

# ADVISOR

## + PAGE 4

**Board Member Black Eye**  
MICP Q&A shares how you go about removing a board member.

## + PAGE 6

**Help Members Understand Anthem**  
The image of your association can be damaged if members don't behave properly during the national anthem.

## + PAGE 7

**Preparing for Officiate Texas Day**  
Susan Elza, UIL director of athletics, shares information about Officiate Texas Day.



## Does Your Association Still Matter?

By Tim Sloan

There's a commercial on the radio in which a fellow is being called by his body shop and told that they'd decided to paint his car lilac, instead of the red he had requested. The body shop didn't like red, so the point was that good service has to be in the mind of the receiver, not the provider. That notion must not be forgotten when asking yourself what your officials association is doing for your membership.

With each passing season, the indispensability of your association to the membership wavers a little more: The rank and file now has other choices than you to get its rules information, buy its uniforms, network with fellow officials and even obtain game assignments. You, as an association leader, however, have really only two choices: compete for their attention or wither away to a nonentity. I'm guessing you wouldn't be reading this article whither you would wither, so let's address the basics you need to compete for your membership's devotion.

### TIMELINESS

New officials, and even grumpy old ones, can certainly look up rulings and interpretations on many web-based sources. Often, however, the more esoteric the issue, the harder it becomes to word the search properly, sort out often contradictory or obfuscating opinions or even find a ruling. That becomes you and your association's opportunity to step up, provide an instant, accurate and respected ruling and earn one more loyal customer. The notion goes for other things like helping people select the best, most cost-effective equipment from the right supplier. Comparison shopping doesn't help much

when buying tactile equipment so, if you can pass on that one supplier that offers so much more sartorial splendor than another at a fairer price, you've won some more devotion. In short, by establishing yourself as a source of good, actionable and near-instantaneous information, your membership has a reason to stick around.

### SUPPORT

When I was about 25, I was assaulted during an indoor soccer match. A slightly inebriated player leaned over the boards and whacked me with a soda can, producing a nice cut on the top of my head. I followed the prevailing provincial guidelines and pressed charges (to which the player pleaded guilty) and submitted a discipline report that led to an assault

hearing in another town. I was a college student without a vehicle and missed the meeting. That led to the player being let off and me being "strongly reprimanded" for not attending the tribunal. Then, my officials association said I should have worked through them and they might have been able to help me out — either by getting the meeting moved or by having one of the executive members come along to the meeting and stand up for me.

Yes, there are some people who expect too much (can never get enough?) from their association, but there are others who get into plausible situations like I did who need help. It's both reasonable and reputable to be the source of that help. It inclines members to stick with you.

+ See "Still Matter" P.8

## Make Your Training Program Effective

By Todd Korth

How do you improve the effectiveness of training officials? There's no one way. In fact, effective training involves doing a lot of the little things correctly, from identifying needs to creating just the right balance of content and process, right through to ensuring that the training is reinforced after meetings, and on the field or court.

Training sports officials plays a vital and unique role in every organization. Trainers are responsible for teaching officials, whether new to the association or seasoned staff, how to apply rules, mechanics and philosophy, how to deal

with unusual situations and how to manage games.

Here are four simple strategies to help improve your training program.

### 1. TURN THE CLASSROOM INTO A LEARNING FIELD OR COURT

If people learned how to do their jobs by yawning and visiting social media sites, most contact centers would be full of geniuses. But officials during a typical two-hour meeting often need to be stimulated in order to absorb and retain the knowledge required to officiate a game. The best training supplements classroom instruction with interactive mechanics, quizzes, role-

plays and caseplays. That keeps learners engaged and involved in the learning experience.

## 2. CHANGE ANY “ONE-SIZE-FITS-ALL” APPROACH

All learners are *not* created equal. Therefore, a one-size-fits-all training program doesn't work. That approach leaves people behind. Programs should draw on the experience of those who can enhance training by playing to those strengths of people in the classroom. Encourage “seasoned” officials to share their insights and officiating success secrets, or pair them up with a true rookie during training exercises (that engages the former while shortening the learning curve of the latter).

If participants know up front that they will be training others, or even reporting back to their peers, they tend

to learn more effectively and the act of communicating what they learned to others is a way to reinforce learning.

## 3. DIVIDE AND CONQUER

In an ideal world, new official training programs would continue for two weeks in a classroom for eight hours a day. Because officiating is an avocation for most, that is not practical. Consider dividing officials within the association into classes for newer officials and classes with seasoned officials. You can easily provide curriculums geared for the different groups.

## 4. REMEMBER OFFICIATING EXPECTATIONS

Training programs are really a process designed to teach officials:

- » What rules, mechanics and

philosophy the association is supporting.

- » How to enforce those rules, mechanics and philosophy.
- » How to manage various types of situations.
- » How to understand the rules and philosophy that support them.

By training new and existing members how their performance goals and standards, if met, help the officials and the various schools and leagues that you service, it will keep newer members officiating with confidence.

Those four training strategies will enhance the learning experience and ensure that your training program is maximized because the learning curve is reduced.

*Todd Korth is a Referee associate editor and multi-sport official.* 

# Teach Officials What to Cover in the Pregame/Postgame

June 2016. NASO Association Advantage Advisor is published monthly by the National Association of Sports Officials, 2017 Lathrop Ave., Racine, Wis. 53405. Association Advantage is a service affiliate of NASO providing educational services and benefits to local associations of sports officials, their officers and members.

Editor: Julie Sternberg  
email: [jssternberg@naso.org](mailto:jssternberg@naso.org)

Graphic Designer: Ross Bray  
email: [rbray@naso.org](mailto:rbray@naso.org)

Contributors:  
Tim Sloan, Don Collins, Patrick Rosenow, Alan Goldberger, Lawrence Tomei, Carl Smith, David Westol, Bob Masucci, Todd Korth, Dan Olson, Jeffrey Stern, Brent Killackey, Chris Szolyga

NASO Board of Directors:  
Rich Fetchiet, Ann Arbor, Mich., *Chair*  
Sandra Serafini, Bahama, N.C., *Vice Chair*  
Barry Mano, Racine, Wis., *President*  
\*Bill Topp, Racine, Wis., *Secretary*  
\*Bill Carollo, Shorewood, Wis., *Treasurer*  
\*Ron Foxcroft, Hamilton, Ontario, *Special Adviser*  
Terry Gregson, Elora, Ontario  
Scott Green, Potomac Falls, Va.  
Mike Pereira, Sacramento, Calif.  
Julian Tackett, Lexington, Ky.  
Julie Voeck, Wauwatosa, Wis.  
Debbie Williamson, Livingston, Ala.  
Tom Washington, Atlanta

\*Non-voting members

Copyright © 2016 by the National Association of Sports Officials. All rights reserved. Not to be reproduced in any medium without written permission of the National Association of Sports Officials, 2017 Lathrop Ave., Racine, WI 53405.

Phone 262-632-5448 FAX 262-632-5460  
Email [advantage@naso.org](mailto:advantage@naso.org) Website [nasoadvantage.com](http://nasoadvantage.com)

By Lawrence Tomei

At the outset, I was convinced that this was going to be a challenging article to write. Not so much because of the complexity of the subject, but because of the seemingly vast disparity of issues between sports. Surely, any worthwhile discussion before or after a game depends on the sport itself.

Well, maybe; maybe not.

What was uncovered was the realization that, regardless of the sport, pregame or postgame conferences are likely to encompass a common set of topics. Associations should offer their members the following tips for improving their conferences. Visit [nasoadvantage.com](http://nasoadvantage.com) for a quick reference guide of the ideas.

## MAJOR TOPICS FOR PREGAME CONFERENCE

1. **Rules.** A good pregame begins by examining a pre-selected section of the rulebook and accompanying casebook. Pick a different rule each game; preferably one that the crew had difficulty enforcing last week or one that could make a difference

in today's contest. Assign those to different members of the crew throughout the season.

2. **Mechanics.** Crews can always improve that aspect of their game. Kickoffs, tipoffs and first pitches; where to stand; best positions for calling fouls and penalties; whistles, signals and measurements. They are different in different sports, but they all come down to this: Errors in making calls can get you boos; errors in rules applications can get you fired. Bad mechanics can cost you a playoff game.
3. **Uniforms.** Uniform dress should be settled before the game. Proper wearing of uniforms should be reinforced at one of the first chapter meetings/ clinics of the season. Still, during pregame is time to inspect the appearance of your fellow officials, double-checking to ensure everyone has their flags, whistles, bean bags, coins, cards, clips — the full range of gear used in your sport.
4. **Interpersonal relations.** A good pregame includes a discussion of team personalities, rivalries and ways to avoid confrontations before

and after the game and during halftime. Sportsmanship in general deserves attention, including coaches and spectator behavior. Expand the discussion to consider working the sidelines and communicating with game partners (e.g., ball boys, stick crews, timekeepers, etc.), get-back coaches and sideline officials.

5. **Special points of emphasis.** Here, the pregame takes on more of the mantle of your particular sport.
6. **Special events.** Discuss Homecoming, senior night, band appreciation, etc., with both coaches and game site managers. Such events inevitably impact start time, halftime and possible confrontations on the field. Make sure your crew knows the exact timing of each event and make it clear that the agreed-upon time constraints must be strictly met.
7. **Clock management.** Meet the timekeeper to discuss clock operations, game versus play clock, signals, contacting the timekeeper during the game, overtime and halftime timing, and procedures for handling malfunctions, etc. Who is responsible for the clock if the scoreboard goes out?
8. **Penalty/foul administration.** Position mechanics, player identification, reporting fouls, etc. Make sure crew members share in the responsibility for getting the calls right, including proper rule enforcement and signal use.
9. **Weather.** For outside venues, review procedures for lightning and thunder in the area. Consider extra water

break timeouts for humidity.

10. **Player-related issues.** Concussions, heat-related cramping, uniform accoutrements, team captains for the coin toss, numbering exceptions, casts, visors, jewelry, etc.
11. **Game site administration.** The crew should consider field/court inspections, field conditions, hazards and safety issues, location of teams along the sidelines, camera personnel, etc.

#### MAJOR TOPICS FOR POSTGAME CONFERENCE

1. **Mandatory reporting.** Immediately after each game, the crew should address reporting aberrations during the game; most common are ejections of players and sometimes coaches. Some conferences require foul/ penalty reporting. Others ask for game site reports. And, some associations track crew evaluations for special assignments such as playoff berths. Do the paperwork immediately.
2. **Crew evaluations.** Regardless of mandatory reporting requirements, assessing crew performance is critical for improvement. Before leaving the locker room, the senior crew chief should provide feedback (positive and negative) to the crew while their game performance is still fresh. Allow time for all crew members to participate and ask questions and provide their own assessment of crew performance, including the crew chief.
3. **Leave the venue as a crew.** Arriving at the game site together is not always possible because of time and distance. Safety notwithstanding, however, you can and should leave together as a crew showing the solidarity, partnership, and collegiality that evidenced itself earlier throughout the game.

A solid pregame and postgame corrects mistakes, strengthens the crew and bonds you as the third team in the competition. It can help focus the attention of each member on the task at hand and better prepare the crew for the next competition.

Plus, it just makes good sense.

*Lawrence Tomei is the vice provost for academic affairs at Robert Morris University in Pittsburgh. He has been a member of the West Penn Football Officials Association since 1994 and its president since 2013. ☐*

# YOUR ADVANTAGE



*Cliff Keen*

## 20% OFF CLIFF KEEN MERCHANDISE

As an Association Advantage member, all your officials can receive 20% off their orders at Cliff Keen Athletic.

SIMPLY USE PROM CODE  
**CKADVANTAGE**  
when you checkout at  
[www.cliffkeenofficials.com](http://www.cliffkeenofficials.com)

## BYLAW BIT

Appropriate changes to the bylaws should be recorded in the board minutes, added to copies of the bylaws and, in some cases, reviewed by an attorney experienced in nonprofit law.

## THE PULSE

Local Association News Nationwide

### Mississippi Officiating Couple Makes History

Ron and Kathy Buchanan-Thompson of Tupelo, Miss., made history in March as the first husband and wife to officiate a championship game for the Mississippi High School Activities Association (MHSAA). The couple, who has been married seven years and are members of the Northeast I Officials Association, worked the 3A boys' basketball championship game. Kathy has officiated for 19 years and also works volleyball for MHSAA. Ron, who has been officiating 18 years, works high school, community college and NCAA Division II basketball.

Both also officiate volleyball for the MHSAA. Ron works high school, community college and NCAA Division II basketball. Kathy works high school and community college basketball.

### Stevens Provides Clinic for Skagit Umpires Association

Tim Stevens, a Lake Stevens, Wash., resident and longtime umpire, put on an umpiring clinic for the Skagit Umpires Association (SUA) on Feb. 13. Stevens has spent 40 years umpiring, including 25 in what was then the Pac-10 Conference. Stevens is an NFHS Rules Committee representative for the Northwest U.S., and he's also on the rules committee for high school baseball in the state.

Kevin Loy, SUA president, asked Stevens to put on a clinic. "We hope to have these sorts of clinics more regularly," he said. "They are really helpful. You can learn a lot and we are really pleased to have Tim here helping us out."

The February clinic focused on calling balls and strikes. The umpires learned from Stevens and had the chance to practice calling pitches behind the plate.

### Kaufman, GWOA Inductee, Dies at Age 61

Chris Kaufman, a longtime multisport official from Wichita, Kan., died March 20 from complications from brain cancer. He was 61. Kaufman, who spent 40 years officiating high school football, basketball and baseball, was later inducted into the Greater Wichita Officials Association Hall of Fame in April. Kaufman officiated 85 postseason games in the three sports, including state title football games in 24 of the past 25 seasons.

In addition to his officiating, Kaufman was the South Central Border League commissioner and a 20-year Kansas State High School Activities Association area supervisor.

SOURCES: NORTHEAST MISSISSIPPI DAILY JOURNAL, SKAGIT VALLEY HERALD, WINFIELD DAILY COURIER

## MICP Q&A

# Board Member Black Eye

By Donald C. Collins

**Q:** What happens if bad things pop up about a sitting board member, such as criminal charges? What can the board do? What if the person refuses to turn back games and resign?

**A:** Removing a board member is like removing an elected official. We have provisions for removing politicians for cause. The most famous of those is the U.S. Constitution's impeachment provisions for "high crimes and misdemeanors." But, elected officials can also be removed from office simply because some group has tired of them.

Former California Governor Gray Davis was once recalled from office, and Wisconsin Governor Scott Walker once had to fend off a recall election. Neither man did anything wrong other than incurring the ire of some bloc of the electorate.

Removing a board member for cause generally occurs when the member's bad act reflects upon their fitness to represent their association. Associations should use bylaws to define what bad acts make a board member unfit. It's safe to say that criminal convictions, breaches of fiduciary duties, non-attendance at board meetings, and conduct that reflects badly on an association would fall into that category.

Associations should be careful about removing a board member due to criminal charges as a charge is not tantamount to a conviction. When a board member is arrested, an association needs to draw a balance between the existence of the arrest, the nature of the criminal charge, and whether the charge has any impact on the board member's ability to serve and the association's ability to conduct business. For example, a treasurer accused of embezzling in his regular job at a bank may need to be relieved of his duties as a treasurer while a treasurer accused of reckless driving can almost certainly still serve as treasurer. An association should consult with local counsel to draft good removal procedures.

It is far easier to remove a board member under a recall provision. The procedure is the key thing here. An association simply uses its bylaws to define a process. That is a relatively common corporate procedure, but it's tougher to apply for officials associations because associations are generally sufficiently small that some sort of protection is needed to make sure that recalling a board member is not too easy. After all, very few associations would want to run the risk of having a recall dependent upon who showed up for a meeting on any given day. Associations need to set a high threshold for a recall. Some possible practices are to require a 2/3rds or higher vote of board members and maybe even having a 2/3rds vote of the general membership.

It's more difficult to remove a board member's game assignments. Generally, the law allows most employees to be terminated at will, and one can always draw contracts that allow either party to withdraw. However, many associations

## NEW ADVANTAGE

Association Advantage currently has more than 1,000 members. In all, those groups represent more than 100,000 individual officials. We welcome our newest Association Advantage member associations, listed below along with home cities and contact persons:

**California:** Peninsula Soccer Referees Association, San Mateo (John Shield)

**Florida:** Northeast Volleyball Officials Association, Fleming Island (James Milton Moellendick); Gulf Coast Football Officials Association, Sarasota (Jeff Peairs)

**Louisiana:** New Orleans Softball Umpires Association, Destrehan (Lloyd Guillot Jr.)

**New Jersey:** East Coast Independent Umpires Association, Manalapan (Roger Pauling)

# ASSOCIATION ADVANTAGE

WE HAVE A SOLUTION TO MEET YOUR NEEDS

## PLATINUM

### BENEFITS

- » Guide to Local Association Management
- » Member's Only Online Database
- » Member's Only Website
- » 20% Cliff Keen Discount (Promo Code: ckadvantage)
- » 12 Monthly Issues of *Advisor*
- » Click digital newsletter
- » Free Subscription to *Referee* magazine

## PLATINUM +SHIELD

### BENEFITS

SAME BENEFITS AS PLATINUM

### ADDED VALUE

- » Full Individual Membership for Each of Your Board Members (Up to 7)

### PROTECTION

- » \$1 million General Liability Coverage for Your Association
- » \$50,000 Game Call & Assigners Coverage

## TITANIUM

### BENEFITS

- » Guide to Local Association Management
- » Member's Only Online Database
- » Member's Only Website
- » 20% Cliff Keen Discount (Promo Code: ckadvantage)
- » 12 Monthly Issues of *Advisor*
- » Click digital newsletter
- » Free Subscription to *Referee* magazine

### ADDED VALUE

- » Full NASO Membership for Each of Your Officials

### PROTECTION

- » \$3 Million in General Liability Coverage for Your Officials
- » \$50,000 Game Call & Assigners Coverage
- » \$10,000 Assault Protection
- » Free Access to the Member Information & Consultation Program

## TITANIUM +SHIELD

- » SAME BENEFITS, SAME ADDED VALUE AND SAME PROTECTION AS TITANIUM.

### YOU ALSO GET

- » \$1 million General Liability Coverage for Your Association

## DIAMOND

### BENEFITS

- » Guide to Local Association Management
- » Member's Only Online Database
- » Member's Only Website
- » 20% Cliff Keen Discount (Promo Code: ckadvantage)
- » 12 Monthly Issues of *Advisor*
- » Click digital newsletter
- » Free Subscription to *Referee* magazine

### ADDED VALUE

- » Full NASO Membership for Each of Your Officials
- » Turnkey Training Program
- » Video Plays
- » Lesson Plans
- » Officials Edge: Training & Resource Manual
- » Officials Edge: Instructor's Manuals
- » Rulebooks
- » Mechanics Manuals
- » Online Testing
- » Dedicated Website for Your Association

### PROTECTION

- » \$1 million General Liability Coverage for Your Association
- » \$3 Million in General Liability Coverage for Your Officials
- » \$50,000 Game Call & Assigners Coverage
- » \$10,000 Assault Protection
- » Free Access to the Member Information & Consultation Program



FOR A NO-HASSLE CONSULTATION

CALL 1-800-733-6100 OR EMAIL [ADVANTAGE@NASO.ORG](mailto:ADVANTAGE@NASO.ORG)

## HOW TO...

### HELP MEMBERS UNDERSTAND ANTHEM ETIQUETTE

For a variety of reasons, there is a renewed interest in patriotism these days, at least among adults. Part of that involves the national anthem, which is played before many sporting events. The image of your association can be damaged if your members fail to follow accepted protocol regarding the flag and the national anthem. Here is a brush-up on patriotic etiquette.

#### 1. Presentation of colors

It is common for a color guard to present the flag. Most often the color guard will enter the field or court, march to the middle of the playing surface, then turn and come to a halt. Once the color guard begins marching toward the place it will face for the national anthem, those present should stand at attention. Hats, if worn, should be removed and held over the heart. Otherwise the right hand should be placed over the heart. It is common for active and former military personnel to salute.

When there is both a color guard and a flag on the wall or flying from a pole, the color guard takes precedence. After the national anthem, wait for the color guard to reach the sideline or begin to withdraw from the field or court before returning to a relaxed posture.

#### 2. Singing along

It is acceptable to sing the national anthem if you're so inclined. If a patriotic song such as *God Bless America* is played instead of *The Star-Spangled Banner*, it is common but not required to hold the hand or cap over the heart. If for whatever reason the national anthem is played and there is no flag, it is appropriate to face the source of the music.

#### 3. Stop what you're doing

Officials will sometimes be in the middle of pregame duties when the first strains of the national anthem are played. In that case, stop what you're doing, stand at attention and wait for the song to be completed before returning to your task.

If you happen to be walking onto the court or field while the anthem is in progress, stop and wait for its conclusion.

work in a more complex environment. They have bylaws that either state or imply that an assignment belongs to a member. Associations also don't work in a vacuum. They are subject to regulations imposed by governing bodies. Associations need to look at the following factors before removing any member's game assignments based upon an arrest.

First, associations need to comply with their state association mandates. If an association has standards for the removal of assignments, those provisions need to be followed.

Second, associations need to follow their bylaw procedures for removal of assignments. A failure to follow procedures can lead to litigation.

Third, associations should consult local counsel to make sure that any removals based on criminal charges — as opposed to convictions — have a business justification. There is a long line of legal cases for which employers

have violated civil rights laws by using arrests to bar groups of people from employment. One should have a business justification when relying on an arrest.

It is very possible that officials may sometimes remain on contests when they've been charged with acts that may lead to them having games pulled if convicted. However, there could be a business justification if other factors such as the alleged crime being committed against youth or the crime resulting in substantial publicity come into play.

When it comes to replacing a board member or removing an official from games, one should consult with local counsel and draft good bylaws.

*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. This article is for informational purposes and is not legal advice. *

## Your Last Chance to Get the Best Summit Price

Summit Early Bird Registration has been extended to May 27. NASO members save \$150 off non-member regular registration, and if you register with three or more people, you can save even more.

This year's Summit theme: Officiating in the Future Tense: Change Mindsets – Build Intelligence promises to generate

some of the most useful and applicable sessions in recent memory. Everyone in the industry must decide if they are going to be part of the future that is being thrust upon us, and the 2016 Summit will clarify what that future means for all of us.

Visit [sportsofficiatingsummit.com](http://sportsofficiatingsummit.com) before May 27 to take advantage of the extended early bird pricing. 

OFFICIATING IN THE  
**FUTURE  
 TENSE**   
 CHANGE MINDSETS • BUILD INTELLIGENCE

## Straight Talk: Susan Elza

# Preparing for Officiate Texas Day



*Susan Elza was hired as the University Interscholastic League director of athletics last July. She was previously executive director of athletics at Northwest Independent School*

*District (ISD), north of Fort Worth, Texas. Elza oversees the UIL athletic department and administers athletic activities for UIL member schools. Prior to her role at Northwest ISD, Elza served as assistant athletic director of Allen Independent School District.*

**NASO:** Who does the UIL represent and how does it work in conjunction with the Texas Association of Sports Officials (TASO)?

**ELZA:** We represent school districts across the state or roughly 1,400 school districts and 800,000 athletes. We are the governing body for schools, and officials have to be registered to call our games. UIL has a constitution that officials associations have to follow to officiate a UIL contest. Officials have to register with UIL to call UIL games. We oversee sports officials, but are not in charge of their organizations.

There are no separate football organizations in Texas. It is all under TASO. There are no separate volleyball organizations in Texas. It is all under TASO. For basketball, there are the TASO basketball officials and the Texas High School Basketball Officials Association. There are two organizations in baseball. Wrestling is not made up of TASO at all.

**NASO:** What kind of feedback have you received from officials about Officiate

Texas Day (which will be held before the Summit in San Antonio)?

**ELZA:** We rely on different officiating groups to promote State Day.

**NASO:** How many officials do you hope will take part in Officiate Texas Day?

**ELZA:** Every one of them. That would be a great goal for us. It's a great venue. San Antonio is probably one of the most popular travel spots in the state of Texas. It's right on the River Walk. It's a neat town. People can come to this event and bring their families. While they go to their staff development, their families can go on sightseeing tours and shopping trips. The venue is great and I do think we'll have a good turnout.

**NASO:** Has Texas ever had this big of a meeting under one roof for its officials?

**ELZA:** No. I think it will be a big deal. When I attended Officiate Missouri last year in St. Louis, I was amazed at the speakers and the quality of people who were in front of officials from the different sports. I'm excited for the event. TASO has 22,000 members. We've got baseball, football, basketball, softball, volleyball, swimming, diving and wrestling. All will have sessions with presenters. TASO has a lot of people plugged in and we're fine-tuning pieces.

**NASO:** What do you hope officials will get out of Officiate Texas Day?

**ELZA:** For many officials, it is not a full-time job for them. They are coming while balancing another job, plus officiating for which they have a passion. Officiating is a tough gig and we all know that. You hope that they will come away with some new tools for their toolbox that will make them better in whatever sport they are officiating. The fellowship and connection they have with other officials is so valuable.

**NASO:** How long ago did you begin to plan for Officiate Texas Day?

**ELZA:** We started when we went to State day in Missouri (last year). We then had four or five conference calls with NASO and then went to look at the venue in San Antonio, did a walkthrough, made adjustments on the rooms and tried to figure out what we needed, how many people we think will attend and making sure the sport breakout rooms are large enough. ☐

# YOUR ADVANTAGE

## 45% OFF TRAINING MATERIALS

The program gives your association the ability to purchase the best training resources at **45% off retail**. On every order you place you'll also pay only \$5 for shipping and you get 2 free books for every 10 your order.

**BUILD UP YOUR TRAINING PROGRAM TODAY.**

[nasoadvantage.com/training](http://nasoadvantage.com/training)

## QUICK TIP

### PREPARE SPEAKERS

Even the best speakers need to know the guidelines and be briefed on the audience. Take the time to arm them with the level of presentation you want, how much time they have, whether there should be time for questions and what electronics devices will be available.

## + Still Matter continued from p.1

### ADVOCACY

It's hard enough today to be a manager, supervisor or association leader without being some kind of state office employee or administrator. When I interview people for *Referee*, I often hear about how overworked, and frequently outgunned, they are. It's like being a momma pig: You could try posting a feeding schedule on your belly, but it's pretty much everyone for him- or herself in practicality when trying to be served. Officials who hope to influence policy they find unpalatable have little hope of obtaining a sympathetic ear unless they stride into the lobby with their solicitor in tow. That isn't helpful, either. Officials associations and groups of officials associations have a better chance of "fighting city hall" because they present themselves to the powers that be as a source of already-built consensus. (At least, they can if they're functioning responsibly.) That makes for instant understanding of the seriousness, breadth and perhaps urgency of the issue for the people in position to deal with it. Things stand a better chance of

happening when you get to that point. If you, as a leader, don't make it clear to your members that you're there to build consensus and act on policy, they don't need you. At least, they think they don't.

### EXPERTISE

I managed to avoid Anthropology 101 and Sociology 21A in college, but I'm led to believe that mankind has made its leaders the people they trust because they possess the intelligence, experience and strength to direct and protect them. In other words, people tend to leave leaders alone when they're satisfied they don't need their help and can feel safe around them.

That is where it's up to association leaders to indulge in some succession planning and laying on of hands. They control their fate by getting capable people in the group sitting at the front of the room. Find an A-Type personality to help you with timeliness; having good networking skills and being well-read in the rules, or social networking, or whatever you need them for is vital, too. If you need to support your membership better, find someone who doesn't mind spending his or her time on "projects" —

be they people, chores or ventures. If you don't have the time or the stomach for advocacy, surround yourself with people that do. It sounds simple and it generally is.

Back in the storeroom where I work is a collection of dusty gadgets. I see typewriters, chalkboards, four-sheet Speedy Memos, white-out and all sorts of stuff that was great to have, not so long ago. Hey, the odd person still uses the white-out. Everything about officiating is evolving at a frenetic pace these days, and maintaining your association's relevancy must keep up. Sometimes it's hard for us older people to function in today's world because we became pretty handy with typewriters and chalkboards. It's only when we realize that our tools are changing and we have to adapt that we have any great inspiration to change, too.

Take stock of your executive committee's interface with the membership and the outside world and take action to stay relevant. Time must be on your side.

*Tim Sloan, Davenport, Iowa, is a high school football, basketball and volleyball official, and a former college football and soccer official.* ☐

## WE'RE ALL IN THIS TOGETHER!

Become an NASO Support Organization Today! Call 1-800-733-6100

- » Amateur Softball Association
- » American Athletic Conference
- » American Specialty Insurance & Risk Services Inc.
- » ArbiterSports
- » Arizona Interscholastic Association
- » Atlantic Coast Conference
- » Big East Conference
- » Big Ten Conference
- » California Basketball Officials Association
- » Canadian Football League
- » Chief Zebra Enterprises
- » Clean as a Whistle Products
- » Cliff Keen Athletic
- » Colorado High School Activities Association
- » Conference USA
- » DALCO Athletics
- » Fluke Logistics
- » Fox 40 International
- » Fox Sports
- » Georgia Athletic Officials Association
- » Georgia High School Association
- » Get It Right
- » Honig's Whistle Stop
- » Illinois High School Association
- » InCheck Inc.
- » Indiana High School Athletic Association
- » IAABO Inc.
- » Iowa Girls High School Athletic Union
- » Iowa High School Athletic Association
- » Kentucky High School Athletic Association
- » Louisiana High School Athletic Association
- » Major League Baseball
- » Michigan High School Athletic Association
- » Mid-American Conference
- » Minnesota State High School League
- » Minor League Baseball
- » Missouri State High School Activities Association
- » National Association of Intercollegiate Athletics
- » National Basketball Association
- » National Collegiate Athletic Association
- » National Federation of State High School Associations
- » National Football League - Officiating Department
- » National Football League Referees Association
- » National Hockey League
- » National Hockey League Officials Association
- » National Intercollegiate Soccer Officials Association
- » New Jersey State Interscholastic Athletic Association
- » New Mexico Officials Association
- » New York State Public High School Athletic Association
- » Ohio High School Athletic Association
- » Oregon Athletic Officials Association
- » Oregon School Activities Association
- » Pac-12 Conference
- » Paper Trail
- » Professional Association of Volleyball Officials
- » Professional Referees Organization
- » Purchase Officials Supplies
- » Ref360
- » Referee Enterprises Inc.
- » Smitty Official's Apparel
- » Sun Belt Conference
- » Texas Association of Sports Officials
- » Texas High School Basketball Officials Association
- » Ultimate Fighting Championship
- » Ump-attire.com
- » United States Polo Association
- » United States Tennis Association
- » University Interscholastic League
- » USA Hockey
- » USA Volleyball
- » US Lacrosse
- » U.S. Soccer
- » U.S. Specialty Sports Association
- » Vokkero by Adeunis
- » Washington Interscholastic Activities Association
- » Washington Officials Association
- » West Coast Conference
- » Wisconsin Interscholastic Athletic Association
- » Zoom By The Tyros