

Good Morning, Delegates, Executive Committee, Past Presidents and Guests.

What an honor it is to be the 78<sup>th</sup> President of the finest officiating organization in the world. When I became a member of Colorado Board 4 in 1980, this moment was the furthest thing from my mind. Like most of you, all I really wanted to do was referee basketball.

Five members of Board 4 are past presidents of IAABO. One of them is Dr. Ron Brown. My standing here today is in large part due to Ron and the confidence he placed in me. Without his mentorship and guidance for over thirty years, this would not have happened.

Additionally, I must thank the members of Colorado Board 4 for allowing me be part of their leadership team as their Rules Interpreter since 1993.

It goes without saying that in any endeavor success is impossible without support. My biggest supporter is the love of my life, my beautiful and talented wife, Diana. In our over 30 years together she sacrificed so much to allow me to make basketball officiating part of my life. She never asked me to quit or cut back. She often dealt with a colicky baby, and two boys that were...well they were boys...by herself and never asked for anything. (Except a game check or two) I owe everything I am to her. Thank you sweetheart....I Love You!

Let me also thank the Past Presidents who have provided so much guidance and leadership; the Executive Committee; and the Committee Chairs and their Assistants that work tirelessly in supporting IAABO and its members.

We don't know how fortunate we are to have Tom Lopes and Donnie Eppley managing the organization. Their knowledge, leadership, guidance and commitment to IAABO is exemplary. Without them local boards and their members would not receive the services, answers and material so important to the success of IAABO, and our organization would be where it is today. Thank you Tom and Donnie.

I would like to also congratulate Joe Gintoli on his position of President Elect and Willie Jones being elected Vice President.

The plays of the week, IAABO schools, Sportorials and the IAABO website provide our members with exceptional and essential training information and opportunities.

However, IAABO is not merely a bunch of basketball officials. We understand that our role and responsibility is not just to train basketball officials. IAABO is also community and understands so very well the importance of supporting and serving those in need.

That is why IAABO's members have contributed over One Point Five Million Dollars to "Officials vs. Cancer". Cancer is a disease that in some way has touched every single one

of us. It will take all of us participating in this annual effort to provide researchers the resources they need to find better treatments and ultimately a cure for this terrible and devastating disease.

That is also why our members have officiated hundreds if not thousands of Special Olympics basketball games. We, who have been given much must be willing to give back to those less fortunate. If you have never refereed a Special Olympics basketball game, I encourage you to do so. The experience will move you I promise.

We as IAABO, both as individuals and as an organization need to continue to support charitable causes. Please make sure your local board continues to support these and other charities in your community.

IAABO is the premier provider of basketball officials training and training material in the world. To continue to be the leader, we must look for new ways to get the IAABO message out. Our brand is exceptional and our reputation is without compare. However, in a rapidly changing digital environment we need to identify ways to effectively disseminate our message and material to those that learn and think differently than those of us that are a little more mature learned and heard the message. Some of the old ways don't work as well as they once did.

We MUST take advantage of the opportunities technology provides.

One way to accomplish that is to involve the more technically and digitally intelligent members of our boards. If you are responsible for a presentation and you are not comfortable with technology ask someone who is to help and show you how to use technology to make the presentation better. Remember, somewhere along the way, someone gave you the opportunity to get involved. If you understand how technology can be used in presentations, volunteer to help those that don't.

We can't be afraid of change and technology if we want to continue to be successful.

At the national level, we need to continue our efforts in collaborating with other organizations to get an IAABO presence into their officiating programs. Through Tom Lopes' very successful efforts, IAABO is now an integral part of NASO's Officiating Summit and our relationship with the National Federation has improved significantly. IAABO now provides the NFHS with videos used as part of its training program and Tom serves in an advisory role to the basketball rules committee.

These organizations know and understand the added value IAABO provides them.

This summer, IAABO will partner with Canadian officials organizations to provide training and to establish and IAABO presence as the Canadian game transitions to Federation to FIBA rules.

These types of efforts are critical to IAABO and its growth.

In addition to continuing these efforts at the national level, I would encourage local Boards to develop relationships with their State Associations to expand the IAABO presence in their basketball officials' training programs as well. Show them what IAABO can do for them, their member schools and the student athletes that play this great game.

Immediate Past President Tom Reese and I have had numerous discussions on how we can expand our training to develop even better officials. We are in total agreement that IAABO is the best in teaching rules and how to interpret and apply them. IAABO also publishes excellent mechanics manuals to ensure proper court coverage and the use of proper signals. Despite our leadership in these areas, more is needed if we want our members to reach their maximum potential.

As Tom stated in his address last year, video is available for nearly every game officiated. We need to teach officials how to use this valuable resource to identify how both individually and as a crew we can improve our officiating. Did we rotate properly? Were we in the best position to see the entire play? Did we move the right direction to get an open look? All of those questions can be answered and visual lessons can be readily learned if we provide our members with the tools on how to review and analyze video.

Officiating basketball is not different from any other situation encountered in life. It is not some unique experience that involves only policing and applying rules. We don't officiate in a vacuum. During a basketball game, officials must effectively deal with people, emotions and often times uncontrollable variables. Being successful in these situations is knowing when to listen; when to speak; what to say; how to say it; when to walk away and when to confront.

Communication skills, verbal and nonverbal, are critical to being successful in any personal interaction. Being aware of what is going on around us lets us be proactive in addressing potential situations rather than reactive. We need to provide our members with these important tools too.

Yesterday; Tom Lopes, Tom Reese and I met with Peter Webb to discuss these ideas. This year's Fall Interpreter's meeting will commit time to this type of topic.

About a year ago, my wife, our youngest son and I were talking when my wife mentioned I was going to be the president of the IAABO, "the International Association of Athletic Basketball Officials." While it gave me a chuckle at the time, a few days later I received the Sportorial that focused on the IAABO schools. In looking at the pictures, some of us did not look very athletic.

Being part of a very athletic, physically demanding sport like basketball; both health and fitness are critical to our success as officials. Improving our health and wellness through exercise, diet and getting proper rest will not only make us better on the court, it will also

improve our lives. We will be better spouses, better parents, better bosses, better friends and overall better people.

Therefore, for the 2016-17 season, I propose to unofficially change IAABO's name to the International Association of Athletic Basketball Officials and ask every member and every board to make the commit to being healthier and more physically fit. I have discussed this with Michelle Futrell from IAABO's "Ask the Trainer" and we came up with some ideas to formulate a program. With Michelle's passionate enthusiasm and help along with assistance from others, I commit to providing you with some tools and information to establish and reach some health and wellness goals.

IAABO is a member driven organization. While membership is stable, demographics tell us that we will need to address the generational attrition that every industry and organization in the nation is experiencing, sooner rather than later.

Although IAABO and local boards can develop plans, goals and objectives for membership recruitment and retention, success really depends on each of us as members. Each one of you is IAABO's best recruiter.

Simply talking basketball and officiating can create an interest in someone becoming an official. Helping new officials by being mentors and sounding boards can create a support system which will result in the increased retention of officials.

I would ask every official to be part of an individual recruitment effort. If half of us recruited one new official every year, we could double our membership in two years.

If your board does not need officials now, it is only a matter of time before it will. It is our responsibility at both the local and national level to make sure there are enough qualified, IAABO trained officials ready to fill assignments as they become available.

In closing, it goes without saying that we are part of a great game and a great organization. After my first couple of national meetings I mentioned to Dr. Brown that "these guys are really committed to this organization and making basketball officiating better." Though some of the faces have changed, that statement is still true today.

Tom Reese, you have done an outstanding job in leading IAABO this year. You leave us in great shape. Thank you for your leadership, guidance and support.

Members, my pledge is to serve you and this organization to the best of my ability and continue that commitment of making IAABO and basketball officiating better. It can't be done alone. It will take all 17,000 of us. To borrow from English playwright John Heywood, "Many hands make light work."

I am looking forward to this year and what we can accomplish by working together.

Thank you for the opportunity to serve you as your President.