


Back Issues of ONBoard Available

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**The Perfect Training Meeting
Cater Your Meetings to Learning Methods of Others**

By Dr. Lawrence A. Tomei

Have you ever been at an association meeting and heard the presenter say, "It's first and 10 from team A's 30. A1 advances to team B's 40 where he fumbles. A2 recovers and advances to team B's 10, where he is downed. While the ball was loose following A1's fumble, B3 held A1, and during the advance by A2, B4 grabbed A2's face mask."

OK, what's the ruling? Quick now, explain the mechanics for that play. Ruling? Mechanics? "I don't even understand the situation!"

With some bias, I feel our chapter has one of the best rules interpreters in the state of Pennsylvania. Even so, after attending weekly rules interpretation meetings for the last 10 years, it still amazes me that most of us even bring our casebooks to meetings. Whether it's Xs and Os on the chalkboard or a "magic

marker" drawing on a court diagram, there must be others in the seats next to me who are just as lost.

Ask anyone who has taught adults and they will tell you the same thing — we learn differently from children. Adults are results-oriented and problem-centered. We want solutions to situations we expect to see during the next game, and we want to discuss what happened last weekend.

Fortunately, a simple understanding of the theory of "multiple intelligences" goes a long way to help make our training meetings more effective. An educator named Howard Gardner claims that each of us learns using a combination of intelligences that has direct application to the training classroom of sports officials.

(See "Training" p.3)

**Hands Off the Cash
4 Easy Methods to Protect Association Funds**

By Donald C. Collins

It's a nightmare scenario: An association's officials work all season; it's time to pay them, and the association suddenly realizes that it doesn't have the money. The clients have all paid, so the association can't go after them. The association's broke because the treasurer embezzled the money. Of course, most association treasurers aren't thieves. It's more likely that the treasurer had tough financial times and borrowed against association accounts, planning to pay the money back before the association's bills were due.

The simple fact of the matter is many associations are very vulnerable to having their funds embezzled. Associations are also occasionally vulnerable to a rogue member either using the association's name or implying that he or she represents the association, leading to problems if the officials don't get paid on time.

Many associations are run by an extremely small group of people — even though they may have many members. Quite frankly, association administrative

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Top-Notch Information for Leading Associations

Every year NASO invites local association officers, supervisors and coordinators, assigners, leaders of state high school officiating programs and sports officials at all levels to attend the annual Sports Officiating Summit.

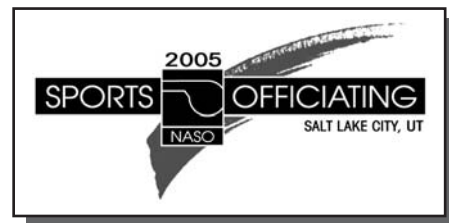
The Summit allows attendees to network with officials from all sports and levels from all over the United States. Summit attendees come away with a full binder of Summit-related material from every session. Attendees walk away with immediate value and tangible resources.

NASO also utilizes the information received from speakers, presenters and attendees. That information is then

disseminated to the officiating community through books and special reports on topics such as training, recruiting and retention, accountability and sportsmanship. Usable resources like the NASO Model Evaluation Form and media packets for recruiting have all been created as a direct result of the Summit.

The 2005 Sports Officiating Summit will focus on Leadership Officiating. By attending, you will come away with immediate opportunities for you and your association to grow.

Look for the 2005 NASO Summit brochure in the April issue of *Referee* and in the NASO-ON monthly mailing you received in this edition of *ONBoard*.



You are invited to join other officials and leaders as NASO's 2005 Summit theme Leadership Officiating is discussed. For additional information regarding the NASO Sports Officiating Summit contact Tina Sagal, NASO special events and program manager, at tsagal@naso.org. □

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work is burdensome and most officials really don't want to do it. There's a tendency to let a treasurer have some latitude. Even where an association has a board that meets regularly, there's a tendency to ignore basic accounting checks and controls. In many associations, the treasurer's report will be taken at face value. Nobody has the time to check up on him or her. After all, the key things for the board members are the dissemination of games, preparing officials to do good games in the future, resolving complaints from officials who aren't getting good games and ensuring that leagues, schools and governing bodies deliver proper service to officials.

An association can be sorely tempted to simply leave a treasurer be — especially a veteran treasurer or a treasurer who doubles as an assigner or an association president. After all, tracking all the games and who gets paid for the games is time consuming paperwork.

It is probably a tribute to the integrity of officials everywhere that there are so few embezzlement scandals. However, the limited number of embezzlement incidents often result in associations having few safeguards.

There are a few things associations should do to limit financial errors and avoid embezzlement. Associations should also take some simple steps to prevent rogue members from using the association's name — either expressly or implicitly.

Associations can make the treasurer's job easier by investing in some of the modern online game tracking systems. Those systems make it very easy for assigners and treasurers to track which games an official did and generate a quick and easy to follow pay sheet. By reducing the treasurer's grunt work, those tools make it easier for boards to monitor the treasurer. Thus, the tools perform a vital safekeeping function, even though that's generally not the purpose of the tools.

Associations should require joint signatories on their checks. Yes, it slows down the check writing process, but it does mean the treasurer won't be tempted to cover his or her personal credit card bill from association accounts, figuring he or she will pay the association back next month.

The treasurer should deliver monthly reports to the board. Those reports should include the presentation of original account documents to someone on the board, probably the president.

Associations should regularly publish and distribute a list of their client schools, teams and leagues. That reduces the chances of rogue officials leveraging association membership lists for their own purposes. That doesn't mean an official can't go out and service that all-important recreational summer league, but it does mean the officials know they're answering to the recreation center or the individual who sent them to the game and not to the association.

Let's face it, if the association assigner sends an official to a game, many officials are going to reasonably believe the association is sending them to the game. Indeed, many client schools, teams and leagues will also believe the association is servicing the game. In short, assigners can get an association in to all kinds of hot water when they freelance.

Those four simple steps can save an association hours of headaches and prevent some nightmare scenarios from occurring.

Donald C. Collins is the executive director of the San Francisco Section of the California Interscholastic Federation. He is a longtime basketball official and lawyer. □