



2016

Annual General Meeting

Executive Reports

April 25, 2016

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EBOA President's Report - 2016

The past three [3] years, as your President, has been very rewarding and challenging for me. The Association has grown to over 340 Members, which includes over 100 Associate Members. The growth in Basketball has brought on many challenges that the Executive was able to work through and provide support needed at the various functions of the Organization. A very Special welcome to all new or relocated Officials to the EBOA!

1. **Pink Whistle Campaign** – This was our sixth [6] year supporting the Alberta Cancer Society. This year's contribution was dedicated to the memory of Lanny White, who passed away last September after a courageous battle with Cancer. The presentation of the EBOA Contributions was made to Lanny's Family on February 5th game at the Golden Bears game. The EBOA will be honouring Lanny with the naming of a EBOA Award in the near future. Thank you to Teigan Lawton in making this year memorable and working with the Local Media to spread the word!
2. **Honorary Members Hall of Fame** – The EBOA Executive approved the creation of the Honorary Members Hall of Fame plaque, which will be displayed at the Saville Community Sports Center. The Display will be located between the Officials Dressing Rooms, just above the water fountains.
3. **Basketball Alberta** – The EBOA Member are now members of Basketball Alberta, effective January 1, 2016. We believe this bold move to unite the Basketball Communities in Alberta will grow within the Province. I want to thank Paul Sir, Executive Director and Jef Bailey, Program & Events Director for their passion and commitment to Basketball. Check out their new and exciting website at www.basketballalberta.ca . Once again, Basketball Alberta hosted Youth Nationals [U15 & U17 Girls] at the Saville Centre.
4. **Education & Development** – The Education Team continues to provide the Membership with the best programs in the Province. Kerron and the EDO Team spend endless hours with our developing Officials to prepare them for their next challenge. This has resulted in excellent results from Provincials & Nationals.
5. **Assigning** – The EBOA Assignors, led by both Vlad Eshenko and then Bob Pollard, did another great job in providing Officials throughout the Greater Edmonton Area. Thanks to Ed for his passion and commitment with the EYBA and Minor Provincials.
6. **Financial Stewardship** – The EBOA growth has led to the addition of the Assistant Treasurer position, which is held by Giancarlo Higinio. In addition, the EBOA has purchased SAGE Cloud, which allows us the ability to access Financial information from a web-based system
7. **New EBOA Awards** – The Executive approved two [2] new Awards this past year. The EBOA Personal Excellence Award and the EBOA Ambassadors Award.
8. **Game Fees** – The EBOA Executive continues to work to provide fair game fees for our Membership. We now receive Travel Allowances for our sites outside the Edmonton City Limits and a premium for Weekday games starting before 4:00pm. Furthermore, Game Fees will be further streamlined starting September 2016. This change results in few age classes.

EBOA President's Report - 2016

9. **New Policy** – The EBOA Executive approved a new policy, specifically designed to reduce the growing number of Declines & Turn-backs. The first year results indicate the Policy has addressed the issues we faced. We encourage all Members to utilize the Arbiter Calendar to manage their availability by using the BLOCK feature for days and times you are not available.
10. **ABOA** – The ABOA Executive has taken a positive step in providing digital-based learning materials on their website, www.refalberta.ca. The 6-part Series, involving all six [6] Alberta-based FIBA Officials, delivered excellent topics to help the development of all Officials.
11. **Online/Digital** – The EBOA is committed to move quickly into the online/digital world. We are currently working towards a fully integrated Online Registration system that will make it easier for members to register for Clinics, etc.
12. **Recognition** – Thank you to the following EBOA Executives;
 - a. **John Irvine** – Director of Education & Development
 - b. **Vlad Eshanko** – Director of Assigning
 - c. **Evelyn Stol** – Director of Recruitment & Retention
 - d. **Greg Lintz** – Director of Discipline & Mediation

Final Thank You!

I want to thank the EBOA Executive, the Membership, and the Basketball Community for all their support in making the EBOA the best Local Board in Canada. I continue to hear numerous compliments from outside Officials, Coaches, and Parents impressed about the commitment and professionalism demonstrated by our Membership. We continue to welcome and encourage outside Officials to become Dual Members with the EBOA.

I continue to be committed to providing our Officiating Services to the Basketball Community in the Greater Edmonton Area, and further out when requested. The game continues to grow, in part because of this great facility, but also because of its affordability across economic lines.

Sincerely,

Leo Mangano

EBOA President

Vice President Report – 2016

The Vice President portfolio this year has seen a tremendous success both in terms of growth and 'engagability.' I am both happy as a referee and as a member of the executive of what has been accomplished.

The most visible item in the portfolio was the Fines For Declines program. In the attached PowerPoint, you will see that there was a lot of success and a lot of failure.

I believe the program effectively and efficiently made changes to people's behavior. The entire data is not yet in, but with a variation of over 3500 declines the results are promising. It is noteworthy that we covered the same amount of games with substantially less declines/turn backs. Notwithstanding that we arrived at the end of the war battered, bloodied, and exhausted; we did achieve success in lowering declines.

But, we had challenges and with challenges comes an opportunity for growth. The program's appeal processes are not clear enough and there is an identifiable gap between members being responsible for knowing their own declines and the program reinforcing what the members should already know. This gap creates confusion in members being unsure what they can and cannot appeal, not knowing when to appeal, and not knowing what the process is. It is these areas that we must focus on in the future to lessen the burden of the program to our members .

It has been suggested to me that we should focus on people incurring a high percentage of the declines; the inherent challenge then becomes when we look at the global amount of turnbacks and over 50% of the program being comprised of people with less than 10 declines. It is literally a death by 1,000 paper-cuts. I do believe there is a balance to the problem, but the Executive will have to take a long hard look at the direction it wants to go.

With the fine revenue, I am asking the executive to create three new \$500 scholarships, two for post-secondary students, and one for a camp attendee with the remainder (<\$200) to be allocated to general revenue for socials.

In terms of engagement I am happy to report that EBOA is doing great work with media partners and gaining exposure in our community. This year I participated in a live TV interview with the folks from Global Edmonton, a newspaper interview with Brian Swane & Basketball Alberta. The emphasis was on our Pink Campaign but I feel we increased the profile of our organization. The funds raised for the Pink Campaign were approximately \$5,500 and we had a fantastic cheque presentation and memoriam in partnership with the University of Alberta Athletics Department. Thank you to Jake Steinbrenner who coordinated the day in my absence.

Lastly, we are losing some very strong people on our board this year. As a membership, I would encourage you to examine the candidates and send the strongest ones to the new board; I have previously said and I will maintain that the executive election is one of the most important duties of our members and it cannot be about who is the nicest candidate. Having people who can see the "big picture" and have the knowledge and experience will make for some great growth potential in our organization.

As always, I remain committed and dedicated to our membership. If at all possible, I do my best to respond to every email and you should feel comfortable being able to call me whenever you want. In my opinion it is fundamental that the executive is accessible by members, and I hope to see more faces and conversations at our 'Meet the Executive' nights.

I hope you enjoy your summer and time away from the court doing whatever you find enjoyment in.

Teigan Lawton
EBOA Vice President

April 24, 2016

Secretary Report – 2016

This is my fourth year as Secretary of the EBOA. As Secretary, I am responsible for the records of the Association; preparing agendas and recording minutes of the Executive meetings, General meetings, and AGM meetings; and I also play a role in maintaining the membership list on Arbiter, including additions and deletions. In the past, I have assisted the Treasurer in making seasonal payouts; however, with the addition of the Assistant Treasurer, this is no longer in my portfolio.

For the past year, we have really been focused on re-organizing our clinics and streamlining the process for both current members and new members joining our association. We have been working on making a process for clinics that will require a pre-registration component in order to assist with the tracking of recruitment and retention as well as having electronic records rather than paper. We incorporated this at the beginning of the season and are still making a few tweaks to the process. This is a work in progress, and I hope to move to a completely online system within the next year.

Some members have had questions about when minutes are posted online for review by the membership. While I work hard to ensure the minutes are up as soon as possible, this does require approval by the Executive at the following Executive meeting. If you have any questions or concerns about when minutes are posted, please feel free to contact me directly.

I would like to thank all of the membership and the Executive for another success season.

Regards,

Ashlee Lay

EBOA Secretary

Director of Administration Report - 2016

Thank you for all those who ordered equipment for being extremely easy to work with. Much appreciated!

- Jerseys will remain \$30 dollars (MFE)
- If you want Smitty Jerseys, talk to me and we can make some sort of ordering arrangement. They are going up in cost and so ordering in a group would likely be somewhat cheaper.
- Whistles are now \$4 and come with a lanyard
- I'm open to ordering other equipment (pants etc) just let me know and if there is enough interest we will make something happen.

Ordering system is due for a change, stay tuned. It will be in a Google form, much easier to fill out.

I am accepting nominations for the awards. Information on the different awards offered can be found on the website www.theeboa.com. Basically put, we have an award for each level (NOCP 1,2,3/4, Rookie of the Year, mentorship awards etc). Please let me know no later than May 1st who your nominations are.

For information:

Registration for new members is also changing, but that doesn't affect anyone at the meeting.

As director of administration, I have also been working on a plan in conjunction with Recruitment/Retention and Education on obtaining some tablets to be used for registration purposes as well as education purposes (generation of clips etc.) Stay tuned.

As far as other purchases this year, we obtained laptops for our secretary and treasurer. The laptop belongs to the EBOA not the individual in the position. These funds were taken from our large surplus at the beginning of the season. The total was around \$1400 for both laptops.

Sincerely,

Zach Patterson

EBOA Director of Administration

Director of Assigning Report - 2016

It has been another very busy year for the EBOA assigning team. Fifty junior high school tournaments, 28 senior high school tournaments, an EYBA provincials the Western Canada DND Tournament, school, youth and Adult leagues. We are now in club ball season and have several large events upcoming as we move into the spring

The assignors from Sept 1, 2015 to April 24, 2016 have assigned 16,342 games. They have done and continue to do an outstanding job for the EBOA. The amount of coordination and cooperation the four assignors demonstrate throughout the year is of utmost importance. Without this cooperative effort on their behalf the EBOA would not be able to cover all the assignments we have.

The total number of games assigned between September 1, 2015 and April 24, 2016 is 16,432.

The total number of declines and turn backs in that time is 2,482. This is a rate 15.1 %. The assigning team of the EBOA would continue to ask that the members of the EBOA keep their blocks as update as up to date as possible trying to reduce the rate of declines.

The Assigning team has worked closely with the Education and Development group throughout the year to have officials placed in games to continue their progress. To this end officials are being provided 3 person opportunities at 4A high school tournaments, selected club and spring leagues. The assigning group would like to thank the Education Team for providing information to us on official's progress. This allows all the assignors information to get officials into games where they can learn and advance their skills as an official.

The Assigning group would also like to thank the ABOA who in several circumstances allowed the EBOA to assign ACAC officials a game on days when they also had ACAC games. This was not done as a standard practice and only in situations when our work load made it necessary. The assigning group would also like to thank the ACAC officials who stepped up and helped us in these situations.

To all EBOA members: thank you, for accepting multiple games in a day, accepting games on short notice, accepting games at more than one site in a day and staying to start games for officials who are delayed because of weather and other unforeseen circumstances. This appreciated by the assign group.

Yours truly,

Bob Pollard

EBOA Director of Assigning

Director of Discipline & Mediation Report - 2016

Since the 2015 annual general meeting, I have received approximately thirty-three complaints, all by email, with respect to our referees. This can be broken down as follows:

- Complaints about referees acting as fans (2)
- Complaints by executive about fellow referees dress (2)
- Complaints from high school (6)
- Complaints from junior high school (2)
- Complaints from EYBA (4)
- Complaints from EBA (20)

I will not discuss the reports that our referees filed for ejections, double technical fouls, serious fouls and other situations.

The complaints about referees can be grouped into categories but they range from allowing the games to get too rough to another complaint about not understanding the starting times in EBA.

In the youth division, the complaints generally relate to attitude and inexperience. These are addressed with our EYBA people and our education team.

In junior high, there was one complaint with respect to the manner of dealing with ethnic dress in the uniform.

In EBA the complaints range from referees being one-sided, not calling enough fouls, their attitudes towards the teams, general competence in some instances, a referee interrupting a game in the final moments to insist that another referee come and do his scheduled game when that referee was filling in; bad attitude towards girls' basketball and poor language and body language.

The high school complaints usually center around the imposition of technical fouls and how the coach is of the view that usually they are not deserved, particularly when it is followed closely by a second technical foul. Upon review, generally the referees were able to support their imposition of the technical fouls. We also had a couple of letter of complaint from fans in high school, from the youth basketball. These range from general unhappiness with the referee to complaining about a specific call in a youth game.

One of our referees was reminded that he should not be accepting a high school game in which his son was participating.

There were two serious incidences here with respect to verbal and in one case, a physical attack on one of our referees. In one case in men's four, our referee was accosted in the parking lot. That player was suspended for the remainder of the year and the name was given to us.

In the second incident, also arising from men's four, as the referees were leaving the floor, a water bottle was thrown at them and then they were also verbally accosted in the parking lot. The executive demanded to know the punishment for these players and their names. We were provided with the punishment but were not provided with the names. We had already declined to send referees to one of the team's games. We

Director of Discipline & Mediation Report - 2016

threatened to withdraw referees from one of their playoff games. As it turned out, the team with the players who had committed the offences did not appear for the playoff game and were finished for the year in any event.

This was preceded by a disturbing exchange with the President of the EBA wherein his position was that he did not need to provide us with the name of the players for future reference. We insisted that he did. I believe Mr. Shapka was prepared to provide us with the names at the playoff game in which the team did not appear as he was actually involved in that game. I note that there has been no follow-up to provide us with the names.

The more disturbing part of this scenario was the comments made by the President of the EBA in my discussions with him proceeding that evening's game. I would summarize it by saying that the executive of the EBA has a negative view of our association and our members. The comments made in our telephone conversation were alarming and I would suggest that the executive of our association has to sit down again with the executive of the EBA and discuss our mutual perceptions.

Having said that, in the context of the number of games that this association referees every year and the number of games in which the EBA participates, the respective number of complaints back and forth is actually quite small.

The other comment I would make is that our members are very cooperative in almost all cases, and that cooperation is appreciated. Most of our members are very good about doing detailed replies in a timely manner and this assists in working through these issues quickly.

Sincerely,

Greg Lintz

EBOA Director of Discipline & Mediation

Director of Education & Development Report – 2016

This year the Education team in conjunction with recruitment and retention had three new officials' clinic recruiting 100+ new members. I hope the on court support within the EBOA will retain these members as well. Jake Steinbrenner lead a professional development workshop to provide mentors and observers with information on how to evaluate and communicate effectively. We were fortunate to have Matt Kallio facilitate a session on preseason preparation at the first general meeting. The EBOA is working hard to continue bringing quality on court and off court information to aid in the development of our officials.

Karen Lasuik continues to provide educational information for clinics and video clips for smug mug in her role as senior development officer. New this year Karen implemented an education sessions online via Dropbox for ACAC/CIS officials. Video clips and discussions were sent out for officials to view and respond.

Huge congratulations to Karen who will be officiating in the 2016 Olympic Games in Rio. She continues to provide the EBOA with some of the best information in the world.

This year the Mentorship Program was organized by Kristen Hutchison who is also the Intermediate Development Officer. The program started early to provide more time and opportunities for mentors and mentees to work together. The goal of the program has always been to provide officials with feedback to make them better and I hope that target was met.

The Junior Development Officer position was filled by Kathy Ross who organized observations for new members and oversaw the 35+ members on the Education and Development team. Each weekend you would see a member of the team at the Go Center or in a school gym observing and providing feedback. There were monitors that went gym to gym meeting, greeting and providing ongoing feedback. This is a fundamental part of the education team so once again thank you to the members that gave up Saturdays to go out and help out. Thank you to Ed Harasem who worked in conjunction with the education team to set up clinics and organize officials for observations. Ed has been doing this for many years and continues to work hard to provide EBOA officials with the best experience out of the gate.

This was truly a season of learning for me as I took on this portfolio and I want to thank the EBOA Executive and the Education Team for supporting me throughout the season. I would also like to acknowledge the members of the Education and Development Team who worked tirelessly each weekend observing and monitoring gyms in and around the city. The feedback from coaches, players, fans and the basketball community has been tremendously positive as they enjoy seeing the education we do around official development in the EBOA.

The success of EBOA officials start in the very grassroots of EYBA basketball and extend to quality performances on the Provincial, National and International stage. There is a strong EBOA tradition of building quality officials and that is evident in the performances of our officials at those various levels this year.

Lastly..... I strongly believe in the process of learning and ongoing education. Remember there are camps, there are workouts, there are many ways to keep engaged and ready for the next season but do not forget to take a break and smell the roses.

From Karen, Kristen, Kathy and myself.... thank you and good luck in the off season.

Kerron Lewis

Director of Education & Development

Director of Recruitment & Retention – 2016

As I reflect on our past season, I look at all we have accomplished in a short but very busy time. We started the season working and continue to work at stream-lining pre-registration for new and returning members. Our web site continues to be a great source of information for new and existing users, and lastly we have brought back our Annual Membership Survey.

For numerous years we have held our new and returning clinics at Rosslyn Junior High School, I would like to take this time to give a huge shout out and Thank you to Ed and all the volunteers (too many to name individually) for their support in making our clinic and registration run smoothly. This past year we put on three very successful new person clinics.

Our web site is always a work in progress and continues to grow and evolve, as does our Facebook page and Twitter account. Did you know that we have followers from around the world liking us on our Facebook page? This is because of our tireless social media gurus on both Facebook and Twitter, Thank you both Rob M. and Teigan for making sure others know about us (and making my life easier).

We have brought back the Annual Membership Survey, to a line ourselves with what the membership needs. Take this time to make your voice heard, your input and suggestions are a part of what makes our association continue to grow and develop. The survey will give you an option of anonymity or follow up from the executive.

Thank you to all of you for a great season of growth. I look forward to seeing everyone in the new season.

Evelyn Stol

Director of Recruitment and Retention

Director of Relations Report – 2016

As this was my first year as the Director of Relations, my main three responsibilities were the continued development of relations with our clients, organization of our socials and handling request for officials for tournaments and games. During the year I have learned a lot and will be making some recommendations in regards to how The EBOA handles its tournament request, as I found we need to be more proactive in how we accept tournaments.

This year we did request to the EBA that they not schedule games on the nights of our meetings to help encourage attendance, the EBA agreed to this request allowing more of our members to attend meetings. A change this year was the additional of an Edmonton Public Jr High double. As this was the first year for this, a few problems were encountered, but seem to be a success as it provided officials for Jr. Jr. High games.

Socials

The EBOA hosted four successful socials this. A big thank you to each venue for their hospitality and service during our functions.

May 30, 2015 – Century Casio – Year End Social

July 26, 2015 – Sherlock’s on Campus – U15 & U17 Girls Nationals

December 6, 2015 – Sandman Hotel West Edmonton – Christmas Party

February 21, 2016 – Sherlock’s on Campus – Stripes Night

Tournaments

This year The EBOA provided officials to cover over 80 tournaments in the Edmonton area. A big thank you goes out of assignors who work to cover all the games and to our members for stepping up and working the games. We did have to decline one tournament request this year.

- 39 High School
- 37 Jr High
- 2 Alumni
- 2 Adult

November 26-28	St Theresa – Sherwood Park St. Francis Xavier – Mike Dea Classic Lillian Osborne J Percy Page	Jr. High Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Alumni
December 3-5	Leduc ME LaZerte Fort Saskatchewan – Sting Cup Ross Sheppard – Totem Hoop Salisbury J Percy Page - WIC	Jr. Boys/Girls Jr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls
December 10-12	VJM - St Albert Sturgeon Heights - St Albert A. Blair Mcpherson Mother Margaret Mary Strathcaona – Eagles Invitational John Paul II Strugeon – Rise Up	Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys Jr. Boys/Girls Sr. Boys/Girls Sr. Girls Sr. Boys/Girls

Director of Relations Report – 2016

	Queen Elizabeth - Knights Roundtable Jasper Place – REB	Sr. Boys/Girls Sr/Jr. Boys/Girls
January 7-9	Parkview St. Francis Xavier McNally Holy Trinity Scona Ardrossan – Stampede Classic Beaumont John Paul II Bev Facey Millwoods Christian Louis St. Laurent – Green and Gold Paul Kane - St Albert	Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys/Girls Jr. Boys/Girls Sr. Boys Sr. Boys Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Girls
January 21-23	TD Baker – Big Dawg Riverview Middle School – Devon Esther Starkman OLPH - Sherwood Park	Jr. High Boys/Girls Jr. High Jr. High Boys Jr. High
January 25-29	Strong Contender – Garrison	Adult
January 28-30	Archbishop MacDonald Richard S Fowler – St Albert Esther Starkman Austin O'Brien Harry Ainlay – Tri Prov Salisbury Jasper Place Millwoods Christian Mornville	Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Girls Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys Jr. Boys/Girls Sr. Girls
February 4-6	Riverbend – Centurion Classic Eastglen Ross Sheppard Jasper Place Bev Facey Harry Ainlay – Tri Prov McNally Archbishop O'Leary – Spartan Showdown ME LaZerte - Thom Elniski St Joes – Father Michael Troy	Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Girls Jr. High Girls Jr. Boys/Girls Jr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls
February 11-13	Edmonton Christian Northeast WP Wagner F R Haythorne Blessed Oscar Romero St. Francis Xavier – Ray Lecavalier St Albert	Jr. High Boys/Girls Jr. High Girls Jr. High Boy/Girls Jr. High Girls Jr. Boys/Girls Sr. Boys

Director of Relations Report – 2016

	Scona Harry Ainlay – Tri Prov Ardrossan – Bison Thunder Classic Mornville	Sr. Boys/Girls Sr. Boys/Girls Sr. Boys/Girls Sr. Boys
February 18-20	Archbishop Jordan Bev Facey Esther Starkman Queen Elizabeth Ross Shep Blessed Oscar Romero Mornville Archbishop O’Leary Scona Salisbury Composite High School Eastglen – Blue Devil Classic Spruce Grove	Jr. High Boys/Girls Jr. High Boys/Girls Jr. High Boys Jr. High Boys/Girls Jr. High Boys Jr. High Boys Jr. High Boys/Girls Jr. High Boys/Girls Jr. Boys/Girls Jr. Boys/Girls Sr. Boys/Girls Sr. Girls
February 26-27	John Maland - Devon	Sr. Boys
March 3-5	EKBC - NAIT Sturgeon School Division Metro City Championships	Adult Jr. High Boys/Girls Jr./Sr. Boys/Girls

Also as a reminder that this year Awards Night and Year End Banquet will again be at Century Casio on May 28, further details to come in the next week.

Regards,
Robert Mah
EBOA Director of Relations

EBOA
Balance Sheet
March 31, 2016

Presented April 25, 2016

ASSETS

Cash	\$ 77,050
Investments	\$ 140,400
Spring/Summer Games	\$ 200,000
Receivables	<u>\$ 492,733</u>
Total Assets	<u><u>\$ 910,183</u></u>

LIABILITY

Game Fees Payable	\$ 592,860
Spring/Summer Games	\$ 200,000
A/P and Accrued Liabilities	\$ 48,536
Due to Assignor & Treasurer	\$ 51,934
Due to Camcorder	<u>\$ 778</u>
Total Liability	<u>\$ 894,108</u>

EQUITY

Surplus - Previous Year	\$ 31,959
Current Earnings	<u>\$ (15,884)</u>
Total Equity	<u>\$ 16,075</u>

LIABILITIES AND EQUITY	<u><u>\$ 910,183</u></u>
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EBOA
Interim Income Statement
March 31, 2016

Presented April 25, 2016

<u>Revenue</u>	2015	2016	CHANGE
Basketball Revenue			
Game Fees	\$ 554,066	\$ 584,466	\$ 30,400
Spring/Summer Game Fees	\$ 195,000	\$ 200,000	\$ 5,000
2.5% Administration Fee	\$ 17,674	\$ 18,625	\$ 951
Membership Dues	\$ 38,120	\$ 43,840	\$ 5,720
Evaluations	\$ 4,325	\$ 4,570	\$ 245
Assignor/Treasurer Admin Charges	\$ 52,927	\$ 55,643	\$ 2,716
Community Assigning Fees	\$ 10,400	\$ 10,700	\$ 300
Other Basketball Revenue	\$ 5,393	\$ 3,818	\$ (1,575)
	<hr/>	<hr/>	<hr/>
Total Basketball Revenue	\$ 877,905	\$ 921,662	\$ 43,757
Other Revenue			
EBOA Clothing	\$ 6,230	\$ 2,756	\$ (3,474)
Pink Campaign	\$ 4,234	\$ 4,400	\$ 166
Other Revenue	\$ 420	\$ 400	\$ (20)
	<hr/>	<hr/>	<hr/>
Total Other Revenue	\$ 10,884	\$ 7,556	\$ (3,328)
	<hr/>	<hr/>	<hr/>
Total Revenue	<u>\$ 888,789</u>	<u>\$ 929,218</u>	<u>\$ 40,429</u>

EBOA
Interim Income Statement
March 31, 2016

Presented April 25, 2016

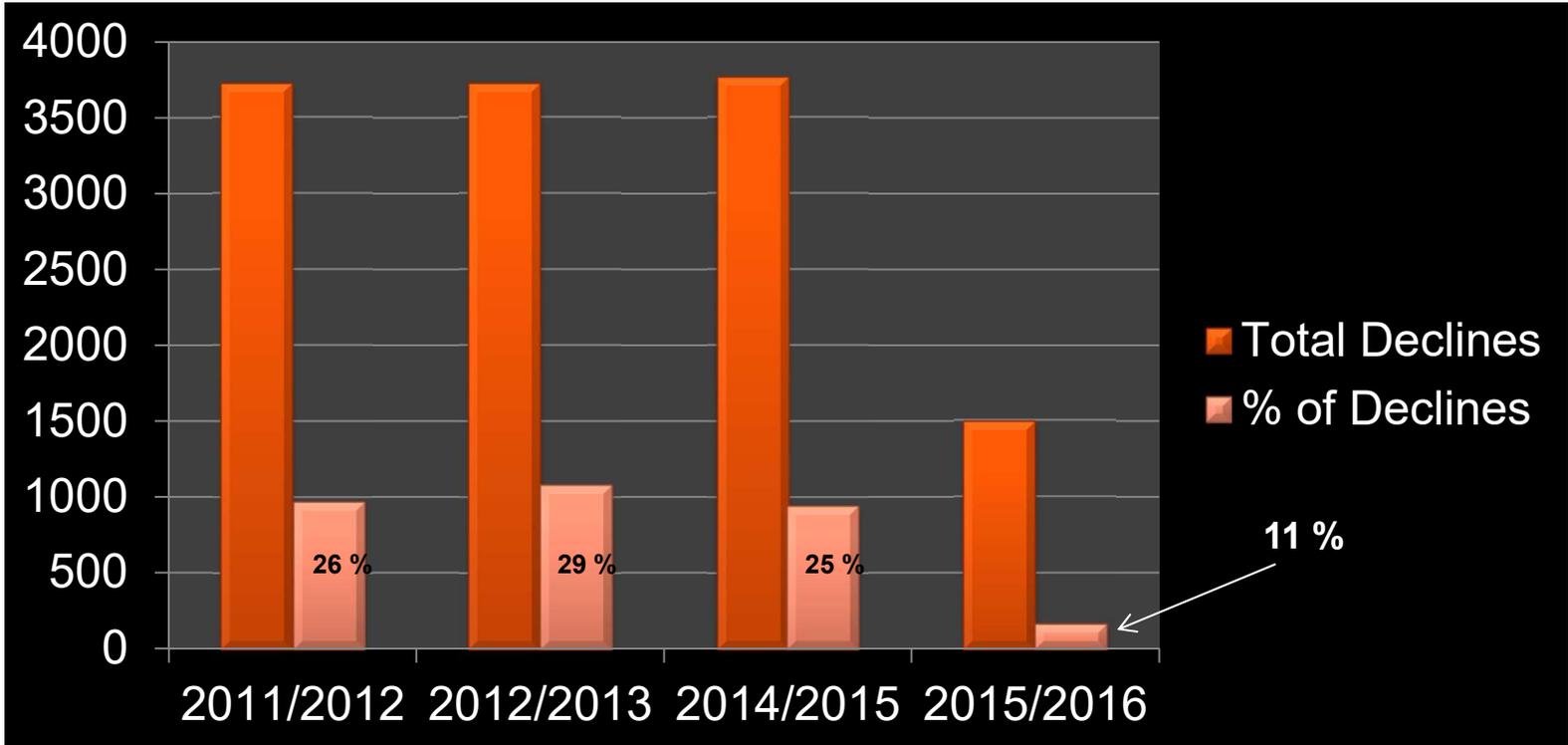
Expenses	<u>2015</u>	<u>2016</u>	<u>CHANGE</u>
Programs			
Education	\$ 12,974	\$ 16,189	\$ (3,215)
Game Fees	\$ 749,956	\$ 805,125	\$ (55,169)
Membership Services/Awards	\$ 10,892	\$ 12,043	\$ (1,151)
Total Program Costs	\$ 773,822	\$ 833,357	\$ (59,535)
Associate Members			
Insurance	\$ 957	\$ -	\$ 957
Whistles/Lanyards	\$ 1,067	\$ 603	\$ 464
Associate Assignor	\$ 6,604	\$ 7,406	\$ (802)
Associate Other	\$ 92	\$ 134	\$ (42)
Total Associate Member Costs	\$ 8,720	\$ 8,143	\$ 577
Association Expenses			
Meeting Rental Fees	\$ 1,534	\$ 1,399	\$ 135
Executive/Assignor/Treasurer	\$ 54,648	\$ 58,934	\$ (4,286)
Basketball Alberta Dues	\$ -	\$ 3,454	\$ (3,454)
ABOA Clinic/ABOA Dues	\$ 22,070	\$ 21,700	\$ 370
Total Association Expenses	\$ 78,252	\$ 85,487	\$ (7,235)
General & Admin Expenses			
Arbiter	\$ 2,450	\$ 3,294	\$ (844)
Donations	\$ 5,000	\$ 5,000	\$ -
EBOA Clothing	\$ 5,075	\$ 2,230	\$ 2,845
Pink Campaign	\$ 650	\$ 1,067	\$ (417)
Assignor Communication	\$ 4,578	\$ 2,500	\$ 2,078
Other	\$ 1,620	\$ 4,023	\$ (2,403)
Total General & Admin Expenses	\$ 19,373	\$ 18,114	\$ 1,259
Total Expenses	<u>\$ 880,167</u>	<u>\$ 945,101</u>	<u>\$ (64,934)</u>
Net Income	<u>\$ 8,622</u>	<u>\$ (15,883)</u>	<u>\$ (24,505)</u>

FFD REPORT TO MEMBERSHIP

2015-2016

TEIGAN LAWTON, EDMONTON BASKETBALL OFFICIALS ASSOCIATION

HISTORY



Preliminary results are promising , to match 2014/2015 , we would need 4,348 declined slots. A note – this period only encompasses October to March. Data not yet available April to August.

PREVIOUS ATTEMPTS AT REGULATING DECLINES

Education

- Continuously added to meeting agendas
- Email's to remind officials to update blocks
- Presented in the Director's reports in years previous

Enforcement

- Previously, an email was sent to individuals identified as frequently declining/turning back

2015 Rollout

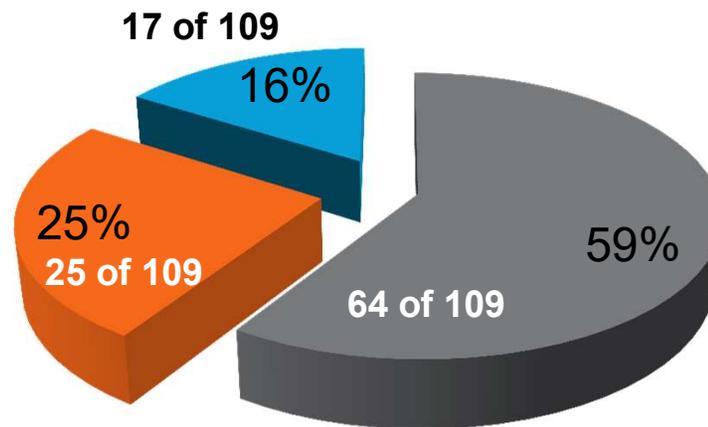
Emails in September, regular occurrence at meetings throughout 2015-2016, posted to the website in 2016, there were courtesy emails for the 1st half of season to those who occurred 4 or more declines in the proceeding month.



DECLINES BREAKDOWN

% Breakdown

■ Five to Nine ■ Ten to Fifteen ■ Greater than 16



GROWING PAINS

- **Policy Ambiguity**
 - High level of people who complained, identified that policy is too vague
- **Lack of Awareness**
 - People identified they were not aware that policy existed
- **Wrong People are Targeted**
 - Group of people believe we should leave the low decliners alone
- **Appeal Period is not fair/unusual/unclear**
 - Group identified they don't know process, don't understand how it works, don't understand what constitutes a valid appeal, etc. There was a significant concern *{emphasis added}* about inconsistent warning emails and/or a lapse in the appeal period.
- **Philosophical Disagreements**
 - People disagreed with the structure of the program, its purpose, the lack of effort by the Executive to change the assigning, the need for such a program, etc.

MOVING FORWARD

- Add policy wording to “within 30 days of a 5th decline”
- Add a cumulative warning email in December to notify people they have achieve the prescribed threshold
- Add a webpage dedicated to the program which identifies fine, laymen's terms appeal periods
- Add a Frequently Asked Questions (FAQ's) with updates to clarify major trends

