



Executive Director's Report 2017/2018

There were many changes this year especially how instructional strategies and materials were presented to our interpreters and in turn to our membership. A system of 4 coordinators of Interpreters was created which enabled regional coverage and assistance for the local interpreter. IAABO officials distinguished themselves by being prepared as well as buying into the new rules and consistently enforcing them. After some initial adjustments, officials, players and coaches learned how to play the game within the new rules. Our officials readied themselves by utilizing the new instructional materials made available to them by IAABO.

The new "You Make the Ruling" DVD was filmed in Rhode Island this year. Plays were selected, and the finished product was sent to every board, and contained plays on a variety of topics and points-of-emphasis for the 2017-18 season. Its purpose was to illustrate plays and observe if the play was ruled correctly, thus promoting positive discussions.

There were also plays where you had to make the ruling. Again, the objective was to promote good discussion at the local meetings. DVD's were updated on two-person mechanics and another on three-person mechanics, complete with a menu page so that the interpreter can determine the topic to be discussed. An example would be calling fouls from the lead position and then illustrating the proper switches. Fouls from every position are covered. These were distributed along with the

other materials for the Interpreter.

Many thanks to the officials of Rhode Island for allowing us to film their state tournament so that the new "You Make the Ruling" film could be created as a teaching tool for all IAABO officials. This year we will be filming in Connecticut.

DVD's addressing specific plays were also distributed, and comments from various interpreters stated that these were most helpful when they presented a topic, reviewed it, then played the DVD to illustrate plays on the topic, which promoted discussion among the group. Again, like last year, each Interpreter received a flash drive that included the power points from each of the presenters at the Fall Seminar. All these materials were given to every board at no charge, thus fulfilling our objective to be the leader in providing educational materials and instruction to all our members.

A further note on the "You Make the Ruling" - our DVD has been sold throughout the country with our marketing partner NASO and Referee Magazine spotlighting the film. NASO endorsed our film as a great instructional piece that should be reviewed by all basketball officials before the start of the season. Sales of these discs help offset the production costs.

Our DVD is the benchmark of

(continued on page 3)

2018 IAABO Spring Meeting

Highlighting the Spring Meeting will be Saturday's Life Membership Luncheon. This is IAABO'S highest award and presented once a year at the Spring Meeting. Five honorees plus outgoing President, Joe Gintoli, will be presented with the beautifully detailed IAABO Life Membership Ring. This is IAABO'S Hall of Fame. There are many applications for this honor, with the award recipients limited to five per year along with the outgoing President. Honorees include: President Joe Gintoli, BD 9 CT, Kevin Wolford, BD 40 NY, Jamie McCaig, BD 107 ON, Dean Ericson BD 200 GA, Robert "Babe" Grady, BD 208 MA, Barry Schultz, BD 34 NJ. Luncheon tickets are available for \$35; Please send in a registration form to make your reservation.

The 2018 IAABO Spring Meeting will be held at the Holiday Inn, Ocean City, MD, April 19-22, 2018. The meeting will be hosted by the IAABO Executive Committee. They have put together a well-planned program, including golf at the Ocean City Golf Club, Life Membership Luncheon, spouse's breakfast, access to the outlet stores, a nice hospitality suite with refreshments, food, a 3-mile boardwalk, and many other activities at the resort.

Hotel accommodations are first rate at the Holiday Inn, 6600 Coastal Highway, Ocean City, MD, 410-524-1600; ask for the IAABO rate (April



18-19) \$99.00 per room and (April 20 - 21) \$149.00 per room. Deadline to reserve with IAABO room prices: Sunday, April 1, 2018.

Delegates from all IAABO Boards will elect a President, President-Elect, and a Vice President to serve the organization for the upcoming year of 2018-2019. In addition, four of the 12 executive committee positions and a new at-large position are open to serve three-year terms; these positions are for regions: 5 - CO, 9 - ON, 10 - ME; Region 12 will be included in the new at-large position. You must be a delegate or former delegate to the IAABO Spring meeting to run for an executive committee position as stated in Article IX, section 1.

The elections will be conducted on Sunday morning, see page 11 for a complete agenda and schedule of activities.

All the standing committees will meet over the course of the conference, many have agendas where input from its members is extremely important. These committees include constitution, legal issues, audit and budget, official's education and development, board relations and polices, and the women's coordinating committee.

Secretary's roundtable will again be an important meeting, with topics such as the database, membership, communication, the IAABO Handbook, Sportorial opt out, IAABO *(continued on page 7)*

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*The International Association of Approved
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 officiating, through the proper training of applicants
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 board proctors and dissemination of rule changes
 and interpretations.*

Director's Court

Changes are taking place within the IAABO organization at a rapid pace. For example, a new at-large position has been created to equalize representation within the Executive Committee in areas of the country with small enrollment. This change was studied for almost two years before a final constitutional amendment was discussed, written and then voted upon. The first such election under this new amendment will take place at the IAABO spring meeting in Ocean City, MD this April. Next year the second at-large position will be elected, completing the approved constitutional amendment. Thanks to the Executive Committee and the Constitution Committee (Steven Ellinger, Chair, Earl Truland, Assistant Chair) and the committee for their efforts.



The creation of the Co-Coordinator of Interpreters has been very successful -- they have created new instructional materials and designing the program for the Fall Seminar, along with the selection of the weekly "Play of the Week," IAABO news, plays that they received and short instructional snippets all included in the new "Inside the Lines." If you are not receiving this information every Sunday night, it is because we do not have your email address; currently we have over 14,000 email addresses. If we need yours, please contact your board secretary or send it to Kelly in the IAABO OFFICE.

The Co-Coordinator also established four Interpreter Conference calls and after working out a few kinks in our new WEBEX webinar, the instruction was delivered without any problems.

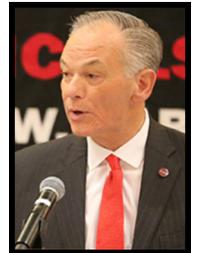
New instructional "You Make the Ruling" films are being developed and they are adding plays using crew of two officials as requested by our Interpreters. The coordinators are making the necessary changes.

You will find in this issue the job description developed by the planning committee along with the time frame for the selection of a new Executive Director who will take over on July 1, 2019.

As related above, IAABO continues to change with the times. We are still the leader in officiating instruction and are prepared to build on that leadership in the years ahead. Look for fresh materials, new and different delivery methods, with the same goal to train and provide competent professional officials and service the young men and women that participate in the great game of basketball.

President's Corner

As I write this President's Corner column for the last time as your 79th President, I have many to thank for their service to our great association over the past year. THANK YOU..to Tom Lopes and Donnie Eppley. Their commitment to IAABO's mission is unparalleled. To our International Officers and Executive Committee, Committee Chairs and Assistant Chairs. To Layne Drexel, T.J. Halliday, Dan Shepardson and Dave Smith (the Fab Four as I call them) for their tremendous work and professionalism as our Co-Coordinator of Interpreters.



It is impossible for me to thank everyone that has helped me over the past year as your President, and over my 40 years as an IAABO member, in this column. You know who you are...and so do I. You all have a special place in my life.

As I said when I began my term as your President in April of 2017, IAABO is and will be going through many changes over the immediate future. Some of these changes have already been implemented, and more are coming over the next few years. These are healthy changes that will expand IAABO's role as the leader in amateur sport officiating in the world. With Willie LA Jones as your next President, I assure you IAABO is in very good hands as more of these changes are implemented.

Over the past year, I have been asked multiple times by the media and others what makes IAABO the best amateur sports officiating organization in the world. Of course, there are many, many reasons. However, the number one reason to me is always very clear..it is you, our Members.

It is you, our Members, who make the commitment to study and learn the rules and proper mechanics.

It is you, our Members, who teach these rules and mechanics.

It is you, our Members, who serve the programs and officiate the games..from biddy basketball to high school and club level championships

It is you, our Members, who give back to our local communities to help others.

It is you, our Members, who understand and accept the responsibilities that come with the leadership roles you have in our local and state boards.

Simply put, without you, our Members, there is no IAABO. May we never forget that.

Again, thank you for allowing me to serve as your 79th President. It has been one of the greatest honors of my life.

Godspeed to you all.

Director's Report (continued from page 1)

instructional films utilized across the country; in fact, IAABO contracted with the NFHS to develop an instructional DVD for their use. NFHS was so pleased with the finished project that they renewed our contract, and IAABO will again produce an instructional film for them covering the 2017-18 basketball season.

"Play of the Week" has been incorporated into a new program called "Inside the Lines" that contains this play along with short instructional articles, plays and rule questions that have been sent in by members, IAABO news articles and a few promo ads. This delivery is accomplished by sending individual emails (14,000) every Sunday night. If you are not receiving this email, please send your email to Kelly Callahan (kcallahan@iaabo.org) to be included. Thanks to the board secretaries for their tremendous cooperation in sharing their emails with us so that their members are included. This instruction has become very popular with our members as we have around 7,000 hits weekly, creating discussion and testing the knowledge as officials view the plays.

This year's Fall Seminar was conducted in Wilmington, DE and proved to be a success in both attendance and content. The seminar was designed and organized by the co-coordinators and was very well received.

Dr. Joel Fish noted sports psychologist opened the seminar and gave a lively presentation entitled "Gaining the Mental Edge" in which he advised keeping your head up and being positive in this difficult avocation, especially dealing with irritants. He was very entertaining and engaging in his presentation.

Al Battista was next, and his topic was "Officiating Contact on the Shooter". An important topic as we are perceived as favoring the offense.

Felix Addeo and his wonderful props were next to discuss Errors, Mistakes and Other Difficult Situations. People are still chuckling as he made his points with the use of these weird items. How can you make "Correctable Errors" interesting? Felix did.

The afternoon session started with Kelly Callahan and Barbara Kistner sharing information on how our members can be involved in board activities and instructional sessions to support their board.

Donnie Eppley came out from behind the computer to share some good information on dealing with a supervisor. Some sage advice for Interpreters to bring back to their membership.

Jeff Jewett shared some very good plays and how to use them in a presentation called "Effectively Using Video in Presentations". Some great examples were utilized.

Peter Palermino tackled the difficult topic of 'Simplifying Technical Fouls (Who Gets Charged? When?) Clarification on these situations were handled very well.

Rapping up the afternoon session was John Rafferty who discussed Most Misunderstood/Misapplied rules. Through video and power point John used very good examples.

On to Saturday and time for the fearless foursome known as our co-interpreters took the stage. TJ Halliday began with 'Screening and Off Ball Coverage'. With the use of some great video the topic was well covered.

Layne Drexel entertained us with this subject, Mnemonics. You need to look it up and see how you can use letters to help you remember some rule procedures. Very interesting especially for some of us veterans.

The backcourt rule discussion was led by Dan Shepardson who also provided some very good plays to illustrate the nuances of the backcourt rule.

Up next was the fourth coordinator David Smith who shared information on legal vs illegal defenders, another good session utilizing illustrative plays, in fact most of the Interpreters answered the questions correctly using response everywhere.

Our legal advisor Alan Goldberger shared some very good information for this topic "Refereeing Rules Modification-5 Things You Need to know". He is attempting to protect us in the legal arena.

The afternoon session began with Michael Statham who used many

good examples for his discussion on positioning, illustrated the best place to be to increase the accuracy of your calls.

For some unexpected reason, we had a very good give and take discussing the coach's expectations of good officiating and the things that officials do that might irk them during a game. A few laughs but some good discussions.

Tom Lopes did a presentation on "Communication with Coaches. It was humorous and kind of a spoof on some of the crazy things officials and coaches do during a game.

Sunday morning and the 4 coordinators were prepared for all the new rules and points of emphasis: Layne Drexel started off with how to use the two hand reporting signals, then Dan Shepardson discussed the new coaches box and the variations used by different states.

David Smith continued with the new "warnings rule", and TJ Halliday finished with the end of the game contact/ intentional fouls.

This presentation really put the accent on the seminar and prepared the interpreters for their local meetings armed with the appropriate intent of these changes. Outstanding seminar.

After the session, Peter Webb was honored on his retirement and presented with a basketball signed by the interpreters for his service to IAABO.

Materials were distributed to each board in attendance, and we said goodbye to our new and old friends, thanked everybody for attending and for a great time. The interpreters left and headed home ready for the new member classes as well as ready to refresh their membership and prepare them for the 2017-18 basketball season.

Reminder next year's Fall Seminar will be held in Cape Cod, MA. The dates are, September 20-23, 2018

Evaluations of the program by those in attendance confirmed that the presentations were very useful and would be utilized at the local level.

IAABO created a separate handbook for Canada that contained FIBA rules and interpretations, including a handbook dedication to a prominent IAABO member in Canada. Thanks to Tim Laurain, and Mike McPhee of Ontario for their assistance with the Canadian Interpreters conference calls and other instructional materials for the FIBA rule changes.

Communication to our boards and members continues to be a focal point for the IAABO staff, and we are happy to report that all communications have received responses within the promised 48 hours; however, most are returned within 24 hours. Feedback from the membership on this issue has been very positive. The new data base system is working well it provides the data records for each board, and we would like to thank the Board Secretaries for their cooperation with their recordkeeping accuracy. The data base is managed most effectively by Donnie Eppley. Many local issues are brought to our attention and direction is given with most issues resolved. We are happy to report the addition of Kelly Callahan as part time person to assist with the database, technical development and report procedures.

The financial procedures that were adopted three years ago continue to be utilized and have facilitated the yearly audit and quarterly reports. All recommendations in the audit have been implemented, including the establishment of new bank accounts to conform to the insurance limitations. The budget categories have been revised so they present a clear picture of revenues and expenses. It appears that we will again have a surplus at the end of the fiscal year. Pretty darn good for a staff of two and a half. Particularly noted is the solid effort put forth by the Assistant to the Executive Director, Donnie Eppley. It should also be noted that dues will remain the same again for 2018-19 and they have not been raised since 2002.

Membership numbers show a decrease, with our goal to retain our numbers from year to year. There are many officials that leave each year and those must be made up through new members. Thus, the goal trying to maintain our numbers is a struggle. The membership numbers for the past seven years are up over 16,000. *(continued next page)*

Director's Report (continued from page 3)

(07-08 - 4,634), (08-09 - 15,311), (09-10 - 16,086), (10-11 - 16,195), (11-12 - 16,254), (12-13 - 16,674), (13-14-16,769), (14-15 - 16,784), (15-16 - 16,831), (16-17 - 16,779), (17-18 - 16,375)

It was good year for the IAABO schools as most of the schools were filled. The IAABO school in Colorado will be moved to a school in Greeley CO. and will be conducted again this June. Schools were also conducted at Rider University, Medford High School, Boston was cancelled due to small numbers, and Susquehanna University, which was sold out.

There may be other changes as we investigate alternate sites. The schedules are set for this summer and can be found on the IAABO website.

Corporate sponsors have continued to support our Association and help offset the costs of our hospitality when IAABO hosts one of the meetings. These sponsors include Smittys, which has become the new IAABO vendor and is the official supplier for IAABO officiating apparel. A new three-year contract with Smittys was approved at the last spring meeting. Fox 40 also supports the Life Membership Awards as well as other IAABO activities, especially the "Referees for Cancer" program. IAABO has established its own store for IAABO wear. The link is on the IAABO website, check with Donnie for discounts and bulk sales. These partnerships have become income sources that will help us keep dues at the current level.

IAABO handbooks were ready and distributed on September 1. IAABO boards were able to distribute them for use in their cadet classes, and according to the survey responses, more boards will utilize them knowing that they will again be available by September 1 each year. Many of our boards have ordered the books for their cadet classes and pay the \$18. When the cadet passes, he or she sends in the remaining \$17 for a total of \$35 making them members their initial year.

The Coordinators of Interpreters, conducted four conference calls, as well as three conference calls for FIBA in Canada, each lasting about an hour, with the agenda made up of recommendations submitted by local interpreters. Power points and film clips were utilized as teaching tools on these conference calls. The participation in the calls was excellent as were the question and answer periods that followed the presentations. We will continue to reach out to the local interpreters to participate as part of IAABO's goal of "one rule, one interpretation." We did have some technical issues on these calls, but these were addressed, and the last call went off without a hitch. We thank the Interpreters for working with us. Along with the conference calls, the coordinators responded to individual questions from members and interpreters daily; some of the questions received were quite extensive and interesting. Where necessary, the coordinators submitted recommendations for rule changes or clarifications to the NFHS for their action. The creation of the four coordinators has payed great dividends, they are assigned certain geographical areas to service, write articles for both Sportorials, Inside the Lines, respond to members questions, make suggestions to the NFHS rules committees, speak at local boards and Fox clinics and organize the Fall Seminar to name a few of their activities

A partnership continues with NASO; this agreement will again take place at the Summit to be held in New Orleans, LA this July, where IAABO will make a presentation at the Louisiana Officials Day and will also conduct the basketball breakout session during the conference. This coming year the NASO Summit will be held in Louisville, KY, and IAABO will spearhead the basketball sessions.

"Officials vs. Cancer," an IAABO project for the last few years, has done the near impossible, raising more money for cancer research than in the previous year. This year's total was a remarkable, \$185,000.

The use of "Survey Monkey" was employed as a tool for input from board secretaries regarding services provided by the IAABO office to the individual boards. This will help us deliver information and guidance as needed. This activity was developed and implemented by Kelly Callahan.

A big thank you to the leadership of President Joe Gintoli whose goal was total involvement of members of the Executive committee on all issues. He spearheaded the reorganization plan which will come to fruition at the Spring meeting and was actively involved in the planning for the new Executive Director position. Thanks also to the Executive Committee for their cooperation and their timely responses for approvals, communication and suggestions on the running of our organization. These people work hard behind the scenes to ensure that the entire operation runs smoothly.

The Committee Chairs and Co-Chairs and Ad-Hoc Committee Chairs have worked diligently on their assigned tasks; we appreciate their time and effort. The ideas and suggestions they bring to the table enables IAABO to meet the needs of the local boards and improve the overall well-being of our association. Their reports can be found in this book.

All the above was accomplished by the smooth office operation that is effectively run by Donnie Eppley. He makes sure the Director is informed of the smallest detail that may affect the organization and they constantly collaborate on the best direction for the organization.

The Life Membership Committee under the leadership of Chair Gary Pucino, and Assistant Chair Tim O'Brien screened many Life Membership applications. The committee composed of IAABO Past Presidents Lou DeGeorge (NJ), Jack Doyle (MA), Peter Carroll (CT), Tom Reese (MD), and Bill Varno (NY) and Executive Committee Advisors Don Thorne (ON), Scott Young (PA) and Sal Capitummino (NY) recommended that the following members receive the honor and distinction of the prestigious Life Membership award:

Dean Ericson	Board 200 (GA)
Jamie McCaig	Board 102 (ON)
Barry Schultz	Board 34 (NJ)
Robert "Babe" Grady	Board 208 (MA)
Kevin Wolford	Board 40 (NY)
Joe Gintoli	Board 9 (CT)

Find Reasons for Success, Not Excuses for Failure

By the time this article is published, and you read it, the 2017-18 basketball season will be just a memory. The last assignments will have been made, games played and whistles blown. But your season's work is not finished. A post-season self-evaluation needs to be done. Like anything else in life, we must review our work, accomplishments, achievements, successes and failures. As we conduct this self-review, we need to be honest with ourselves, compare our results with the goals we set prior to the season and develop a plan for the next season.

Assuming you set some goals for yourself this season, get them out. If you haven't looked at them since they were written, dust them off and take a look. If you didn't write any goals down, you may still try to evaluate your season. Without written goals and objectives, any evaluation is more difficult, more subjective and most likely less effective and productive.

Generally speaking, were you successful? What percentage of your goals did you attain? For those you didn't, ask yourself why. Did you fall short because of something you could fully control or because of something you didn't have full control over? For example, were you selected for a post-season assignment because you met all the requirements of your Board, maintained your physical appearance, were a good play caller and managed difficult situations well? Those are all things you have full control over. Maybe you were assigned fewer games because there wasn't money to pay travel costs or the school didn't have that holiday tournament you worked the last five years. Those things you cannot control.

1. As you review your season, be prepared to ask yourself some tough questions. Questions we may not like the *(continued on page 11)*

Kirk Spangler “In the Moment” on TV’s The Wall



As an IAABO basketball official, Kirk Spangler recognizes how important it is to stay in the moment. But all his IAABO training couldn't prepare him for an appearance on the television game show, “The Wall,” with his daughter Brooke. “I was not prepared to go on that national stage,” he laughed.

Regardless, Kirk and his daughter crushed the questions and won \$1.4 million following their February appearance on the show.

“You’re in the moment. It’s like basketball – you need to be in the game,” Kirk said of his appearance on the show.

His officiating experience helped him succeed. Kirk likened all the hoopla of being on stage to the atmosphere of a basketball game and communicating with his partner (communicating with his daughter); working successful with the game table (working with the announcer) and the intense pressure of being on stage (vs. the pressure of fans and coaches).

“Basketball is fast-paced. You have to make decisions precisely. It’s the way the show was. You had to analyze and answer quickly.”

Spangler, who works out of IAABO Board #50, Allegany County, NY, has officiated some Division I college soccer, so he understands higher level stakes and pressure. “I realized afterwards how much pressure there was because I could only recall two of the six questions,” he laughed.

“I’m a Lucky Guy”

“I’m a lucky guy, I really am,” Spangler observed. First, he and his daughter had to be selected as contestants. They trained for weeks to prepare. Then, on the show, they had to correctly answer tough questions and make instantaneous decisions successfully. Maybe all game show contestants should become basketball officials beforehand to prepare.

“The show was surreal from the point we got picked to be on. It was my 15 minutes of fame and a bonus that both my daughters were able to be part of it.” (Kirk’s other daughter Rhyann attended the show in the audience as a supporter.) Rhyann was three months pregnant at the time, and now Kirk is a first-time grandfather. “That was cool,” he beamed.

Brooke and Kirk went on stage to tape the show in April of 2017. There’s a long lead time before the show airs, so he and his daughter had to stay quiet for 10 months about their victory. The Spangler’s were not allowed to talk about the show until after it aired. “It’s still surreal talking about it even now,” he told Sportorials.

When the show aired this February on NBC (Google “The Wall” on NBC to watch the episode), Kirk watched it with about 40 people at his house. Then he went downtown (he lives in Angelica, NY) to meet with another 100 or so friends “to join that celebration.”

Spangler was born and reared in Angelica and works as a Facilities Manager for the SUNY (State University of New York)-Geneseo system. He’s been there 25 years.

The Story Behind the Selection

There’s a story behind Kirk’s and Brooke’s selection for the show. Brooke wanted to give back to Kirk for all he’d done for her as her father. “I had a custody battle when the girls were 9 and 10 and it was a rough period,” he said. From that point, Spangler raised the girls as a single parent.

To help make ends meet, he started officiating high school soccer locally, something he has now done for 38 years. Twelve years ago he found IAABO and started officiating basketball. Then he added softball to his schedule in the spring. “It was extra income for us to survive. Brooke wrote the officiating experiences up as part of our application package,” Kirk explained.

Rhyann has a successful sales career, and Brooke recently completed pharmaceutical school and started her first job in Virginia Beach, VA. She graduated with over \$300,000 in student loan debt, a sum that Kirk knew he couldn’t put a dent in even with all the extra officiating.

“I’m still driving a car with 390,000 miles on it,” he explained.

Spangler wanted to give both his daughters the opportunity to expand their horizons and leave the area for better opportunities. “It was all about them,” he observed.

Their plan is to pay off Brooke’s student loan debt with the winnings, start a college fund for Kirk’s grandchild and then use what’s left to help with other family issues and “try to give back to humanity in some way.”

Over 50,000 applications were received for contestants to be on the show. Of those shows that get taped, not all see the light of day on the air. The odds were hugely stacked against not only selection, but then actually getting their episode on the air.

As part of preparation for the show, he and Brooke practiced for three months using Trivial Pursuit cards. “I was worried about being behind the wall and missing all the questions,” he laughed. That nervousness fueled part of training drive. “I studied the cards like you do with flash cards. We discussed our strategy (can anyone say ‘pregame?’). Brooke would be the one dropping the balls. We also discussed ripping up the contract if it came to that point.”

“So many things changed on the live stage. A lot of your preparation goes right out the door. The crowd, the lights take your breath away. There are so many moments like that,” he continued.

“The Wall” combines trivia questions with a giant plinko game board. For every correct answer, a green ball drops down the wall into slots with prize amounts added to their total; wrong answers prompt money to be deducted when red balls fall into slots.

Later in the game, the father-daughter team was split up: Kirk was sent to an isolation room and continued answering questions without being able to communicate with Brooke. Then he was asked to choose: Sign a contract for the guaranteed prize of \$35,023 (their first round winnings) or “tear it up” and risk everything for whatever amount they won while he was in isolation.

Kirk tore of the contract, as he and Brooke had discussed, and then a green ball dropped into the \$1 million slot, giving them the opportunity for the largest payout in the game’s history.

7 Million Watch

As of the time of writing for this article, the Spangler’s had not yet been paid their winnings from the show. But their winnings were the highest ever of any contestant on “The Wall.” Seven million people viewed their episode and Kirk has kept up with a number of connections he made during the competition.

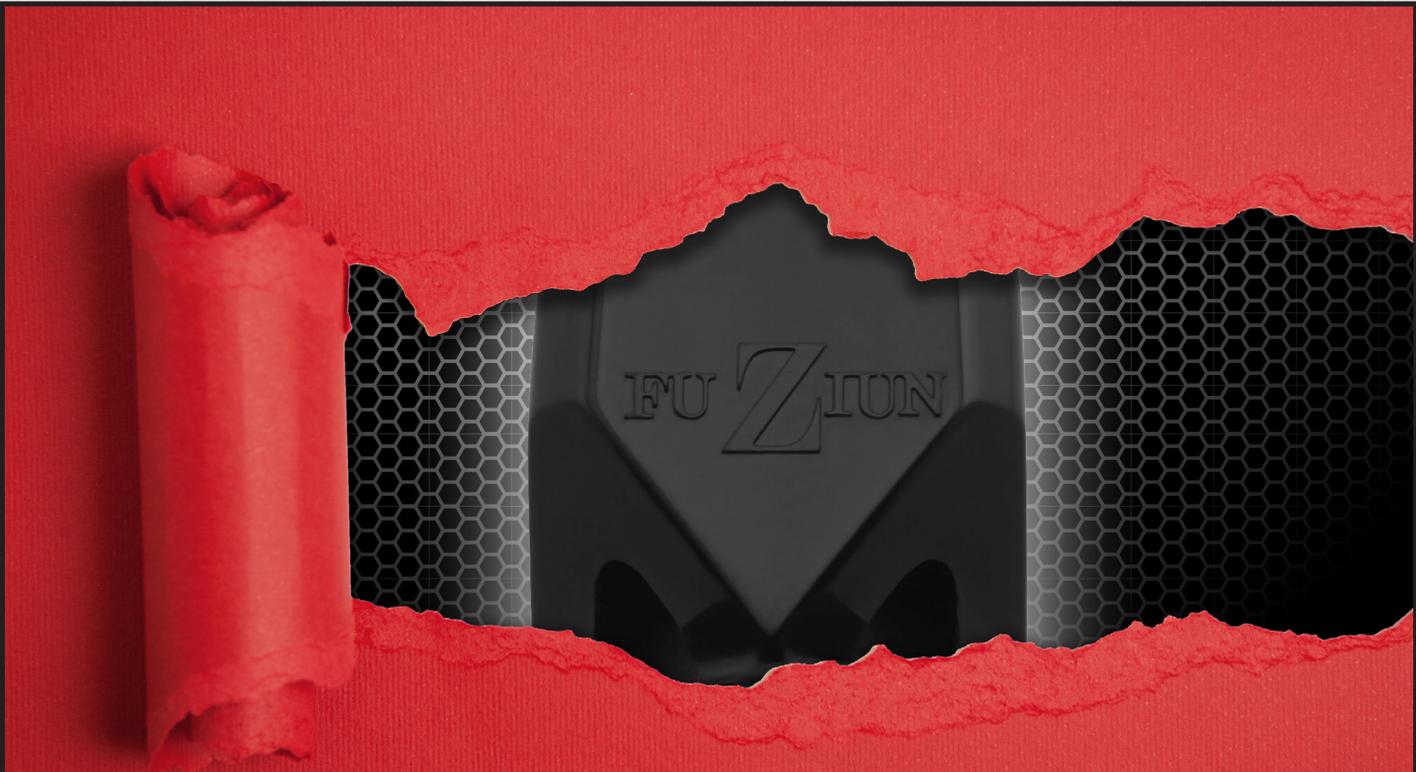
Kirk is a Facebook friend with Andrew Glassman, the creator of the show, and hopes to meet Executive Producer LeBron James at some point in the future. He is Facebook friends with many of the people behind the scenes on the show and fellow contestants.

“I would never in my life have met most of these people if we hadn’t been on the show. I’ve established and maintained all these new friendships. It’s icing on the cake. It was a once-in-a-lifetime experience and I appreciate it.”



Dave Simon is entering his 30th year as an IAABO member. He has written for Sportorials for over 20 years, and currently lives in Grapevine, TX. You can reach him through his awesome Web site at www.justwrite15.com





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IAABO Policy Manual - Section 300 - Nominating Committee

3.1 No two (2) Committee members shall be from the same region.

3.2 Committee Operating Procedure

(1) There shall be one open meeting of the nominating committee. All other meetings of the Committee shall be conducted in closed executive session.

(2) The Committee Chairperson, through the President and Executive Director, shall notify the delegates to the Annual Meeting of the open session of the Committee. This notification shall take place no later than twenty-four (24) hours prior to the scheduled starting time of the Annual Meeting. The form of notification to the delegates shall be an announcement posted by the Executive Director in Sportorials and at the official registration desk used by the delegates. The announcement shall list the time and site of the Committee's open session.

(3) Nomination committee open session: the Committee Chairperson shall announce the nominations it has received by position starting with the Presidency through Executive Committee positions. Upon request of any candidate, who has submitted their papers for nomination, the committee chairperson shall arrange to have that candidate or his/her representative address the Committee during its open session. The purpose of allowing a candidate or his/her representative to appear before the Committee is to provide a means for any candidate or his/her representative to make a brief presentation supporting a nomination before the Committee. Only one candidate or his/her representative shall address the Committee on behalf of the same nominee. The Committee reserves the right to request any IAABO member to appear before it for the purpose of obtaining information on a possible nominee.

(4) The Committee shall meet in session as many times as it deems necessary to complete its responsibilities.

(5) The Committee shall consider all letters of nomination containing relevant background information on potential nominees.

(6) A copy of nominations and supporting data can be emailed/mailed to the Chairperson of the Nominating Committee, by March 15, for consideration that year. The Nominating Committee will consider only those nominees meeting the above conditions.

3.2

(7) The Committee shall select one nominee per position. The Committee must consider only those geographical regions having vacancies in their deliberations and in the selection process.

(8) The Committee must nominate to be placed on the ballot for election to the unexpired portion of an Executive Committee member's term, a member who resides in the geographical region from which the Executive Committee member was duly elected as designated in the IAABO Constitution.

(9) A majority vote of the Committee shall constitute its selection of a nominee to be placed on the ballot for election to a position.

(10) The Committee shall not select one of its own members to be a nominee for a position.

(11) The Committee Chairperson and all Committee members shall be responsible for ensuring that the final list of nominees remains confidential until such time as they are made known to the Assembly delegates through the Committee Report on Saturday.

All other nominations for office can be presented during the election process at the regularly convened meeting of the International Assembly.

3.3 Committee Election Oversight

(1) The Committee shall be responsible for conducting the nomination and election procedures of the Annual Meeting.

(2) The President shall appoint a minimum of three (3) members to assist the Committee by serving as tellers during each ballot. A member serving as a teller shall be replaced if his/her name is announced as a nominee to a position. Each nominee may have a representative present when ballots are being counted.

(3) The Committee Chairperson shall announce its final slate of nominees by each position, beginning with the office of the President and shall be voted upon in that order.

(4) Nominations in addition to those announced by the Committee may be made from the floor by any accredited member of the International Assembly. Only members who are or have been delegates to the International Assembly shall be eligible to be placed on the ballot for election to a position.

See Art. VIII, Sect. 7 and (Sect. 10), IAABO Constitution).

(6) Each nominee for any challenged position shall be allowed one principal supporting speech, which shall not exceed five (5) minutes. This speech may be made by the nominee or by his/her representative or combination thereof.

(7) The Committee Chairperson shall allow two (2) other members to make comments on behalf of nominees involved in challenged positions. These comments are in addition to the principal supporting speech and shall not exceed one minute. It is recommended that the member(s) be from the same board, state and/or geographical region as the person for whom the comments are being presented.

(8) Whenever there arises a challenge for any of the contested vacancies there shall be granted, upon request, a recess not to exceed fifteen (15) minutes in order that proper evaluation of candidates may be made by the delegates.

(9) The Committee shall be adjourned with the completion of the nomination and election process.

Utica NY Board 51 OVC Fundraiser



Board 51 Utica, NY held its 4th annual Coaches & Officials vs Cancer pre-season Scrimmage event on Saturday, November 18th, 2017. Over 40 teams participated in an all day scrimmage event to raise money in the fight against cancer. Members of Board 51 donated their services and along with the teams participating raised \$8,000 for the Utica, NY Chapter of the American Cancer Society.

Spring Meeting (continued from page 1)

vendors, the IAABO website, local board regulations D&O and individual insurance programs.

Delegate registration- all delegates must be registered with the IAABO office electronically via the IAABO website at www.iaabo.org. All members of IAABO are encouraged to attend as there is no fee. IAABO is your organization and your voice should be heard.

The elections will be conducted on Sunday morning and as mentioned earlier, a new at-large position will be available. The 50-year award announcement of the Handbook Dedication and other IAABO awards will be presented. We look forward to seeing all the Board Presidents and Secretaries for a most productive conference.

The first social event of the Spring Meeting will be the annual Pete Sheehan Golf Outing at Ocean City Golf Club, Thursday, April 19, 2018, 8:30 AM, with a shotgun start. Cost is \$100 and includes a lunch buffet, and golf gift. Please fill out the registration form on page 11 to register for the event.

The spouse's breakfast will be held on Friday at 9 AM; there is no charge, but you must complete the coupon. Please fill out the registration form on page 11 to register for the event.

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Executive Director Position Announcement

**Join Our
TEAM**

IAABO is announcing that the position of Executive Director will be open effective

July 1, 2019. IAABO is now accepting resumes for persons interested in making application for this position. Job description and qualifications are listed below and are available by contacting the IAABO office. Deadline for the submission of said resumes will be June 1, 2018 and should be sent by regular mail or email to the attention of Tom Lopes, Executive Director IAABO, 7 Village Way, Ocean Pines, MD 21811, or tlref@aol.com.

Timelines are:

- June 1, 2018 submission of resume
- Fall Meeting 2018, selected interviews
- Announcement of successful candidate Jan, 2019

International Association of Approved Basketball Officials Executive Director Job Description

Position Summary:

The Executive Director serves as the Association Chief Executive Officer and provides strategic leadership, management, direction and support for the International Association of Approved Basketball Officials (IAABO Inc). The Executive Director is responsible for the daily operations of the Association to include finances, recordings of all proceedings at formal meetings; reports requested by the Executive Committee, maintain all necessary communications, correspondence and negotiations with the officers and the Executive Committee. Additionally, the Executive Director facilitates the resolution of issues and concerns raised by the local Boards and general membership.

Essential Functions and Responsibilities:

- Oversee and provide organizational support for the Executive Committee consisting of members elected from 10 geographical regions and at large areas.
- Supervise, evaluate and direct activities

and job description of Association employees, and outside contractors.

- Enhance Association sustainability and membership growth through recruitment, continuing education development, and fund-raising activities.

- Oversee the daily financial and operational activities of the Association to include formal banking, accounting and reconciliation of all Association funds in coordination with the Treasurer and Executive Committee, budget development, and financial reports to the Executive Committee and the membership.

- Serve as the recording secretary at all Association proceedings/minutes such as the Fall and Spring Annual Meetings and conference call meetings of the Association Executive Committee.

- Develop formal reports and provide written/electronic communication to the Executive Committee and the membership.

- Maintain accurate records regarding active membership and all office operations coordinating of such with the Executive Committee.

- Coordinate and administer Association contract negotiations with outside vendors, soliciting the Executive Committee and member input where appropriate.

- Consult with Association Parliamentarian, Legal Counsel and Accountants as needed.

- Provide Association support for the Annual Fall Interpreters and Spring Business Meetings, the Life Membership Awards Ceremony and Golf Outing to include contract negotiations with hotel and banquet facility.

- Work collaboratively with representatives of the "IAABO Charitable & Education Foundation, Inc." to achieve organizations objectives.

- Coordinate annual publications development and area distribution to include the Annual Officials Manual, Rule Book, By-Monthly Sportorials, and other Association publications.

- Serves as the Association representative/ liaison to other basketball official organizations through attendance at conferences and meetings

approved by the President.

- Other duties as assigned by the Executive Committee.

Qualifications:

- Bachelor's degree in education, business or related field required, Masters Degree preferred
- Minimum of five years progressive managerial experience required

- Experience working with an elected volunteer membership

- Excellent interpersonal written and verbal communications skills

- Strong management and budget experience
- Negotiation and conflict resolution skills highly desirable

- Fifteen years as an IAABO member preferred

- Proficiency with Microsoft Office, Internet Explorer/Outlook Express and Excel

- Cannot work as an active official in any sport above the high school level.

- Must be available for frequent travel

Note: The job description is subject to change and should not be considered a complete listing of all job functions that may be required.

Applicant must be able to perform the essential functions satisfactorily and, if requested, reasonable accommodations may be made to enable employees with disabilities to perform the essential functions of the position, absent undue hardship.

Application Process:

Applications should include a formal cover letter and resume describing how your education qualifications and experience have and/or will enhance the position as described. Additionally, please provide the names and addresses of five (5) references that can speak to your skills and experience. Applications must be received by June 1, 2018 to be considered for this position. Compensation package to be determined.

Please forward your application to:
IAABO Executive Director Search Committee
Mr. Tom Lopes, Executive Director
The International Association of Approved
Basketball Officials, Inc
7 Village Way
Ocean Pines, MD 21811

Life Members Pass



Paul R. Bourdeau, a longtime resident of New Milford, passed away on Dec. 31, 2017. Prominent in wider circles as an athlete, coach and multi-sport official, Mr. Bourdeau's athletic career included his induction into the National Soccer Hall of

Fame. Paul was also an Honorary Life Member of the Western Connecticut Soccer Officials Association, IAABO Litchfield Board #7, IAABO Connecticut State Board #5, and IAABO International. Paul officiated 5 NCAA Division I soccer finals, and numerous Connecticut Interscholastic Athletic Association soccer, softball and basketball finals.

Paul also proudly served his country as first lieutenant in the U.S. Air Force in the Korean War.



LIFE MEMBER

Dan Phelan was a 50 year member of member of New York Board 119, and served as Board President from 1981-1983 and was a member of the Executive committee. He was a Board 119 Life Member and also a member of its Hall of Fame. He served as an assignor for five different boards in New York. Dan was noted for his selfless dedication in dealing with cadet and novice officials, and for his guidance and encouragement to all officials of Board 119. Dan was an ambassador for the IAABO philosophy relative to training and education.



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2018 Spring Meeting Forms

**19th Annual
IAABO Life Membership Luncheon
Saturday, April 21, 2018 - 12 Noon
Holiday Inn, Ocean City**

No. of registrant(s) _____ @ \$35/person= _____

Name of Registrant(s) _____

Board No. _____

Send check and form to: IAABO, P.O. Box 355, Carlisle, PA 17013-0355
Make check payable to: IAABO, Registration Deadline: April 1, 2018

**Spouse/ Guest Breakfast
Friday, April 20, 2018, 9 AM**

Name: _____

Board Number: _____

Number of Guests: _____

Note: Each IAABO members is entitled to one guest (spouse/significant other). Additional guests are invited at a cost of \$25.00 each.

Send check and form to: IAABO, Inc., P.O. Box 355, Carlisle, PA 17013
Registration Deadline: April 1, 2018

Golf Registration

**Thursday, April 19, 2018 - 8:00 AM Registration
9:00 AM Shotgun Start
Ocean City Golf Club
<http://oceancitygolfclub.com>
\$100/Golfer (lunch buffet and gift)**

Foursomes who wish to play together should be specified on the registration form. Make full payment for the foursome listed below:

Name: _____

Total Enclosed: _____

List Members of Foursome:

1. _____

2. _____

3. _____

4. _____

Send check and form to: IAABO, Inc., P.O. Box 355, Carlisle, PA 17013
Registration Deadline: April 1, 2018

2018 Annual Spring Meeting Schedule Ocean City, Maryland

Thursday, April 19, 2018

6:00 p.m. Executive Committee (Closed Session)

Friday, April 20, 2018

8:15 a.m. Welcome

8:30 a.m. Audit and Budget Committee

9:15 a.m. Rules Examination Committee

10:00 a.m. Constitution Committee

11:00 a.m. Nomination Committee

1:00 p.m. Officials' Education and Development Committee

1:30 p.m. Women's Coordinating Committee

**2:00 p.m. Board Secretaries Roundtable
(Insurance Matters, Database, Membership, etc – Q&A)**

3:30 p.m. Board Relations & Policy Committee

4:00 p.m. IAABO Foundation Meeting

Saturday, April 21, 2018

7:30 a.m. Executive Committee (Closed - If Necessary)

8:30 a.m. Executive Committee (Open)

9:00 a.m. Membership Committee

**9:30 a.m. Official Business: What You Need to Know
About Independent Contractors" - Alan Goldberger**

10:30 a.m. Life Membership Committee

12:15 p.m. Life Membership Luncheon

Sunday, April 22, 2018

8:30 a.m. General Assembly Meeting, Elections, Awards

Reasons, Excuses (continued from page 4)

answer to, especially if we are honest with ourselves. Some of those questions might be:

2. Did I work every game like it was the most important game of the night or did I take some nights off or some plays off in a game?
3. Were my mechanics and signals good or was I lazy?
4. Was I honest with my assigners? Did I cancel a commitment to take a better game without telling the assigner?
5. Were there rule situations I didn't know how to administer? Do I need to brush up on the rules?
6. Was I a good partner, mentor, mentee, spouse, parent, boss, coworker and friend?
7. Do I have a passion for officiating or am I obsessed by it?
8. Am I content with where I am?
9. Where do I go from here? Am I good enough? How do I get there?

After answering these and whatever other questions you may pose, give yourself an honest assessment of your season. Don't just answer the questions, go a little deeper.

After you finish your assessment, think about a plan. Not just for the next season, but maybe a 2-3 year plan. What are your aspirations? Are they achievable and realistic? What are some preliminary short and longer term goals? How can I accomplish them?

By conducting a post-season review of our accomplishments, we provide ourselves with a benchmark that we can measure ourselves against and begin to develop a plan for the future.

Self-evaluation is an important tool, but it can only be effective if we are honest; concentrate only on those things we can control and don't be concerned with the things we can't control; worry about ourselves and not others. One of the goals of this exercise is: Find reasons for success, not excuses for failure.

David Smith, Bd. 4, CO, is a Past President of IAABO, Inc. and is currently an IAABO Co-Interpreter.



IAABO Hits 1,000 Followers on Twitter

IAABO recently hit a milestone with 1,000 “Followers” on Twitter. If you’re not on that social media channel, it probably doesn’t mean much to you. But it should.

Three-plus years ago, when we started IAABO’s social media program, we had 213 Twitter users following us. We doubled that quickly, then tripled it, and have now quadrupled it. People are “Liking” and “Retweeting” our posts regularly. That’s an extremely good and important thing for IAABO, and the basketball officiating community (and for coaches or anyone else interested in learning more about basketball officiating and rules implementation and enforcement).

It means, quite fundamentally, that people are paying attention to us, and sharing our message. As the world’s premier basketball training organization, the more the word gets out about IAABO, the stronger the officiating community becomes. So, if you are on Twitter, or know another basketball fan who is, direct him or her our way. Go to Twitter and search “IAABO.” We will come up quickly, as will several of our boards. Click that “Follow” button, and you’ll be prepped more often on issues we publicize and want to share with others.

Hitting the 1,000 “Follower” number on Twitter is a marker. It doesn’t mean we’ve magically transformed or tomorrow there will be a sudden surge in support for our posts. But it does mean there are a significant number of people who find our voice relevant to what they do. That 1,000 number also means we’re not a niche – we’re becoming more broadly known and our voice is stronger. Yes, that is highly concentrated in the basketball community, as it should be. But as that number continues to rise, it will branch out and gain support from other areas.

Social media will not transform the sport of basketball. And often, officials are coached to stay away from social media. We recognize that at IAABO, particularly the need to stay away from criticism, whether that is of officials or coaches. It’s easy to get yourself into a bad position if you think you know better or know it all about an incident or individual relative to a basketball game or situation. We don’t. So leave those decisions up to supervisors and those with direct knowledge of the situation getting attention on social media.

At the same time, social media is good for outreach, sharing lessons, publicizing the right way to do things. As an association, we do this not only on Twitter, but also on Facebook. We want to share good information and play assessments, training, camps, positive things that officials (and IAABO) have done locally or nationally and even internationally. Given the criticism often leveled at all types of sports officials, we use our social media handle to combat that and demonstrate what IAABO does as an association



to keep getting better and help our members improve. That’s important for the world to know – so help us get the word out by “Liking,” “Sharing,” and “Retweeting” our Twitter AND Facebook posts.

If you’re a Facebook person and haven’t checked us out, search for “IAABO” when you go on your account. “Like” us. That will put our account into your feed. You’ll get regular postings.

Send information to Donnie Eppley if you have a good story, clip or link that you think deserves attention. He can be reached via email at eppleyd@comcast.net.

As members of the IAABO team, all of us can be responsible for improving officiating at all levels. Quality stories and information contribute to that. Commendations to officials show our value. Anniversaries for officials who’ve been on the court for many years demonstrate the commitment taken to stay with the game and continue serving it to the best of your ability. Play explanations help us understand scenarios to improve our rulings in future games. By sending us information, news and links, you contribute to the improvement of the game of basketball.

If you take a look at our Facebook page, you’ll see how engrossed it is in covering stories about officiating and members of IAABO. We focus on that. We’ve frequently achieved a “Reach” of over 2,000 on posts. What does that mean? It means over 2,000 people on Facebook have had our post come up on their feed, with the opportunity to read what we had to say.

When it comes to “Likes,” “Comments,” and “Shares,” those numbers shine as well. We frequently see 20+ “Likes” on our posts and often in the “Comments” section a dialogue is started that continues with multiple officials weighing in with their perspectives. That’s healthy and good. Open constructive dialogue and support is important. We urge you to take a look and if you have something positive, share that can help other officials, offer up what you have to say.

Social media is not going to solve the world’s problems or bring peace. But utilized effectively, it’s an important tool for a non-profit organization like IAABO to get the word out constructively on what it does, and publicize its cause. We’re growing in this arena. That means many people are paying attention and want to know what we’re doing.

All members should take pride in this. Every game you officiate reflects on IAABO, and that means you contribute to our online social media growth. Keep the information coming.



Dave Simon is entering his 30th year as an IAABO member. He has written for Sportorials for over 20 years, and currently lives in Grapevine, TX. You can reach him through his awesome Web site at www.justwrite15.com

See Plays See People

I hope you all had a rewarding year of officiating. I want to leave you with something to consider for the off-season.



See Plays

If you have an objective in your officiating life to improve, there is one ingredient that cannot be left out. You must see plays. You must build a library of experiences, so you can make more accurate rulings in a more consistent and efficient manner on future plays.

Last time I wrote about “safety”. The video in the YouTube link I provided in the previous email mentioned a book; “Left of Bang”. The book talks about the skill of analyzing behavior so you can pick up on pre-event indicators before something bad happens (i.e. before the bang happens), and you can take steps to act to prevent the bad thing. Several times in the book, the authors talk about how they trained Marines to practice analyzing behavior before they were in the hot zone. They referred to the need to “expand your file folder” by gaining experience and practicing these skills. By doing so, Marines expanded their file folder, which is essentially the place in their brains where they kept the information they were learning and practicing. What this meant was that when they were in the hot zone, and they were witnessing some behavior in front of them, they could more quickly and efficiently make good choices about what to do. Why? Because they had a file folder of similar experiences they could pull from.

Officiating is very similar in this regard. The fewer games you work, the fewer plays you see, the less time you take “practicing” making calls, the less consistent and efficient you will be in making the right call. So, what are some ways that you can build your own file folder?

Watch games critically. Whether in person or via video; high school, college, or the NBA. You don’t have to know all of the rules at the different levels. Look at plays and make judgments based on high school rules. Look at ESPN highlights. Sweet dunk, right? Maybe. But did he travel? What about that foul? Do you think it was the correct call? Would you have called an intentional or flagrant? How about that loose ball? Did a team gain possession and then commit a back court violation?

Watch the game with the intent to expand your file folder. You can spend two hours watching a game and gain nothing. Or, you can spend at least some of that time thinking...practicing.

Work over the summer. Decide to spend a portion of your *(continued on page 15)*

Spin Move/Dribble: Athletic Play or Travel?

With all due respect to Referee Magazine’s survey from a few years ago, traveling-not block/charge, is the most difficult call in the game of basketball today. Breakdown of game films at both the high school and college level identify, on average, over 1,000 opportunities for a player to travel with the ball in EACH game. Add to those sheer numbers, the speed and athleticism of today’s athletes and it is easy to see why traveling is such a difficult ruling to make. For many years, the most difficult ruling related to traveling was the “jump stop.” Legal jump stops were routinely called traveling and illegal jump stops were allowed to happen in the game. As a result of increased use of video and education of officials in general, there has been an increase in the accuracy of rulings related to jump stops.

Today, the jump stop has been replaced by the “spin move/dribble” as the play that is generating LOTS of discussion...is it a great, athletic play that needs to be rewarded OR is it a travel? Obviously, each and every play has to be judged individually and you can’t make “absolutes,” but it is safe to say, based on review of hundreds of videos of “spin moves,” that the vast majority of them are travels. Let’s break down the basic play...

A player is dribbling the ball with his/her right-hand on the right side of the basket. S/he wants to get to the basket, so most times they are going to “spin” toward the basket. In this case, the player facing the basket would do a power dribble with both feet on the floor. Because they are on the right side of the basket, the “left” foot is the inside foot. The player will then start spinning and as they are spinning they will be collecting/gathering the ball i.e. catching the ball and thus ending the dribble. They

will have ended the dribble and the inside or “left” foot will thus become the pivot foot. As they go through the move, they will have their back to the basket, two hands (most of the time) on the ball and both feet are now back on the floor. The next part of the move determines the legality of the move. As they continue to spin toward the basket, the left foot will leave the floor and their body begins to turn and face the basket. IF the player releases the ball toward the basket as they are turning/spinning AND before the left foot returns to the floor, that is a LEGAL move. However, in 90% of the plays, the player will spin toward the basket and the left foot (in this example) will return to the floor before they release the ball on the try for goal. While it is smooth, athletic and exciting...it is also a travel. The same holds true for a player on the other side of the basket, just replace “left” with “right.”

As always, you can only make a ruling when you are certain of the ruling. That said, film review will clearly show that most spin move/dribbles are travels and we as officials have to have the courage to make the correct ruling. Many times we compound the issue by not only allowing the spin move as legal, but then assessing a foul on the defender for an “and-1.” Spin move...legal or travel...you make the ruling!



Dan Shepardson is one of four Co-Interpreters for IAABO, Inc. and is the Board Interpreter for Bd. 105 VT. He has been officiating for 33 years and is the Activities Director (AD) at Champlain Valley Union HS in Hinesburg, VT.

39th Year of IAABO Officials’ Schools



This summer, IAABO will be hosting four summer officiating schools with the goal of “professional improvement”. The desire to improve must always be present if one wants to achieve success as an official. Over the past nine decades the many and varied continuous education materials and officials’ schools, which IAABO provides, has assisted thousands of new and veteran officials learn and refine their skills.

IAABO Schools are designed to provide officials who have a wide variety of ability and experience with the individual attention to meet her/his specific needs. The focal points of each school are the review of rules, mechanics, signals and professionalism. Each official can expect to receive quality instruction in the classroom and on the court. At IAABO Schools, officials receive instant feedback, including video, which can be incorporated into their officiating immediately.

The Director of the IAABO Officials’ School is Tom Lopes, IAABO Executive Director and retired Division I Basketball Official. Tom will be assisted by the IAABO Co-Coordinators, Layne Drexel, T.J. Halliday, Dan Shepardson and David Smith.

IAABO Officials’ Schools are dedicated to improving the officiating skills of the men and women who enroll. The program will be designed to benefit those who wish to embark upon a career in officiating as well as those who seek refinement of their skills. Classroom sessions will cover all aspects of officiating with lectures, films, workshops and testing. During the afternoon and evening sessions, all officials will officiate games. Each official will receive a certificate denoting completion of the course of study provided by the IAABO Officials’ school. Only National Federation Rules and mechanics will be taught and used.

APPLICATION — IAABO BASKETBALL OFFICIALS’ SCHOOL — 2018

Please register me for the session circled. Enclosed is my nonrefundable payment.

Name _____

Home Address _____

City _____

State _____ ZIP _____

Telephone:(Home) _____ (Work) _____

Email address _____

IAABO Board No. _____ Years Experience _____

Signature _____

T-Shirt Size (circle) _____ S M L XL XXL

Circle the session that you are attending
Brandeis University, Boston, MA
 May 18 - 20, 2018
 Cost: \$275.00
 (lodging only)

Rider University, Lawrenceville, NJ
 June 22 - 24, 2018
 Cost: \$300.00
 (lodging and meals included)

Susquehanna University, Selinsgrove, PA
 July 13 – 15, 2018
 Cost: \$300.00
 (lodging and meals included)

Mail to: IAABO, P.O. Box 355, Carlisle, PA 17013-0355, 717-713-8129

You Reap What You Sew and Game Management

“You reap what you sew, my friend” is a line from one of my favorite movies *The Kingdom of Heaven*. It holds true in the movies, in life overall and as an official.

For many, its play-off time and that means using a smaller pool of officials by assigners and supervisors. What skills will make you part of that pool?

FIBA identifies game management as one of those skills. In its Game Management presentation released in September 2017, FIBA characterizes game management as the handling, directing and taking care of the game and proposes that it potentially represents 50 – 60% of good officiating. I am going to summarize that presentation for you with some added content.

In FIBA’s view, the foundations of game management are basketball knowledge, psychological skills and social/interpersonal skills.

Basketball Knowledge

Basketball knowledge encompasses more than might first come to mind. One of the pillars of basketball officiating is rules knowledge. The off-court investment you make in becoming a rules expert by learning the rules, interpretations and cases and staying up-to-date on all new releases pays dividends on the court. There is confidence in being able to recall a rule in the moment and under pressure and it builds confidence in others of your ability and expertise.

Are you a student of officiating and a practiser of the proper mechanics and positioning? The FIBA Individual Officiating Techniques (IOTs) outline the what, where and why of the basics of our craft on the court. Are you intimately up to date with them? Both 2PO and 3PO mechanics are evolving. Are you evolving along with them?

Are you a student of the game? A knowledge of offensive and defensive tactics and strategies coupled with in game recognition means you can anticipate the play and adjust positioning and focus where it is most needed.

During the game do you continually build your knowledge of what is going on with an active mindset, focus and awareness during live and dead ball? Can you recognize the tempo and (emotional and mental) temperature of the game and with that knowledge, adjust accordingly? Do you have the knowledge to let be, take preventative actions and the correct punitive actions as necessary?

Psychological Skills

There is a tenant in management theory that the first step in good management is being able to manage yourself. FIBA recognizes that psychological skills are important for successful officiating and three such skills are self-control, concentration and confidence.

To some they come naturally and hence a train of thought that these are innate and either you have them or you don’t. The reality though is how to remain confident, calm under pressure and focused and able to concentrate can be developed, practiced and trained.

Confidence is the self-assurance arising from one’s self-appreciation of one’s own abilities. The antithesis is self-doubt. Self-doubt tends to manifest itself in pressure situations and can make an official question their decisions, make incorrect decisions and actions or fail to act when action is needed. Compare that to the confident official who is decisive, acts when action is needed and can recover faster when they do mistakes.

For an official, confidence can be built by focusing on our strong points, staying positive, leveraging and optimizing what we do well. While at same time, identifying and systematically working at our weaknesses with identified strategies. An integral part of an affirmation process as well as an improvement process is effective game analysis. The better prepared you are, the higher your confidence will be. Hence the symbiotic relationship between your basketball knowledge, psychological and social skills. During the game, staying positive by minimizing negative thoughts, staying in the moment and focusing on what you can control and the process rather than negative outcomes are all characteristic of and help build your confidence as does good team work amongst the crew.

There have been numerous studies that point to self-control and perseverance being greater contributors to success than talent and intellect. FIBA defines self-control as the ability to perform well under a variety of stress producing circumstances. The benefits of being able to regulate your emotions, thoughts and actions are numerous for an official. For starters, having a patient whistle means sometimes resisting your first impulse to put air in your whistle and seeing the whole play first. The ability to



call what you see with an open look rather than guessing with a closed look is another. Self-control results in clearer focus, better decision-making, communications and conflict resolution. Scientifically proven ways to develop self-control off the court are meditation, visualization, self-monitoring and stress management techniques. Two in game techniques are self-talk and breathing techniques.

Concentration is defined as the ability to focus one’s attention or mental effort on something and not be affected by distractions. Along with concentration, selective attention is the ability to focus on what is relevant and to ignore what isn’t. The top officials aren’t easily distracted, can maintain appropriate concentration and can switch their concentration and attention to what is appropriate and most relevant at the time. Proven techniques for improving concentration include pre-game routines and using in game attentional triggers and cues.

Social/Interpersonal Skills

Sport is emotional. In competitive sporting environments there will be disagreements between player and official, coach and official, player to player and possibly, coach to coach. How well you handle these disagreements, the interactions and the people involved impact how well the game progresses and your acceptance. The most successful officials have an ability to handle people in an effective, efficient and respectful manner.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” — Maya Angelou

Very good officials are very good communicators. They are aware of what they say and how they say it. They are adept at verbal and non-verbal communication. They understand and practice that the first step in effective communication is effective listening. They receive, attend to, interpret and appropriately respond to what is said to them and body language such as facial expressions and stance and other cues such as tone and rhythm of what is said.

Great communicators practice active listening techniques. They are adept at clarifying, paraphrasing and summarizing what is said. They can focus on the person they are interacting with as well as the message. They consider the other’s point of view and can be empathetic towards them.

Their interactions are characterized by the Golden Rule; treat others as you want to be treated. At the same time, they are assertive as needed. FIBA has an expression ‘Firm but fair.’ They earn respect by giving respect.

Top officials deal with conflict well. In respect to dealing with conflict, FIBA offers the following:

- be professional by staying composed, speaking clearly, avoiding argument and debate and not bluffing
- remain calm, stay relaxed, adopt a neutral or open body language and tone, and use objective and neutral language
- address the problem in a non-emotional manner by being clear, to the point and dealing with the facts of the situation
- focus on the person by not being dismissive and listening, acknowledging, and employing appropriate non-verbal cues like nodding
- be confident and open and clarify using the facts rather than attempting to appease, justify or be defensive
- deal firmly and quickly with inappropriate by setting boundaries in a polite, assertive and professional manner

The top officials are aware of what is going on in the game. They employ preventative officiating and look to address behaviours and situations before they escalate. They are consistent, effective and timely in addressing things informally, giving formal warnings and assessing technical fouls as appropriate.

The time you invest in yourself as an official off the court in developing your basketball knowledge, psychological and interpersonal skills and your success and consistency at employing them on the court are important determining factors in how far you go as an official.

As Alexander Siddig as Iman said to Orland Bloom as Balain in *The Kingdom of Heaven* “Your quality will be known among your enemies before you ever meet them.”



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Closely Guarded

“Closely guarded” is a basic and essential aspect of officiating basketball that runs the gamut from being properly applied and ruled on to being totally ignored. Different codes have different rules regarding closely guarded, so it is important to understand the differences between NFHS and NCAA.

Here are the basics on closely guarded, as they apply to areas utilizing NFHS rules (4-10):

- Can only occur in the front court
- Defender must be within six feet, measured “front foot of the defender to front foot of the dribbler”
- Defender(s) may switch, as long as the defensive coverage is continuous
- The closely guarded count will terminate when the offensive player gets his/her head and shoulders past the defensive player.

Seems pretty simple and should be easy to do, but for some reason many officials seem reluctant to enforce this rule properly. Let’s look at a routine play and see how the rule should be applied and some visuals to help officials adjudicate this rule properly.

A1 receives the throw-in in his/her backcourt and begins to dribble toward the division line while being “pressed” by B1. Is the 5-second closely guarded count in effect? No. The closely guarded rule -applies only in the front court. The only count taking place with a team in control of the ball in the backcourt is the 10-second backcourt count. In this situation, B1 could be within six feet of A1 for the entire time in the backcourt (up to nine seconds) and there would NOT be a 5-second closely guarded violation.

A1 now crosses over the division line, still being pressed by B1. Does the closely guarded count begin? Yes. Now that the dribbler is in the front court (both feet and the ball), the closely guarded rule applies. Here is where many officials do an injustice to the rule AND to the defensive team. Six feet is BIG! Some officials would do well to revisit, mentally, their elementary math class lessons on estimation, because that’s what we are charged to do, estimate when the defender’s front foot is within six feet of the dribbler’s front foot. Since that is difficult to do, the basketball court gives us three distinct areas to help us visualize what six feet looks like on the court and thus we can apply to players in those areas on the court and help us create an image of six feet in our brains.

As the player crosses the division line, that is the first visual. The distance from the division line to the outside of the center circle i.e. the radius of the circle, is exactly six feet. As the player continues dribbling in the front court and moves toward the lane area, the court provides two more visuals. The distance from the free throw line to the semi-circle aka the “top of the key” is six feet AND the distance between and two lane spaces is six feet (each lane space is 36” wide). Officials can use these references to help them estimate whether a defender is closely guarding a dribbler, or not-.

To count or not to count...that also appears to be a question. Many times officials are slow to recognize, or poorly estimate, the six foot distance and thus require a defender to play defense for six, seven, eight or more seconds OR get within three to four feet before the count is applied. In codes that use a shot clock, typically there is no count if a player is dribbling while being closely guarded because the shot clock is going to force the player/team to give up the ball. However, in areas that utilize NFHS rules, the failure of the official to accurately judge six feet and immediately begin the 5-second count creates an enormous advantage for the offense in two ways: 1) it makes the defense to work that much harder, that much longer than the rules -require and 2) IF a defender must get within three or four feet before the count is implemented, it is much easier for the offensive player to “beat” the defender.

A nuance of the rules, if you will, is that it is possible to be in a closely guarded situation for up to 12-seconds in the front court without a violation being called. How is that possible? The closely guarded count will terminate when the “status” of the ball changes i.e. “holding, dribbling and holding” are three separate situations.. A player, closely guarded, can

hold the ball for up to 4-seconds and then begin a dribble (5-seconds would be a violation). When s/he starts a dribble, a new closely guarded count begins, and assuming they stop dribbling at 4-seconds (before a 5-second violation), they have now been closely guarded for 8-seconds. The player could now legally hold the ball for an additional 4-seconds without a violation ever occurring. The IAABO Mechanics Manual, both Crew of Two and Crew of Three require the counting official to change arms when the status of the ball changes to indicate the change in counts and to help eliminate the less than knowledgeable fans/coaches from screaming “seven, eight, nine!”

Almost all of this counting takes place in the Trail’s PCA (primary coverage area) and thus, a Trail official who is giving both teams fair treatment and accurately applying the rules, will be quite busy as the ball is passed between teammates, players are holding and then dribbling the ball and many times defenders are within SIX feet of the dribbler. Many teams employ man-to-man/person-to-person defense and officials owe it to those teams and those defenders to recognize six feet and accurately apply a count when appropriate. The court markings and the officials’ attention to detail will make this an easier rule to apply.



Dan Shepardson is one of four Co-Interpreters for IAABO, Inc. and is the Board Interpreter for Bd. 105 VT. He has been officiating for 33 years and is the Activities Director (AD) at Champlain Valley Union HS in Hinesburg, VT.

See Plays See People (continued from page 13)

off-season officiating non-PIAA games. I have said this more than once; count the cost. Officiating basketball (at any level) is not worth losing your job, your family, or your sanity. But you don’t have to chose between basketball and those things. You just have to be wise. Know your limits. (If you have a family, I would encourage you to discuss these limits with them.) And set aside an appropriate amount of time for you to continue to work...to see plays...to expand your file folder.

Go to school. Look for opportunities to attend an instructional school. I have personally attended these and can attest to their value. You not only get to see plays, but you get feedback and insight from some veteran officials about what you are seeing and how you might see things differently...or how you are seeing things correctly, which is always nice to hear. Our chapter has even offered some scholarships / discounts to officials who have attended these schools. Keep an eye out for announcements about these schools over the summer.

See People

There are numerous benefits to officiating. I wanted to end this email and this season with a gentle reminder for us all (me included) of one of the greatest benefits; the ability to impact people. It isn’t “just a game”. It’s a game that involves people. The coaches, the players, their families and friends, and of course your fellow officials.

If you haven’t recognized it yet, I hope you soon do. Your pregame will be filled with Trail-Center-Lead discussions...and talk about double whistles...and prayers about not having a “blarge”! But they will also contain talk about how so-and-so is doing with their cancer diagnosis...how someone’s kids are dealing with a particular situation...and how someone is going to be a parent for the first time. You’ll have the opportunity to talk about (and attend) weddings...and funerals. And you’ll have chance upon chance to share, listen, and be an encouragement. Don’t miss them.

Here’s to the future of seeing plays...and people.



Jonathan Miller is a member of IAABO Bd 70 PA and has officiated high school basketball for eight years and Division III men’s for three years. He is married with five children and has been a Pennsylvania State Trooper (Sergeant) for 24 years.

**P.O. Box 355
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March/April 2018**

Periodicals

IAABO Lines

Condolences to: **Bob Holden, Bd. 157 MD**, on the passing of his sister; Condolences to: **Steven Kordak, Individual Member**, on the passing of his mother; Condolences to: **Jaime McCaig, Bd. 107 ON**, on the passing of his mother-in-law; Condolences to: **Bd. 171 TX**, on the passing of their longtime member (50 years), **James Crouch**; Condolences to: **Bd. 23 MD**, on the passing of their former member, **Bryan Van Hecke**; Condolences to: **Nelson Ribon, Bd. 194 NJ**, on the passing of his brother-in-law; Condolences to: **Walt Stevenson, Bd. 157 MD**, on the passing of his mother; Condolences to: **Robert Dutton, Bd. 157 MD**, on the passing of his brother; Condolences to: **Bd. 53 NY**, on the passing of their member, **Rob Drier**; Condolences to: **Bd. 53 NY**, on the passing of their member **Kevin Donovan**; Condolences to: **Rich Mohrmann, Bd. 173 MO**, on the passing of his father; Condolences to: the members of **Bd. 119 NY**, on the passing of **Dan Phelan, IAABO Life Member**; Condolences to: **John Bush, Bd. 119 NY**, on the passing of his wife; Condolences to **Bd. 7, CT**, on the passing of their member, **Paul Bourdeau, IAABO Life Member**; Condolences to: **John Hohenstein, Bd. 173 MO**, on the passing of his mother-in-law; Condolences to: **Joe Musumeci, Bd. 35 CT**, on the passing of his father; Condolences to: **Tom Hayden, Bd. 35 CT**, on the passing of his mother-in-law; Condolences to: **Bd. 70 PA**, on the passing of their member, **Thom James**; Condolences to: **Peter Webb, Bd. 111 ME**, on the passing of his father-in-law; Condolences to **Bd. 134 MD**, on the passing of their member, **Roderick Dunston**.

Salvation Army



George Geatz, Bd. 204 MD, and his sister, Karen along with his niece Karen Detrick, ring the bell at the Salvation Army in LaVale, MD. George has donated his time to “ring the bell” on many occasions either for his church or the Knights of Columbus.