

**EBOA Executive Minutes**  
**January 12, 2010**

**In Attendance:**

Stephane Labonne	Kent Heine
Leo Mangano	John Byrne
Gil Desmarais	Ed Harasem
Franco Panizzon	Susan Yackabowski
Gary Nahornick	
Karen Lasuik	

1. December 8, 2009 – Minutes approved.
2. Agenda approved with addition of item 10.b. Cash Flow Projection January 11, 2010
3. Kande O'Leary's Resignation
  - a. Kande O'Leary tendered her resignation and it was accepted by the Executive. MOVED by Gil Desmarais – SECONDED by John Byrne – Approved
4. Stephane Labonne
  - a. Arctic Winter Games
    - i. John Byrne, John Irvine have accepted. Kevin Hamel not available. Approaching Matt Kallio.
5. Leo Mangano
  - a. Pink Whistle Program
    - i. Whistles arrived. Lanyards included. Canadian Breast Cancer Foundation meeting with Leo to discuss media presentation. Prepare and distribute script to ACAC schools, U of A, and high schools. Banner will be placed at Tri-Prov (Harry Ainlay).
  - b. EBOA Anniversary Items
    - i. Whistles and folios are in.
  - c. EBOA Clothing Update
    - i. Jackets and shirts are also in.
  - d. January Newsletter
    - i. Theme is "Mid-Season Check-up"
  - e. Website Team
    - i. Shannon Taylor, Lisa Geisinger, Orville Chubb and Leo are working on a newly revamped website. Should be available by end of January.
  - f. Brew Night (Provincial/National Appointment Night)
    - i. February 21, 2010 at 7 pm at Hudson's South Edmonton Common.
6. John Byrne
  - a. Meeting with EBA Executive on January 19, 2010
    - i. John and Stephane will meet with the EBA Executive and Team Captains to discuss some concerns raised in games over the last 4-5 months.
  - b. Referees Attitudes
    - i. We have received a number of complaints from leagues regarding the conduct of referees. Referees have been heard making inappropriate comments to Coaches/players. John reminds everyone to conduct themselves in a professional, courteous, polite, respectful manner.
  - c. GO Centre

- i. GO Centre project has been tendered. Four companies are in the process of being evaluated.
- 7. Susan Yackabowski
  - a. Mentorship Program Update
    - i. See attached.
  - b. JDO Clinic Updates and evaluations
    - i. Just finished 4<sup>th</sup> clinic. Clinic coming up in Whitecourt. Evaluations are going okay.
  - c. NOCP concerns/appeals/criteria
    - i. Criteria distributed to EBOA Members as well as on Mentors webpage. Appeals process is also outlined. 3 people contacted Susan expressing questions about the criteria.
- 8. Karen Lasuik
  - a. Provincial/National Appointments
    - i. Spreadsheet distributed to Executive outlining assignments over the last 5 years (see attached).
  - b. FIBA Exam Update
    - i. Exam re-write night will be January 18, 2010 at 7 pm at Rosslyn Junior Highschool. Anyone that did not receive 66%, 80% (ASAA Provincials and ACAC) or 86% for Nationals are required to re-write.
  - c. Fines
    - i. Document received for information - See attached.
- 9. Ed Harasem
  - a. Community League Update
    - i. EBOA has been approved to officially use Rosslyn Junior Highschool for clinics through the City of Edmonton.
    - ii. Community League Provincials will be in Edmonton March 19 - 21, 2010.
- 10. Gil Desmarais
  - a. Assignor Update
    - i. Nothing to report.
- 11. Franco Panizzon
  - a. Junior Assignor Update
    - i. See attached. February 19 and 20 EBOA will not be able to fulfill all tournament requests based on 4 junior high tournaments, 7 highschool tournaments and 3 colleges in town.
    - ii. We have been made aware that two EBOA members are working games not assigned by the EBOA Assignors. The EBOA Code of Conduct requires that all EBOA Members will only work games assigned by the EBOA Assignors.
    - iii. EYBA and Jasper Place Spring League Fees for 2010
      - 1. Fees to remain the same as 2009. \$60/ 2 officials - Bantam; \$65.00/2 officials - Midget; \$70/2 officials –Juvenile.
    - iv. Nait/Grant MacEwan
      - 1. Fees to remain the same as 2009. \$81/3 officials.
- 12. Kent Heine
  - a. Year-end Reporting
    - i. For evaluations, Kent needs to know who requested no evaluation. He also needs to know how many evaluations each official received, as well as clinician

information. He also needs to know attendance at meetings. He also needs to know who attended Executive meetings.

b. Cash Flow Projection January 11, 2010

i. Cash balance at January 12, 2010 is \$51,317.85.

13. In-private

a. Internal communications

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## Mentorship Report

- 1) Whether you are a Mentor or a Mentee and no matter what level you are working, be it Community, Jr. High, High school or otherwise, please remember you are representing the EBOA. The level you officiate whether it is CIS/ACAC or high school you are to treat everyone with respect (including partners, coaches and players). Please keep in mind that you are also working for the coaches and players and officials are held to a higher standard. Unfortunately, I have received complaints with respect to officials working Community League and EBA that doesn't shed a positive light on these certain officials. Please remember you are to set an example at all levels you are working. I was disappointed to receive a complaint from a coach about an official. The first thing this official communicated was what level they officiate. This is not to be offered as a defence to the way you officiate your games. There is a Code of Conduct followed by members of our association and that is to be followed not only by Mentees and Mentors but everyone involved in officiating. The Mentorship Program is taken very seriously. Unfortunately if complaints continue, I will be forced to address the conduct and it will be possible that the offender will be removed from the Program altogether.
- 2) If you are a player/coach who is also an official in EBA, please conduct yourself in a professional manner to all parties including officials working your games. The officials who work your games should not be addressed during the game itself or contacted afterwards to offer advice/feedback and that includes emailing/texting, unless it is otherwise solicited by those officials working your game. Please also keep in mind that people have Mentors of their own.
- 3) It is encouraged to have family and friends (who may also be officials) come to watch you officiate. However, it is not appropriate for officials that are spectating to comment during live or dead ball, yell instructions across the court, come down onto the court during time out to offer feedback and/or invite themselves into the change room in a post game. Officials have been assigned Mentors and officials not involved in the Mentorship Program need to understand this point. Mixed messages are being given to officials and the Program is based on every participant is receiving the same consistent feedback and teachings.
- 4) Officials are not ready for 3 person mechanics (i.e.: those who do not have the basic concepts of 2 person mechanics) should not be engaged in 3 person mechanics in game settings. It does not matter if there are 2 trained officials within the crew. Officials within

the Mentorship Program are not to be engaging in 3 person games at any time. There is a forum to do so as well as parameters that are set out with respect to the way you arrange to involve yourself in a 3 person game and the Mentorship Program is not one of them. The parameters are set out below:

- 1) Have mastered 2 person mechanics
  - 2) Attended a 3 person camp.
  - 3) Work with two officials who have been trained in 3 person mechanics if official has less than 2 years of officiating experience with 3 person.
  - 4) Forum for 3 person shall only be in EBA, EYBA, and Spring League.
  - 5) You must ask all parties for permission and arranged prior to game night.
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- 5) I have also been made aware that officials are asking to jump in on a 3 person for whatever reason on that specific night. There are procedures to be followed with respect to setting yourself up for these situations (i.e.: arrange Gil to have you work an EBA game or arrange yourself with two Sr. Officials for an EBA game). An individual cannot jump in on a three person at half time or any other time on game night.
  - 6) Mentors/Mentees who request to work with one another is very much encouraged. Mentors who request to work games with other peoples' Mentees without their knowledge is not encouraged. If you are however requesting to work with an individual for whatever reason, please ensure that individual is made aware of this request and is amenable to it. It is the role of the Assignor to make proper pairings for the proper games. The job of a Mentor is to provide feedback and guidance.
  - 7) With respect to sharing pre and post game discussions, there are procedures that need to be followed. You are to contact the Crew Chief/Referee in any given game and ask to attend pre and/or post game discussions. This goes for everyone at all levels of officiating. The Crew Chief takes this to the Crew to ensure everyone involved is comfortable. If everyone is comfortable then the discussions are opened. There have been times that people walk into rooms without confirmation from the Crew that they are welcome. This is not ideal in any situation. If you are waved in or encouraged to participate in these discussions when the Crew sees you during the game, this is also okay. Please be sure to follow these procedures as this shows courtesy and respect to your fellow officials.
  - 8) If you are attending a game to watch your Mentee with another Mentor sitting with you, please remember only the acting Mentor should be giving feedback. As stated above, if the Crew has not accepted for alternate people to attend the post-game, please refrain from stepping over those boundaries. For some who have brought this to my attention, it becomes daunting to have one person in the room let alone that person has to deal with up to 3-4 extra people in the room. If the Mentee or other official solicits feedback from you after the post game then by all means you can respond, but please do not insert your self unless specifically asked to do so.

- 9) Just an additional note with respect to the use of technology (i.e Facebook, Twitter, Officiating Forums), there have been wall posts and comments with respect to officiating. And yes some of those comments are from Mentees in this Program. General comments do not matter, however, the comments with respect to Provincial assignments or putting other officials names and put downs is not tolerable. Please use your judgement and also advise your Mentees when communicating using technology as the comments you or they post are there forever. Please refer to the EBOA Code of Conduct accordingly.

I bring these concerns to your attention as you should all be aware as you are all part of the Mentorship Program. In order for there to be success with all parties, we must be all on the same page. There must be transparency with communication as a whole and everyone is receiving the same message. No one person is bigger than the collective group and we all serve a valuable commitment to the Mentees who have chosen us to share our knowledge, commitment and our time to give constructive feedback.

Yours in hoops,

Susan Yackabowski

JDO/NOCP/Mentorship Chair