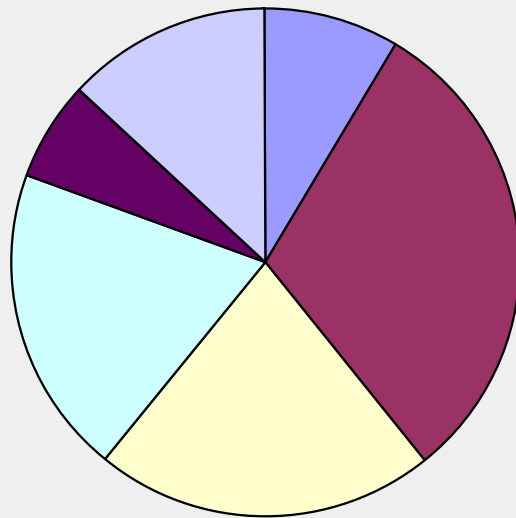




## Manitoba Soccer Referees Association



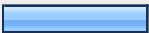
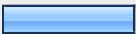


### Question 14 (cont'd) Additional chart below

Some members suggested that increasing compensation rates  
for of



- I would keep the rates at current levels
- Increase by 10% to 20%
- Increase by 30% to 40%
- Increase by 50% to 60%
- Increase by 60% to 70%
- Increase by 80% to 90%
- Double the fees (100% increase)
- I do not have a strong opinion on this aspect

**Some members suggested that increasing compensation rates for officiating games (and for travel to out of town games) would attract more members and would considerably increase retention rates. By how much would you increase compensations for officiating games (to what you would consider a fair and reasonable amount)?**

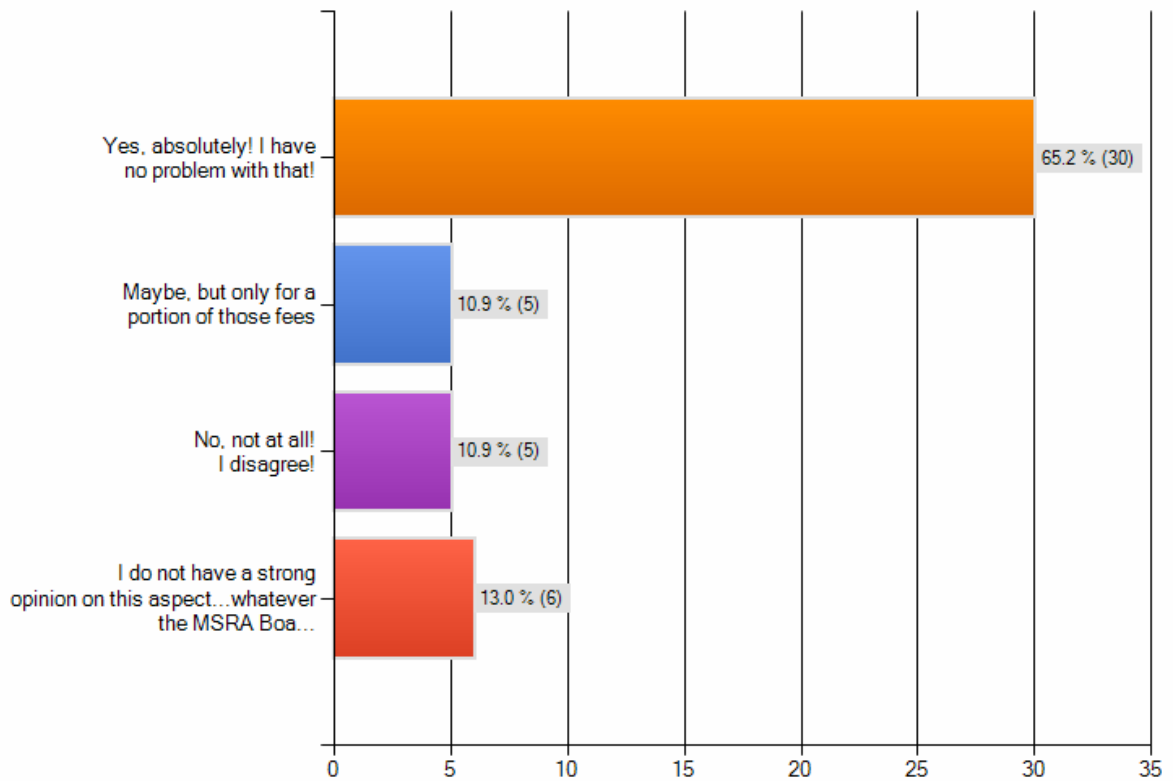
	Response Percent	Response Count
I would keep the rates at current levels 	8.7%	4
<b>Increase by 10% to 20%</b> 	<b>30.4%</b>	<b>14</b>
Increase by 30% to 40% 	21.7%	10
Increase by 50% to 60% 	19.6%	9
Increase by 60% to 70% 	6.5%	3
Increase by 80% to 90%	0.0%	0
Double the fees (100% increase)	0.0%	0
I do not have a strong opinion on this aspect 	13.0%	6
<b><i>answered question</i></b>		<b>46</b>
<b><i>skipped question</i></b>		<b>3</b>



## Manitoba Soccer Referees Association

### Question 15

Should officiating rates increase, would you then agree to be fined for that exact same amount for not showing up or missing an assigned game (other than for health reasons) or not finding a replacement?

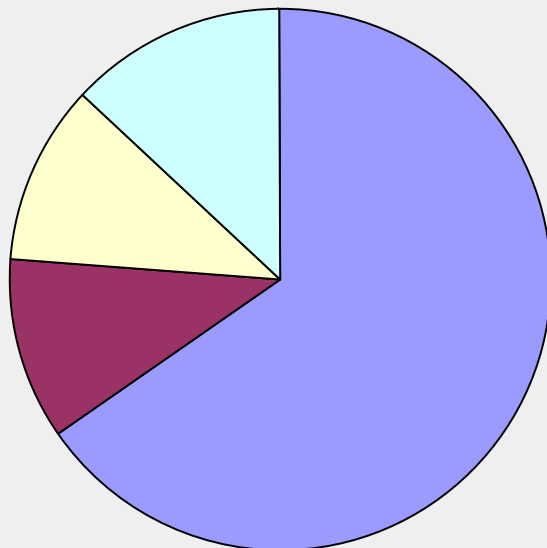




## Manitoba Soccer Referees Association

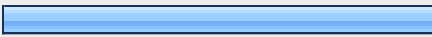



### Question 15 (cont'd) Additional chart below

Should officiating rates increase, would you then agree to be fined for that exact same amount for not showing up or missing an assigned game (other than for health reasons) or not finding a replacement?



- Yes, absolutely! I have no problem with that!
- Maybe, but only for a portion of those fees
- No, not at all! I disagree!
- I do not have a strong opinion on this aspect...whatever the MSRA Board decides

**Should officiating rates increase, would you then agree to be fined for that exact same amount for not showing up or missing an assigned game (other than for health reasons) or not finding a replacement?**

		Response Percent	Response Count
Yes, absolutely! I have no problem with that!		65.2%	30
Maybe, but only for a portion of those fees		10.9%	5
No, not at all! I disagree!		10.9%	5
I do not have a strong opinion on this aspect...whatever the MSRA Board decides		13.0%	6
		<b><i>answered question</i></b>	<b>46</b>
		<b><i>skipped question</i></b>	<b>3</b>



Manitoba Soccer Referees Association

## Question 16

Do you have one suggestion on how to improve RECRUITMENT rates of the MSRA Referees?

# Membership Survey

## Do you have one suggestion on how to improve RECRUITMENT rates of the MSRA Referees?

	Response Count
	33
<i>answered question</i>	<b>33</b>
<i>skipped question</i>	<b>16</b>

Response Text		
1	to make referees feel more safe and comfortable when officiating men and crucial games by having police or security presence on fields	Oct 20, 2010 3:20 AM
2	Advertise more and have a plan to involve and recruit regional or youth referees.	Oct 20, 2010 3:30 AM
3	a mentoring program through the youth but it has to go both ways	Oct 20, 2010 3:31 AM
4	Become more proactive with younger referees or during certain soccer events. Even ones where referees may not normally need to be present.	Oct 20, 2010 3:33 AM
5	advertisement	Oct 20, 2010 4:04 AM
6	Pay for travel to the games that are assigned at a fair distance to your home. There needs to be more accountability from the assignor to give assignments and pay attention to special needs of each ref. If you play or coach in a certain division, you can't officiate in that division and you shouldn't be penalized for pointing out that fact by not receiving assignments.	Oct 20, 2010 4:17 AM
7	Sponsors	Oct 20, 2010 1:02 PM
8	more advertising	Oct 20, 2010 1:42 PM
9	Have Hector involved in some capacity as others would be interested to meet him given his World Cup experiences.	Oct 20, 2010 3:15 PM
10	Are we not MSA referees in the first instance? (1) television advertisements, (2) bulletin board advertisements,	Oct 20, 2010 5:06 PM
11	Help bridge the gap from district to MSA/MSRA and work together with each district to bring forward strong new members.	Oct 20, 2010 7:16 PM
12	Better advertising. If I didn't go to the workshop for my new team in the MMSL I would have had no idea how to become a referee.	Oct 20, 2010 7:23 PM
13	Reduce costs - uniforms, registering fees	Oct 20, 2010 7:26 PM
14	I believe that it would increase the recruitment if uniform costs can be kept lower, as well as advancement to top level matches can be attainable for dedicated and willing to learn officials within a max of 4 years.	Oct 20, 2010 7:32 PM
15	n/a	Oct 20, 2010 7:50 PM
16	more recruitment sessions	Oct 20, 2010 9:52 PM
17	Concentrate on encouraging/mentoring referees at the district (community) level.	Oct 21, 2010 1:49 AM
18	Higher Pay, Quicker pay out	Oct 21, 2010 1:15 PM
19	Not really.	Oct 21, 2010 1:59 PM
20	Offer a full referee kit to new referees and a mentorship program to keep referees going past the first year.	Oct 21, 2010 4:25 PM
21	HAVE MORE OUTPUT TO LOCAL CLUBS, INVITE MORE DISTRICT REFS.	Oct 21, 2010 6:44 PM

Response Text		
22	Using key partners from various ethnic communities and various venues. For instance, have a booth or an advertisement at St Boniface College in French using French members; using Arabic members to advertise in Arab newsletter; spreading the word at the Red River College, Canadian Mennonite University, Univ of Manitoba, and Univ of Manitoba. And best of all using the district networks to recruit adults or senior youth!	Oct 22, 2010 1:32 AM
23	Pay more	Oct 22, 2010 9:53 PM
24	You should do some kind of recruitment fair at the high schools some times they have job or career fairs why not be a part of that	Oct 23, 2010 5:06 AM
25	mentoring at the grass roots level	Oct 27, 2010 12:53 AM
26	Work closely with MSA to advertise in schools, community clubs and senior and youth teams.	Oct 27, 2010 3:08 AM
27	Higher game fees.	Oct 28, 2010 7:34 AM
28	Go to high schools and speak at an assembly.	Oct 29, 2010 8:24 PM
29	Improve Fee schedule. Improve Travel Fee schedule. Taylor fitness test to level of official.	Nov 1, 2010 3:37 AM
30	make a better presence at outh tournaments with tables ,posters, & high profile refs.	Nov 1, 2010 3:33 PM
31	no	Nov 1, 2010 6:28 PM
32	Closer relationship with district minor referees i.e. scouting, invitations to special events, organizing fun clinics	Nov 3, 2010 4:19 PM
33	more publicity	Nov 4, 2010 9:25 PM



Manitoba Soccer Referees Association

## Question 17

Do you have one suggestion on how to improve RETENTION rates of the MSRA Referees?

# Membership Survey

Do you have one suggestion on how to improve RETENTION rates of the MSRA Referees?	
	<b>Response Count</b>
	34
<i>answered question</i>	<b>34</b>
<i>skipped question</i>	<b>15</b>

Response Text		
1	Pay on time.	Oct 20, 2010 3:11 AM
2	No Idea	Oct 20, 2010 3:20 AM
3	Be more transparent on how many games are assigned, who's doing which games/levels, who is what level, recognize quality refereeing in general (not just for one or two or three refs). Increase payments as well.	Oct 20, 2010 3:30 AM
4	The leagues mmsl especially have to stop abusing referees so that they can enjoy the game more	Oct 20, 2010 3:31 AM
5	Improved mentorship and offer help to referees who may have received abuse during a match.	Oct 20, 2010 3:33 AM
6	compensation to be more equal payment from other provinces	Oct 20, 2010 4:04 AM
7	Get a better assignor and also have more education sessions to keep us up to date on the changes to the game.	Oct 20, 2010 4:17 AM
8	Been fair with game assignments	Oct 20, 2010 1:02 PM
9	mentor new referees so they learn how to deal with difficult situations and enforce diciplines on offending teams for verbal abuse of officials	Oct 20, 2010 1:42 PM
10	Provide a reduced membership fee for an officials' 2nd year of membership.	Oct 20, 2010 3:15 PM
11	Are we not MSA referees in the first instance? More challenging games for referees who want such challenges. The MSA, without obligation, could ask each referee to identify their preferred leagues/divisions to referee.	Oct 20, 2010 5:06 PM
12	Pair them up with members who have been around for a few years but are as close as possible in their age.	Oct 20, 2010 7:16 PM
13	Make re-assigning games easier. Not being able to give a game back because of an emergency. E-mailing entire lists of people, it's ridiculous.	Oct 20, 2010 7:23 PM
14	increase the respect from the leagues and their players towards referees.	Oct 20, 2010 7:26 PM
15	Same as question 16's response as well reduce the number of education sessions. I believe that there should only four topics (offsides, fouls, man management and handling unusual circumstances)	Oct 20, 2010 7:32 PM
16	n/a	Oct 20, 2010 7:50 PM
17	resepct from the soccer player's	Oct 20, 2010 9:52 PM
18	establish a buddy system for new referees to connect with more seasoned referees	Oct 21, 2010 1:49 AM
19	Higher Pay, Quicker Pay out, more training and advancement opportunities	Oct 21, 2010 1:15 PM
20	Not really.	Oct 21, 2010 1:59 PM

Response Text		
21	Higher game rate and travel fees and better payment process, referees should be paid twice a month.	Oct 21, 2010 4:25 PM
22	NA	Oct 21, 2010 6:44 PM
23	I think the MSA should provide incentives of some sort to MSRA members who successfully refer an individual. Also, we need to have better mentorship and provide added incentives to referees and be creative in our approach to life...After all this is a hobby but it's treated too much like a boot camp and full time occupation without the perks.	Oct 22, 2010 1:32 AM
24	Pay more	Oct 22, 2010 9:53 PM
25	Offer to pay for part of their uniforms if they sign a 1 year contract. they will get that money back at the end of the contract.	Oct 23, 2010 5:06 AM
26	mentoring	Oct 27, 2010 12:53 AM
27	Mentoring by MSRA members to give feedback and to promote the friendly atmosphere of the Association.	Oct 27, 2010 3:08 AM
28	More social support throughout referees.	Oct 28, 2010 7:34 AM
29	Pay officials by midmonth.	Oct 29, 2010 8:24 PM
30	Improve Fee schedule. Improve Travel Fee schedule. Taylor fitness test to level of official.	Nov 1, 2010 3:37 AM
31	clamp down harder on abusive officials, players, & parents / fans make teams & clubs responsible for their actions	Nov 1, 2010 3:33 PM
32	no	Nov 1, 2010 6:28 PM
33	What about developing a telephone survey with departing referees ( to find out why they are leaving) and making plans on retention issue.	Nov 3, 2010 4:19 PM
34	pay better	Nov 4, 2010 9:25 PM



Manitoba Soccer Referees Association

## Question 18

Do you have one suggestion on how to improve our organization, its health and/or its functioning?

## Membership Survey

<b>Do you have one suggestion on how to improve our organization, its health and/or its functioning?</b>	
	<b>Response Count</b>
	25
<i>answered question</i>	
	<b>25</b>
<i>skipped question</i>	
	<b>24</b>

<b>Response Text</b>		
1	more education sessions, more Assistant referees if possible for all leagues levels ... applying the TWO GOAL Line Referees for the Premier and Major leagues.	Oct 20, 2010 3:20 AM
2	More communication, transparency, coaching sessions for all.	Oct 20, 2010 3:30 AM
3	N/A	Oct 20, 2010 3:33 AM
4	be more "member orientated"	Oct 20, 2010 4:04 AM
5	The amount that you have to pay for your licensing is too much. To have to pay both the MSA and MSRA large amounts is unfair, especially when you have a levy applied to each game that goes to the MSA. For a new referee who would like to continue in the organization, it is kind of overwhelming to pay a huge levy when I know I won't receive a paycheque for at least a month after. It almost makes it worth my while to just work district instead of MSA.	Oct 20, 2010 4:17 AM
6	Meetings for all referees once every 2 months - communication - fitness	Oct 20, 2010 1:02 PM
7	not at this time	Oct 20, 2010 1:42 PM
8	Less Executive members - seems like too many people required to get a quorum to make the decisions necessary on behalf of the membership.	Oct 20, 2010 3:15 PM
9	Request the MSA/RDC to implement personal interviews with each referee (no exceptions) to learn their needs as a referee and factor that information into game assignments.	Oct 20, 2010 5:06 PM
10	Communication.	Oct 20, 2010 7:16 PM
11	Needs to be stream-lined. It's clunky. Game sheets, assigning, communication. Everything is difficult it seems.	Oct 20, 2010 7:23 PM
12	Focus on supporting its members and improving their level of certification.	Oct 20, 2010 7:32 PM
13	monthly training on fitness for all refs	Oct 20, 2010 7:50 PM
14	Let the young generation do more. They are the future.	Oct 21, 2010 12:41 AM
15	establish stronger leadership (president) and maintain good relation siwht MSA, CSA and leagues	Oct 21, 2010 1:15 PM
16	Not at this time.	Oct 21, 2010 1:59 PM
17	Stronger board representation. A board who will stand up to the MSA and CSA for referee rights and issues.	Oct 21, 2010 4:25 PM
18	NA	Oct 21, 2010 6:44 PM
19	Difficult to say. Things have improved a lot in last 2 years with work done by new Councillors...and Executive...	Oct 22, 2010 1:32 AM
20	Taking back important decision making for it's members such as fee negotiations.	Oct 27, 2010 3:08 AM

Response Text		
21	More social events where everyone gets together and gets to know one another. Developing meaningful relationships is truly the only effective way to retain referees.	Oct 28, 2010 7:34 AM
22	Make it mandatory to attend AGM and SAGM, if you don't attend you will be fined \$30, it will come off your game fees.	Oct 29, 2010 8:24 PM
23	have more social activities	Nov 1, 2010 3:33 PM
24	no	Nov 1, 2010 6:28 PM
25	Better communication	Nov 4, 2010 9:25 PM