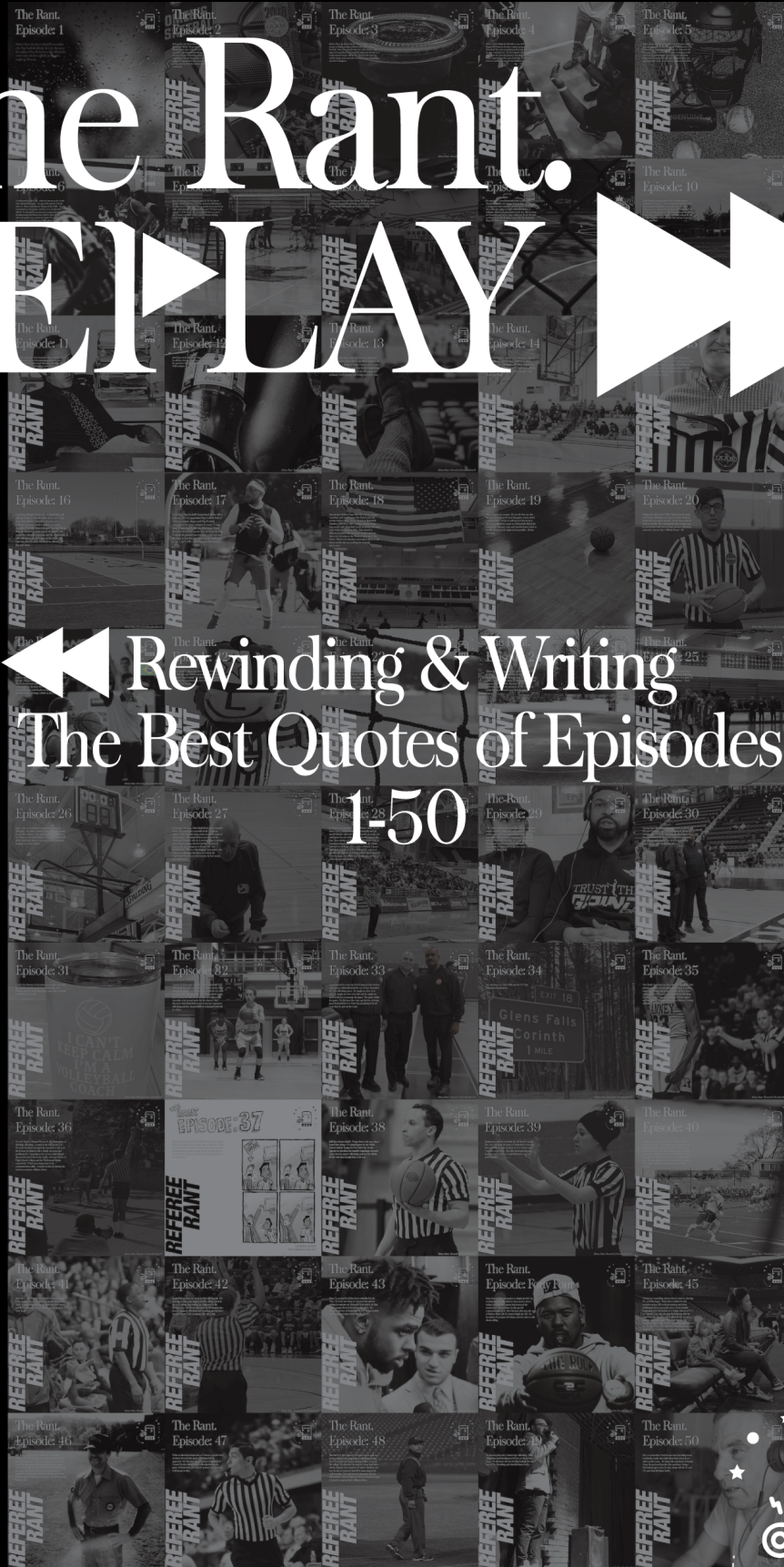


The Rant. REPLAY



◀ Rewinding & Writing
The Best Quotes of Episodes
1-50



The Rant Replay is dedicated to all the guests that have participated on The Rant, episodes # 1-50, specifically to Episode 21, Cassio Machado, who was bold enough to move to New York and learn what officiating is like in New York. He was instrumental in the completion of this vision, and he did much of the brunt work of transcribing it. I hope you enjoy.

- 1ST (50) THE RANT
- | | |
|---------------------------------------|---|
| 1. JOFF COSTOFRANA | 21. JASON GAWIT |
| 2. STEVE CAUNA | 27. EMILIE RUOLOFF |
| 3. JOE 'SHOEF' SULLITO | 28. JOE ELIUK |
| 4. PHILIPPE FANULOUS | 29. DEBORAH & LORAN PAUL |
| 5. PAY UMERLAND | 30. STEPHANE COVITS |
| 6. KASH | 31. COACH BOB |
| 7. STUE KAUFMAN | 32. LINDSAY MORGAN |
| 8. STEVE BRUNER | 33. DEREK ROBERT |
| 9. PAUL DIASPADA (CRAWLER) | 34. FEDOROVSKI W/ MICHELLE GRANT |
| 10. JOHN OTTOMANO | 35. PAN ASILE |
| 11. POW LUNDGREN | 36. BENJAMIN BRUNER SR. |
| 12. JONAS PAPA | 37. KEVIN WARRIOR |
| 13. KEVIN MUIR | 38. MICHAEL KROVITS |
| 14. JAMES WASHINGTON | 39. MARINA ANISA |
| 15. TEEN TWIGG | 40. LAURE CARNEY |
| 16. FABIO PEREZ | 41. MIKE MORSE |
| 17. BRYAN ALFRED | 42. SHY KHALEEL |
| 18. MICHAEL GRANT | 43. ANTHONY PUGLINO |
| 19. BRYAN JONES | 44. RICH THE REF |
| 20. SANDEEP SINGH | 45. CAITIA LONG |
| 21. CASSIO MACHADO | 46. ALEX CHANG'S |
| 22. BRYAN GETZOFF | 47. WESLEY BRUNER |
| 23. JOHN SHADOBAR | 48. ERIC WERDMAN |
| 24. FAYAN JARA | 49. JOHN COMBROT |
| 25. MICHAEL JACOBSON | 50. RONALD PEREIRA |



52. ~~WESLEY BRUNER~~

54. ~~LINDA WEN~~

53. ~~JOHN SHADOBAR~~

55. ~~PHILIP BELTOLL~~

51. ~~DAVID MACHADO~~

50. ~~MICHAEL PEREIRA~~

49. ~~BRYAN JONES~~

48. ~~MICHAEL PEREIRA~~

47. ~~WESLEY BRUNER~~

46. ~~WESLEY BRUNER~~

20. ~~WESLEY BRUNER~~

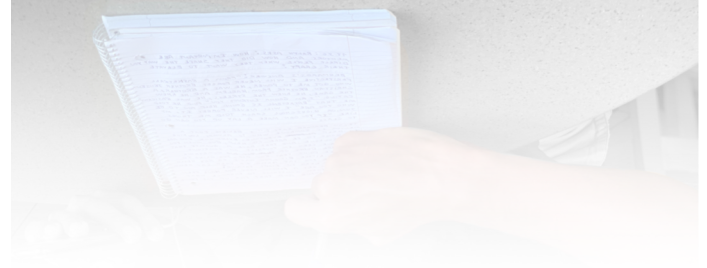
18. ~~JOHN COMBROT~~

16. ~~ERIC WERDMAN~~

15. ~~MICHAEL PEREIRA~~

14. ~~WESLEY BRUNER~~

13. ~~WESLEY BRUNER~~



Episode 1: Jeff Lescouflair



3:45: Jeff: I don't know what you said, you were just being yourself and tried to sway me to do it; so obviously I accepted."

7:24: Jeff: Because you are a football fan, doesn't mean that you are ready to take it to the field, it doesn't mean anything, I take experience to get used to the game, simple as that.

14:17: Jeff: I love doing Flag Football, because I am engaged and that's key and the tangible attributes to be a ref is confidence and being engaged.

17:55: Ralph the Ref: "Also, before you go on, did you ever think that any point in time that Softball would be much more challenging than Flag Football? Or you thought it would be way easier?"

Jeff: "I didn't think it would be any easier, I didn't know what to expect, I will be honest with you, I didn't compare both of them, I just wanted to feel it out, oh boy. It didn't turn out the way I anticipated, basically I thought it would be like Baseball, and it was nothing like Baseball."

26:30: Ralph the Ref: "Let's talk about one good thing you like about refereeing."

Jeff: "One good thing about refereeing, from my personal experience, I built a lot of confidence thanks to it and I translated it to my life and mainly my full time job."

27:58: Jeff: "It is not on your best interest as a player to upset a ref because you will not going to gain anything out of it."

Episode 2: Steve Baum

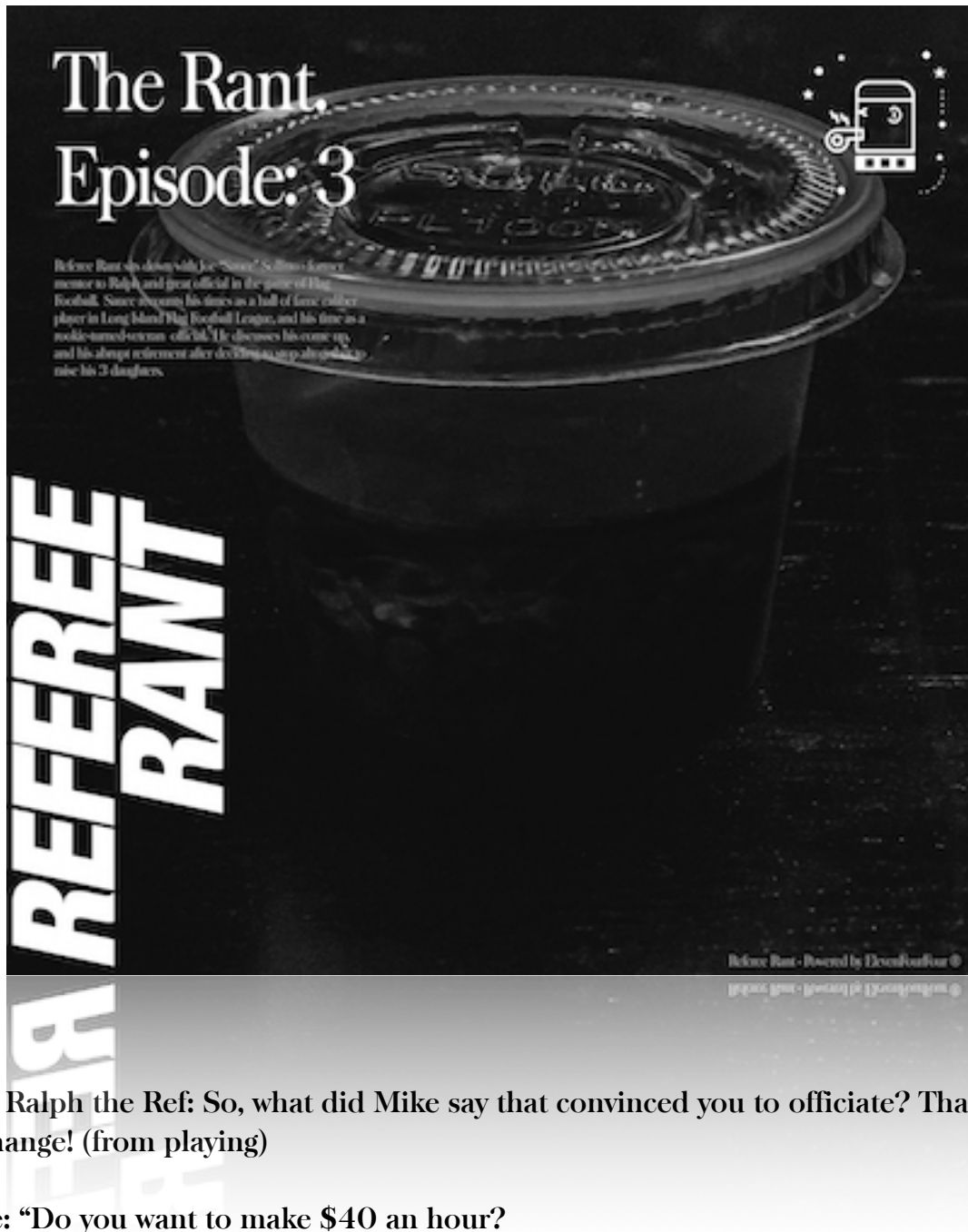


15:45: Steve: "When you are new at this, it's just like you have been thrown in the ocean and you didn't really know how to swim."

15:55: Steve: "I did master the mechanics in the beginning cause that was something I could control. Getting my hand on a foul, calling a violation, pointing at the right. Directions but there was about double whistles. At the beginning, ball watching all that stuff you have to experience first to correct it."

16:40: Steve: I tried to grab one or two things every game that I did wrong and tried to correct it, if you try to correct five or six things it becomes too mind boggling.”

Episode 3: Joe “Sauce” Sollito



5:41: Ralph the Ref: So, what did Mike say that convinced you to officiate? That is a big change! (from playing)

Sauce: “Do you want to make \$40 an hour?”

7:00: Sauce: “I think that playing the game you know the flow of the game, and that’s the main thing as a ref; you need to keep that flow, let the players play. If people know your name you are probably doing a bad job.”

9:03: Ralph the Ref: What do you think that was the key to be a successful Flag Football referee?

Sauce: “Respect from players. You are not going to get every call right, but how it’s how you sell them.”

13:30: Sauce: “I remember someone coming to me and saying, ‘I appreciate you take it seriously.’ Those are compliments that I like, people notice that I am invested in the game, for the hour I am not on my phone, you are paying me to do a job.”

Episode 4: Philippe Francois



15:14: Ralph the Ref: “How has your experience with refereeing changed your perception of referees as you coach?”

Phil: “10 years ago, I always thought that referees were picking sides and that they would referee a game would depend upon the kids attitude on the floor and of course

the coaches, the way they interacted, I have always thought that they didn't give a fair shake sometimes. When I refereed, I realized that I didn't really care who won or lost the game. It was just a matter of being a guardian of the game and ensuring that these kids played the game correctly, so as a coach now, I am very courteous to the referees. Refereeing is a very thankless job."

Phil: "You got to respect the stripe life."

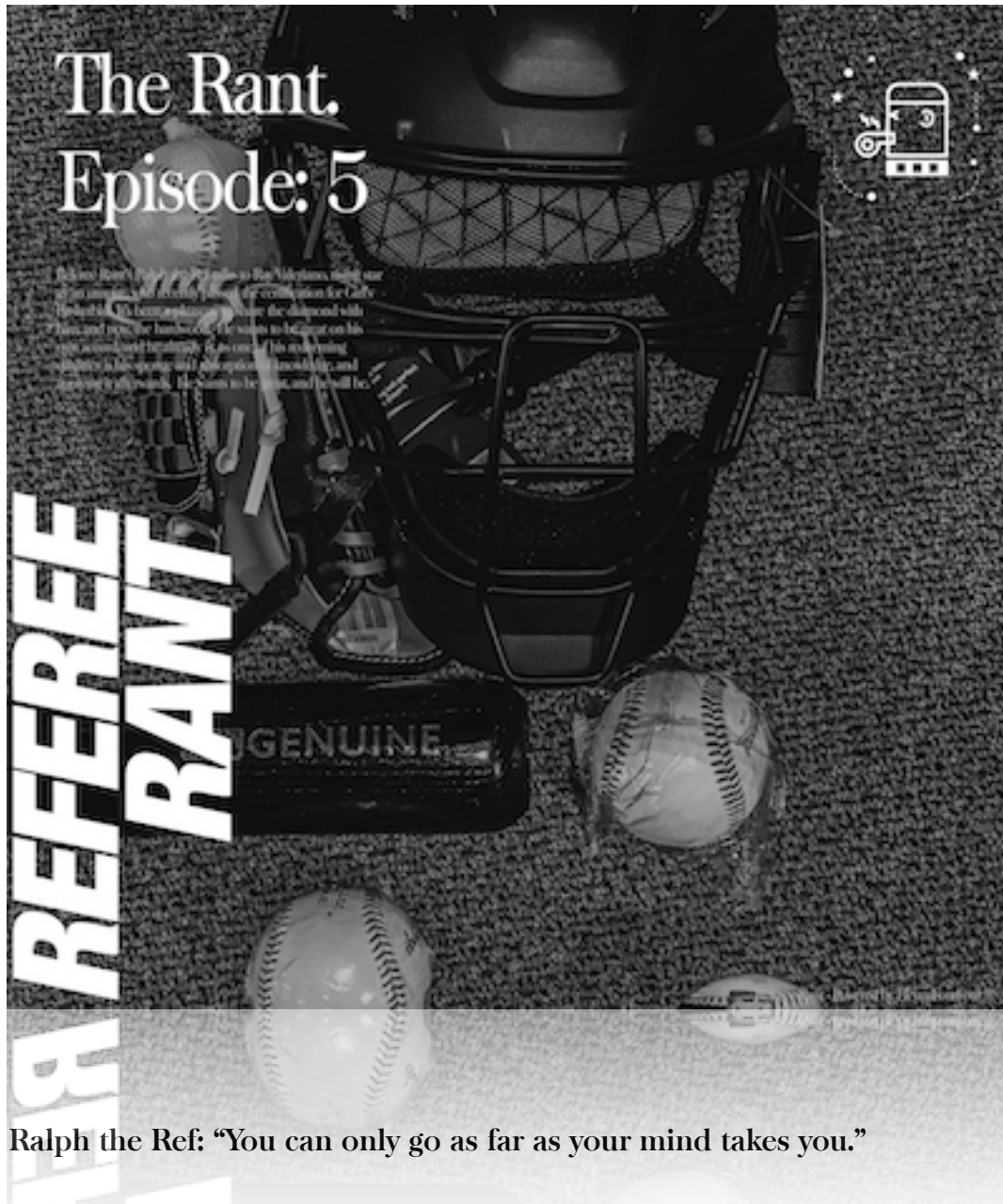
20:07: Ralph the Ref: "I think everything is based on relationships because even though the players change, coaches don't really change, referees don't change, so it is always good to respect, as you said, the stripes life."

24:20: Ralph the Ref: "How do you think it is going to be now when you are not coaching your son and he gets to higher level, are you going to micromanage your son or are you going to say something to the refs when you are just in the stands spectating?"

Phil: "Definitely not. There has been opportunities when my son was playing for other coaches and I am a spectator, and what I find myself doing is cheering him from the sidelines, I definitely don't want to micromanage him on what he is doing because all that would do is confuse the kid on the court."

26:00: RALPH THE REF: "ONE OF MY AIMS FOR THIS PODCAST IS TO HUMANIZE REFEREES."

Episode 5: Ray Valeriano



7:55: Ralph the Ref: "You can only go as far as your mind takes you."

12:10: Ray: "I have a saying for Baseball: **STAY FROSTY**: because you don't know when something is going to pop up and you are going to have to interact with it. Stay frosty and be ready for the unexpected."

33:55: Ralph the Ref: “If you are going to give a new official any type of advice, what would you tell them?”

Ray: “Know the rules, that is number one. You better know the rules up and down because the coaches are going to know the rules and they are going to call you out on that.”

Episode 6: Kash

The Rant.
Episode: 6

A collaboration with SABL - otherwise known as the South Asian Basketball League. Our guest this episode is Kash, with a K. I like to call him the Thomas of the SABL - he's the commissioner, he's a player, and he's even a basketball official. We discuss his experience in wearing all of those hats simultaneously and discuss how Referent Rant and the SABL will work together more, and in the future. We will be launching a new podcast that will showcase SABL players and referees, as well as a docuseries showing a day in the life of an official in the SABL.

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5:00 Ralph the Ref: "That is what I like about SABL, there is a nice nucleus, the camaraderie is really great and the competition is really good, and I do like that it is kind of a form of community where everybody gathers together and sometimes one person plays on another team on a different division and I just think that is really

cool that everyone is so excited and enthused to play basketball, you don't really find that thing in an adult league it is very special here. I want to ask you about your odyssey in refereeing basketball, how did you even get there?"

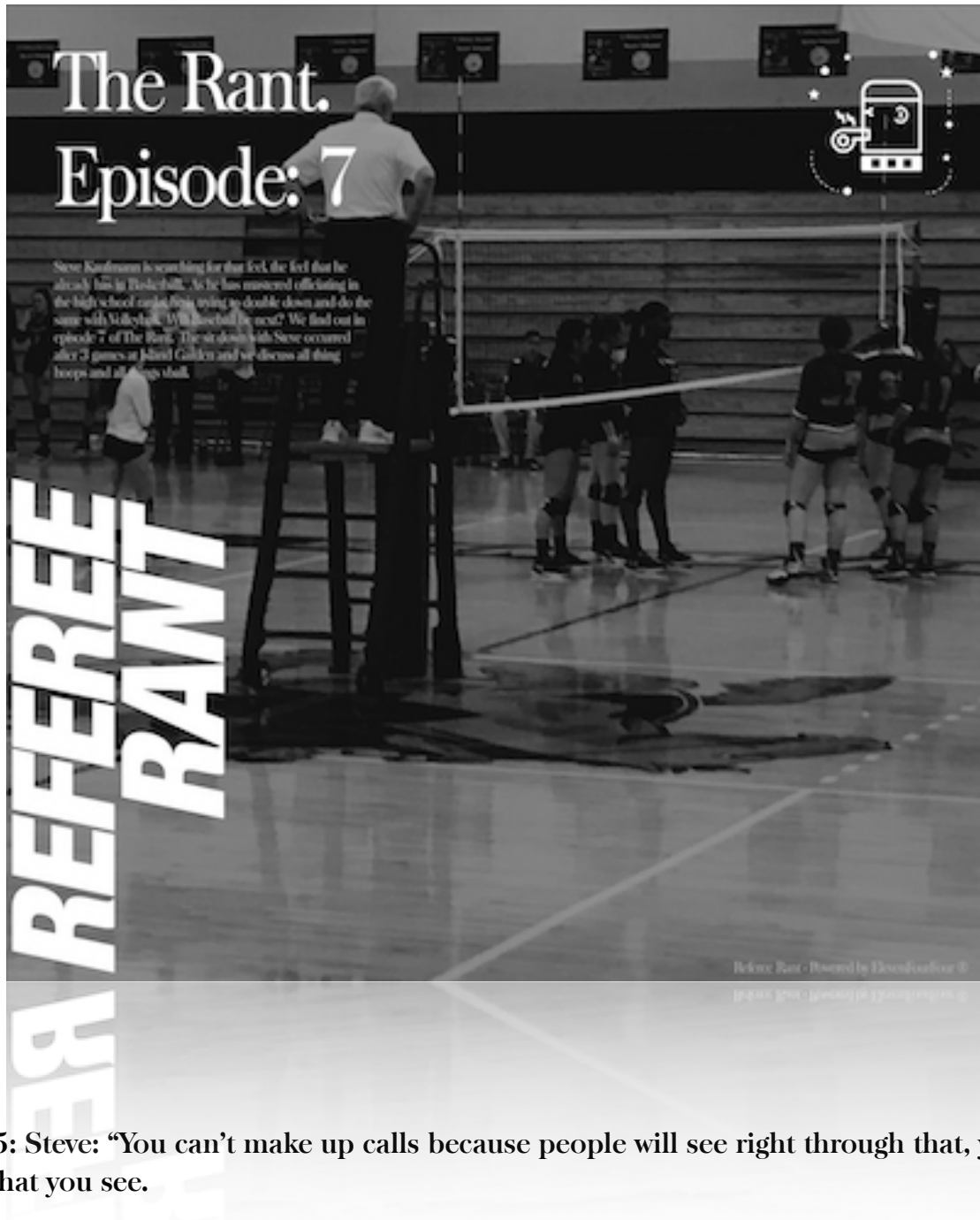
5:35 Kash: "When I took over as commissioner here, I saw that I was stuck here most of the time, just overseeing the league and I spoke to John Papa he is our assignor for the refs and I spoke to him and asked how could I become a ref because I am here all the time anyways and at least I might as well make some money because our organization is nonprofit, we don't really make any money, whatever we do we give it back to the community, we give back to the players by buying them gifts, and we market towards getting more people, we use our funds wisely it is not like we are trying to make an income."

7:41 Kash: "The website was really old, we didn't have proper rules stated on the website, it was hard to balance the teams because they all played in one single division. I had to deal with the website for 5 years and it was a work in progress until one day I said I was just going to take over, I was not going to wait on a website and wait on this and that, I spent 2 weeks at the website, we have something that is still up to date with the technology that other people still don't have, we have an app, we have live stats that goes directly from the tablet to the website, we can upload videos, photos, organize chats within the app. The biggest thing is the stats system, being able to see field goal percentages that is a big thing to SABL we stand out from all other leagues."

11:30 Kash: "We play multiple divisions, when I started there were 12 teams and now we are 50 teams in seven divisions throughout the weekdays and with 4 different levels. People may think that the levels are not important but they are so important to the league because when you go the other leagues you see they having a league with 50 teams in one division, what are the chances of you winning? Or having a good time in it, getting to know people. Here, we customize to the player because we want them to get to know each other, it is all about the community, usually we do 6 teams per division and out of each division there will be a winner announced every 3 months. The players want awards, they want to be awarded, even if it is not the championship we give multiple awards for leading rebounder, assist guy, points, MVP, best defender."

17:15 Kash: "We have a strict no cursing policy because I think that whenever we allow cursing things just get escalated, so that stops the first escalation."

Episode 7: Steve Kaufmann



15:55: Steve: “You can’t make up calls because people will see right through that, you call what you see.

17:36: Ralph the Ref: “When it comes to Basketball, the repetition becomes so much that it is more of an improvisational thing, whereas everything is a live wire and you have to figure out when the land mine happens to identify where the land mines are.”

25:30: Steve: “I do understand my role in the game, I didn’t want to be the game, I want to be part of the game, and we as officials have to recognize that.”

28:40: Steve: “I never dismiss anyone that is willing or wants to offer advice or perhaps how to view things and that is not just basketball, that is everything in life.”

Episode 9: Paul Diasparra | Crown Refs



9:30: Ralph the Ref: “What advice would you give a younger official that has lesser experience but would like to elevate to the college level?”

Paul: “Everybody gave me this advice when I was on the lower level moving up, just take your time, be patient, don’t try to rush, don’t try to skip steps, and that is so true.

My advice would be to master every level that you are on, try to be the best referee that you could be on that level. Start off being a great CYO official; then be a great middle school ref; then be the best freshman ref you can be. Then JV, so on, and so forth. In high school. When you follow that pattern, it trends up, so it is best to be over ready than under ready.”

10:30: Ralph the Ref: “They say in our business, that it is better to be one year late than one year early.”

25:00: Paul: “I just want to help people and give them ready responses so when they hear this they can use a piece, make it your own, if you like what I said and you want to add a line or subtract a line. Like everything else, if you like it, take it and use it as your own, if you don’t, disregard it.”

32:35: Paul: “Don’t fall in love with your goal, just fall in love with how you are going to achieve your goal, fall in love with the process.”

Episode 10: John Ottavino



2:20: Ralph the Ref: “What do officials do, in your mind?”

John: “I think the public has a false idea of what it is that referees and umpires do in a game, and it is kind of important that people began to understand our first job is to make sure that nobody gets hurt and that the game is played safely, that there is no

negligent behavior going on and that everybody has a good chance of accomplishing their tasks. Once that is done, we have two other jobs. The first one is that everyone knows and that is to witness and report. So our job is to be in position and see what happens, then let everyone know what has happened.”

“I find the most difficult thing in umpiring is that on Monday, I might have high-level Triple A, high school players, then on Tuesday, I have a 9 year old team that is a new to the travel league and is just trying to find its way. I have to call those two games completely differently.”

10:18: John: Last year, I was doing a game and I had an 11 year old. I was in the third base line exit ended and he ran into me. And he came back and he apologized to me later. And i told him, “you have absolutely not to apologize for. This is your game, you play as hard as you can, if I come in your way you just run right over me. My job is to stay out of your way, it is your day today.”

16:33: “Sometimes coaches and players think that because we enforce the rules that we agree with the rules, we only enforce the rules on which we are given.”

29:13: John: “It is also one of the things that I promised myself, I know I can be out of position, I know that I can’t outrun a teenager, I know that I can make a mistake, I am not going to be perfect, but one thing that I can control is whether or not I know the rule book.”

Episode 11: Don Landolphi



14:17: Don: “Coaching was a learning process, as officiating is. You heard me say many times, you pass the exam, **BIG DEAL**. Now you are going to learn how to officiate. Unfortunately, too many of us think we are officials once we pass the test and we forget about studying, improving, and getting better.

20:40: Don: “George Fahey from Adelphi College, I watched him on a college game and he never moved, he just sat there watching and when he needed a time out he would yell at one of his players. After the game I went over to him and I said, ‘Coach, how do you do it, sitting there seeing what’s going on,’ and he said, ‘Don I watched you, you are not coaching, you are yelling at the official and you are not seeing what is happening on the court.’ And that changed me, I thought about it, and he was absolutely right.”

33:35: Don: “After a game, Bob Sheppard came to me and said, ‘Young man, you are going to be a good official, but don’t be so angry, you had the calls but when you report you are angry a the guy who did it, come over, calm, and report.’”

50:00: Don: “One of the meetings as the interpreter for Board 41 is every year. I have a meeting with the coaches and I tell them, ‘Guys, two facts: on the Varsity level, you have to vote or rate an official not whether you won the game or lost. You got to rate them on their professionalism, does he know the rules, is he enforcing the rules properly, etc, etc. And you have to tell your JV and Junior High coaches that they have to do the same thing, because otherwise your complaining about officials when you want to get the same officials then?’ And the younger officials give up. In many cases we have college officials, that in order for them to move up the had to stop doing junior high games.”

51:40: Don: “The rating systems holds back a lot of officials and the other fact is that we have too many officials. They say we don’t have enough, I think we have too many. And we have too many that really don’t care about doing it the right way.”

55:55: Don: “You don’t know where things will fall, just be confident in your ability and don’t ever hold a grudge, just as we don’t expect coaches to hold a grudge against us.”

75:13: Don: “We got to be consistent, that is the key: consistency. Don’t start calling at the end of the game what you didn’t call at the beginning, and call at the end of the game what you did call at the beginning.”

81:45: Don “As I said to you guys doing a game, even during the class. A team is winning by 25 points, the coach of the losing team is now subbing all these other kids to the game and now you are passing on obvious fouls, it is not fair to those kids that just came because they may not get another game all season.”

1:12:30: Don: “It bothers me when that official crew say, ‘we don’t need a pregame,’ you need pregame on every level, so you get your mind focused on what level you are doing.”

Episode 12: John Papa



4:36: John: “This is something all should know. Do the best that you can, blow the whistle and treat every player as if that might be their Super Bowl.”

33:08: Ralph the Ref: “How do you think you developed the style of just being able to be a people person and being able to relate to the players and kind of calming them down and diffusing a bomb at that time?”

John: “It becomes something to me that I have been doing since I have been reffing, I think it is because I have been reffing for so long with adults and with children but

mostly adults, you have to be respected, but you have to give respect and if you can just receive respect and give respect as an official at any sport, you are going to be pretty successful.”

35:40: John: “I think you got to be nice to people, I think you got to communicate with people and you got to raise your hand when you mess up.”

Episode 13: Al Chaulk



3:50: Al: “The difference between the two is that with W-2’s your employer takes the responsibility of taking out certain things for you whether it would be employment taxes, Medicare. With the 1099, you are an independent contractor, so you are responsible to cover all the things that the employer ordinarily would have. Now, the benefit of having a W-2 is that while the employer has taken all those things out and is covering you, you don’t have to worry about that, the drawback is that every penny you make on that w-2 is reported to the IRS and is taxable. The difference of the 1099 is that you get to deduct your expenses that had cost you to make that money.”

Episode 14: James Washington



5:00: James: “I think that I said to you in class that the way that we are coached in the military is that we are not going to the clouds, we are going beyond so I think that every official in there should have a goal of being an NBA official. Age shouldn’t matter, your ability, as long as you set your mind to it, you can do anything.”

8:18: Ralph the Ref: “What do you think that it would take for somebody that has been toiling for 5 years and hasn’t gotten the call? What advice would you give them?”

James: “Somebody is always watching you, so whenever you go a game no matter what the level you need to bring your A game, every time and I guarantee you, that you will go to that next level.”

17:41: Ralph the Ref: “What do you think that is the best advice that you can give somebody that isn’t able to maneuver the game within the game like me and you?”

James: “My suggestion is to find a big brother or two, a mentor and make like a parasite, feed off them, ask them for information, ask for advice, go to their games, go to high-level games.”

23:10: James: “What you have to do, you have to trust your partner and don’t even think that you are helping him out because you don’t know that if you are calling from the trail something in lead, why he didn’t make that call for travel or why he didn’t make that call for someone being out of bounds.”

Episode 15: Terry Twibell



4:10: Terry: “I think we all had the same experience, we go in there thinking that we know this thing up and down, and back and forward and then you talk about it at the first meeting and if I recall on the first meeting or the second day, they give us a test. It was probably 50 questions and I probably had only half of them all. And I said to myself, ‘Wow, this is an eye opener,’ we think that we know all about the game and then we sit down and look at the rules and realize you don’t know the game the way a referee would know the game.”

12:14: Ralph the Ref: “I also find that there is such beauty in hurtful things in life and I am sure that you have been through tragedy and failure and negative things in your life and it seem that when it comes to the passage of time, things get easier to deal with and sometimes you can laugh things.”

Terry: “This is a good story, this is a happy ending, I am sitting here right now, I have four kids and sometimes I say to myself, ‘Why me?’ ‘Why was I so lucky?’ I have gone through that in a lot of ways looking back and saying, ‘am I really a good person?’ ‘I am OK, but why was I so lucky?’ And other people, someone that this has happened to aren’t so lucky. And I have no answer for that, only the fact that I always try to be nice to people, be kind and do what I can and wake up every morning and just feel good that I am here and it is a good day.”

19:45: Terry say, “I think that refereeing, is so multifaceted. There are so many aspects to it, you have to have a personality, you have to want to hustle and do a good job. And that is so important to guys like you and me. When you are out on the court, you are an expert, you have to have the personality to deal with coaches, players, and sometimes even spectators when you have to. And if you can use those together and have good mechanics, it will make you appear to be as good as you are.”

Episode 16: Fabio Perez



4:45: Fabio: “My purpose was never to coach to make a living, but to make a difference on the kids that are the kids that are interested in that sport, and what better way to top it off. You want to give me some money? For being involved in a sport that I love and that I would do for free? And then, you can impact on those boys or these kids as a male role model that they may not have at home.”

12:40: Fabio: “My personality I have always been and I would rather be on a friendlier side with the refs, I think that I am more likely to get a call or not get a call

when it is the other way around being aggressive or if I try to maybe even intimidate the ref. And that is also not really part of my nature. And coaching Varsity Football, the intensity goes to a different level, and there were often times where there was a call that was made that was completely against us. And it goes back to what we spoke on before, where I could not forget the reason why I was there and what I mean by that is that I have to remember that even them being behind of us, those boys are always looking at us and so for me at the end of the day, I needed to remind them that no matter what happens in the game, there is always going to be an element of not making excuses, of overcoming the obstacles.”

“If I am able to teach them something about life and overcoming obstacles and about camaraderie and team work. I would feel that I have done my job. So that has always been my mindset in coaching. I have been part of bad calls, but what happens when it is done after they saw me yell at the refs? Now they will go on the bus and all that they will do is talk about how bad the ref was and how it was their fault, so now they won’t have no time to be introspective and to take responsibility of their own mistakes.”

Episode 17: Brian Alfieri



The Rant.
Episode: 17

Decorated Flag Football Quarterback, Brian Alfieri joins us - He's a Long Island Flag Football Hall of Famer, scotchpie singer and Flag Football Advocate, as he's been doing it for years - 5 man, 7 man, 8 man, and 9 man leagues, which says, Brian discusses his love for sports, how he started in Flag Football, his passion that lead him to the top, and his chase to lead his national team the Bulldogs to the 7 on 7 AFL championship this summer.

REFEREE RANT

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15:13: “I respect officials that can come to me, even if it is after the game and say, ‘Hey, I missed that one,’ or ‘I saw it this way,’ I respect that more.”

Episode 18: Michael Grant

The Rant.
Episode: 18

Introducing Michael Grant, who will serve as a regular consultant and contributor to the Podcast and our website, *Referent Rant*. He is a Brand-44 Basketball Member, NBWBOA Girls Certified, making a huge leap on the Girls Basketball circuit, including officiating some of the top games in NYC. This episode is different, because I talk about our parallel universes where he's elevating on the Women's side, and I, The Men's. This is a free flowing conversation where we talk about our first full year servicing the borough much more.

REFEREE RANT

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2:20: Ralph the Ref: I guess that I decided one of my mission statements in doing this podcast is to say informative things and if somebody can get any type of value out of one things or twenty things or nothing at all, I think that it was worthy for me that if I just touched one person's life."

21:38: Michael: “Referees are psychopaths, we sign up to get yelled at and the better we do the more we go after it, a ton of work, a ton of money to get better the more people will get upset at us and yell at us, so embrace it. We signed up for torture and we love it and embrace, that is kind of a crazy mindset. Not everyone can embrace it because to embrace it you’re going to get verbally abused.

26:53: Ralph the Ref: “There was this one official that has been doing this for almost the latter part of 30 years and he was saying, ‘When you come out doing those Varsity games, especially year 1, you would want to come out there like you are the best ref on the court, you have to do it because it is the only way you are going to build you rep. If you come out of there and you look like you are the secondary or the third wheel, it is going to happen so much slower to you that you won’t enjoy it, and you might quit.’”

51:36: Ralph the Ref: “I can’t believe how successful you are in your path, and I can’t believe how successful I am in my path and there are so many other things that you could be successful in this and there are so much room for everyone to elevate that it doesn’t have to be a competitive situation even though it is a competitive situation, all of the opportunities that were offered to you this season, I don’t have those opportunities that and in turn, all the opportunities that I had wasn’t offered to you but were both equally as good.”

Michael: “That is why I hate people treating officiating as competitive like if you get what I have, you will get my spot.”

57:07: Ralph the Ref: “I believe that the biggest thing I enjoy about reffing is that everyday if I wrote it down, what happened, it would always be a unique experience.”

EPISODE 19: Bryan Jones



3:55: Bryan: “It was a blessing to take the Women’s class first because women by nature are nurturers. They look to nurture people, they look to help and assist, but not to say men don’t, but women are more inclined to help you to force you in growing the person from within and I met some charming and wonderful women that

allowed me the opportunity to hone my craft at the same time the feeling to be more, and they were very protective, informative, and I attribute a lot of my success to the Women's side of Basketball."

7:55: Bryan: "For those that don't know, sometime in failure, comes great success."

10:10: Bryan: "I think that my past helped me to excel, the whole PhD in people, going back to that, it is understanding that it is not about you, it is about the kids.

When you are doing games it has nothing to do with us as individuals. I don't care what approach a coach take, in my opinion the coaches are always advocating for their players, they are trying to win, some want to win it at all costs, some want to win it by their own merit, but at the end of the day, everyone wants to be at the side of being victorious and I understand that. So I never took anything personal."

25:35: Ralph the Ref: "You can be so good at basketball, you can study the rules, you can get all the games you want, but I think the next cheat code level is when you do other sports, because you can't manufacture the patient whistle that an offside provides in Soccer."

25:58: Bryan: "Totally different approach to Soccer vs. Basketball. You have to go to reverse. Because Soccer, you see someone go down and instinctively as a Basketball official, safety, contact, you automatically put air in the whistle. Soccer you have the advantage, play on, so you really have to train your mind and really have a patient whistle. This is something that doesn't just come overnight, this is something that you really have to work at your craft and that is the thing of trying to become a constant professional, when it comes to athletics and the benefit of the collegiate side is that we are constantly in our books, it is mandatory, you have to become a student of the game, you have to go this classes and this clinics, it is mandatory that you watch this videos, takes quizzes, is it not if you want to, you have to in order to be competitive and stay at that level."

34:00: Bryan: "One of the things that we as officials need to take into account is the fact that there are a number of officials that officiate for various reasons. Some just do it for exercise, some have no dreams of grandeur of going to the next level, some people are very content and happy with Freshman ball, some people are happy and content with JV, some people want to do Varsity and they are good with only doing Varsity and then there are people who have a dream of going on getting bigger and better and that is nice too. But success shouldn't be determined or associated with the level that you do."

38:00 or 47:00 Bryan: “I am a pirate, I am a thief, looking for hidden treasures. If I saw other officials on TV, you would emulate, would you take what felt comfortable with you, you would take from them and then you would adapt to the style or brand of officiating. That is the beauty of officiating, is to find others that can identify with.”

54:36: Bryan: “One of the ways to address and to formulate a better rapport and relationship with coaches, players is to be yourself but at the same breath, when you are addressing coaches a lot of people tend to have a problem with addressing coaches. You have to take yourself out of the equation. Majority of the times the interaction between coaches and referees and even players and referees, or players and coaches is something that regards the contempt in hand, so if you have a situation on a game that requires you to convey a thought or an idea to the coach then give them specifics, tell them what you saw and leave it at that. You don’t want to become adversarial with the coach, you let them express what they need to say and then you express to them whatever it is that you saw.”

63:20: Bryan: “Name an official that has a perfect game, that official that has done a perfect game may need to retire that day, put that down on your record book that you have done a perfect game and never look back, hang up your whistle and never come back on a court again.”

Episode 20: Sandeep Singh



Sandeep: 28:26: “Sometimes you make a bad call and you are thinking about it for the next two or three plays, but sometimes you got to just let it go and after the game you will feel demoralized but you got to fight back. Every game is unique, every game is something new and you learn something new every time. For new referees that are out there I can say, just never put your head low, if you make a mistake, it’s alright, keep going to the next one.”

Episode 21: Cassio Machado



8:40: Cassio: “I can’t understand the referees, so maybe I will have to become one, and the answers are going to come.”

16:39: Cassio: “I try to follow a few principles and this, I do in life. I just believe that if you think that someone is not doing their jobs properly and you have a chance to

stand up and do the job yourself. I would rather go and do it myself and see if I can do it better.”

32:35: Cassio: “I just think it is awesome what you do, so helpful, and I think you are going to help to close that gap we have, between the officials and spectator, players and parents.”

36:05: Cassio: “When you have the authority you need to know how to use it, you might use it with violence, and when I say violence is not hitting anyone but you might be very strict and very harsh or maybe you can try and develop other communications skills.”

41:45: Cassio: “If you have a dream or if you want to do something, you have to do it, you need to persevere. Sometimes if the answer is not where you are, you got to move, it takes a little bit of a leap of faith, if you sit down they will never come.”

Episode 22: Barry Getzoff



26:10: Ralph the Ref: “I don’t think things are possible when you have an official that looks down on people that have come after them, or is very territorial and insecure with their spot, so I think that it is very important that you always become generous with your information because I think that is the one of those karma things in officiating that you are not necessarily building a bridge or burning a bridge, and you might even be burning a bridge that you don’t even realize it is a bridge, and that’s why I think that it is always important to be very respectful and very generous and

kind with your fellow officials because I think that is a very important aspect aside from being an official.”

Barry: “100%, James Washington, my good buddy says, ‘one team, one fight,’ he says that, and he is right. We are a brother hood. If I could help someone in extending their horizons so they could get more work, I will always do that. And If I feel that is going to infringe on me getting assignments because now there is another person who needs to be fed, I would be a very narrow-minded and insecure. There is enough to go around for everybody so anyway I can help somebody getting contact information, trying to get them to extend to other leagues, I will always do that to help people.

51:05: Ralph the Ref: “What did it take to get to where you are now?”

Barry: “I would say that, learning how to refine how I deal with things, by watching others, observing other officials, and not just the partner I am with, but watching games, you see umpires and officials, watch their styles, try to match that with what you do, take a little from each person. What makes you a better official is learning from your mistakes, we are not perfect, we will make mistakes even going forward, you try to limit them and you try to learn from them and the key thing to officiating is to slow down, don’t be in a rush to make a call, don’t anticipate.”

Episode 23 - John Schroeder



5:40: Ralph the Ref: "It is interesting that you said that your wife said that you couldn't afford to get hurt and that is how you transitioned to make it to be affordable for you to be in the field because now it is the first time that instead of being an amateur now you are monetizing the love of sport. Was it a difficult transition from being a player to transition all the way to be a ref, we're you missing

the game initially and was it hard to learn the feel and the rules? Because you were probably playing with some amount of physicality and it might have persuaded your judgment at the beginning.”

6:15: John: ”The first game of course, I missed playing, but I was really eager and I wanted to learn and wanted to get out there and really show that I knew about the game and I went to the first meetings and they were talking technicality of rules and I was thinking, ‘wait a minute, this is not the way that we play, they don’t call that when we play”. The first time I ever got to the field and I’ll never forget it was at Holy Trinity High School and I was running end line to end line and my partner said ”John, you don’t have to impress anyone, there is a lead and a trail, you don’t have to go end line to end line”. I was being a player because I wanted to run and I wanted to be so involved that I didn’t want to miss anything that I had to take a step back and learn different boundaries because now you are looking at the game totally different as a referee than you are as a player.”

14:53: John: ”The difference with basketball is you really have to use your judgment more than anything else. You go to watch a basketball game and if you don’t watch the game and you just watch the fans in the stands and watch their reactions they are going to yell for every play. They want a foul, they want a travel, they want something called and as a basketball referee you have to decide what are we going to call and what we are not going to call because we have to get some flow into the game because we could all sit there and apply every rule in the rule book on every play and we could be there for a 3-hour basketball game, or we could try to get some flow and interpret the game and let the players play and we kind of take a step back and call the obvious stuff.”

21:15: John: ”We both know as referees that we really have no allegiance to anyone and that is the biggest point in refereeing, you can emphasize to anyone that you have no allegiance to a team and you have no allegiance to the situation, you are there to do a job and you are there to call it on the best of your knowledge at the time and you want to get it right, that is the only thing that you want to do you want to get the call right. It is not that you are rooting for this team or rooting for that team, the score is this or the score is that, you got to call it 0-0, first minute to last all the time.”

Episode 24: Fabian Jara



6:27: Fabian: “I am constantly judging myself, and I am getting better, I journal on my phone after every game, put in a couple of thought of what I did well, what I didn’t do well, and what I need to do better. Every single game, I have my notes, every season since I became a ref. And that I do as a person as well.”

10:24: Fabian: “I hope that if someone is listening to this and they are in their twenties, I hope that you are aspiring to be an NBA ref, that is what I hope for you

because even if you don't get there, you are going to go high, you are going to be a Division 1 official. If you are in our 30's, ok, now we got to think about it, are you going to get to the NBA? Maybe not, or maybe you will, but my point here in all this is: have a goal, set a goal, and everything that you do should be to achieve that goal."

12:42: Fabian: "Coming from the coaching aspect, I think I am a little bit more sympathetic and compassionate than other officials. I have worked with partners who have said to me, 'I don't take crap from these guys,' and I say to them, 'You know what? Do you know what it's like to practice 6 days a week with a team? Watch film with the team, bring them to the gym, do all these shooting drills, making sure they are home at a certain time?'"

Episode 25: Jared Jacobson



8:15 Ralph the Ref: "We spoke about this before, on how much luck plays a part on this game, that just sound that you were prepared for the opportunity that was presented to you, you didn't think of it as like a big deal, you just kind of did what you did and got the game and serviced it as good as you could."

8:32 Jared: Yes, a lot of it is just completely happens and don't get me wrong, you have to put time in, you have to be able to get the calls right and have all that taken care of, but if you don't get an opportunity or someone doesn't give you a chance

than it doesn't matter how prepared you are because no one gets a chance to see your level of preparedness."

25:34 Ralph: "What advice would you give someone who is kind of toiling for 4 years and have yet to do a varsity game and they aren't sure what are they doing wrong if they are doing anything wrong to begin with, what kind of advice would you give?"

25:50 Jared: "I think that a lot of it starts with self-assessment, and I know that from myself because I am now in College I think this is my 11th season. When I started in the colleges what assignors were looking for is completely different than what they are looking for now. 10 years ago a lot of it was Division 3, Division 2, Division 1, you put your time at 3 then you go to 2 and put your time in there and then you go to 1. Now it is a little bit more of some guys feel more comfortable for you going 3 straight to 1 and it has nothing to do with the amount of games you ref it has to do that you look right because it is like anything else, technology is everywhere, everything in on TV, everything is on video if you don't look the part that will probably hold you back, if you are overweight it will probably hold you back, so I think one thing I would say to someone who is still figuring it out would be, within the things that you can control, is there anything that needs adjustment? Whether it is you attitude, physical appearance, things like that because both basketball wise and for me work wise I am a big believer of I can control the things that I control and the things I can't control disregard."

46:00 Jared: "A lot of it is luck opportunities, having people talk for you, which you don't realize how much of a part of the process that is until you see other people doing it, and you are not. So I think this summer, I'm going to do a bit more of a coordinated effort to have the right people talk to the assignor before the camp or after the camp to advocate for me because you could be going to a division 2 tryout where there are 70 guys, chances are that out of 70 guys, 55 could work the conference but you only have 6 spots, you have to do something that is going to separate yourself from the other 55. If you haven't gone to camps, some of the camps you are not refereeing a division 2 game in the camp you are refereeing 16 year old's it is an AAU game you may not get that level of ball where you can really distinguish yourself because you saw a goaltending and you got it right or because you had a lot of block/charges, you could have a game that is a 25 points blow out and there is nothing that is distinguishing you from someone else outside of the fact that you have a mutual friend and he happen to put in a good word for you which right or wrong it is that way in business it is that way in this business, it is just important to know what you doing as for someone to know you."

Episode 26: Jason Gant



11:25: Michael Grant: "How do you take that experience refereeing in the Military overseas to bring back to the States and build an intramural of flag football infrastructure in campuses?"

11:35: Jason I think that what that kind of shows you is just the organizational aspect of it where sometimes we get a little lazy on the college campus and sometimes it is like, 'Oh well, it is ok if they play with pockets... you know we are not really checking for this,' and it is all good until the kid breaks his finger, it is all good until you realize that a kid is bleeding from his thigh because he got stepped on because this kid is wearing baseball clips. And that kid wasn't doing anything to hurt anyone, he

didn't even know anything, he needed clips and he got his clips. But those are the types of areas that from a risk management stand of point I think that the military is way ahead of us here in the States and not only on college campuses but specially at the rec league level where there are liberties being taken and it is all good until it isn't good."

35:40: Jason: "I can't teach that courage in the moment, but what I can say is the best one I developed courage and confidence is by being supremely knowledgeable about the rules and the mechanics because if you know those two things, KNOW IT, not think it, if you know the rules and you know the mechanics you will have the courage and the confidence to be able to perform under pressure."

40:20: Jason: "I tell when I teach students. We all have heard the idea of judgment, you either have it or you don't. That is BS, that is not true at all, then I kind of use a percentage of to me 45% of judgment is rules knowledge, 45% of judgment is mechanics and positioning and 10% is processing. Well, to me, if you know the rules and you know the mechanics and you are in the right place to see it, you are going to get a minimum of 90%. Let's say that you can't process anything for a reason and you are just guessing on that last 10%, you are going to get 50% right. So I just told you how you are going to get 95% of your calls right because if you know the rules and you know the mechanics you will be 95% accurate, that last 5% that might get you from high school to college to D1, to the NFL, to the Super Bowl, ok that is hard but just the bare simple to know the rules and to know the mechanics you are going to get it right."

41:40: Ralph: "What do you think is going to take to get you to where you want to go?"

41:50: Jason's: "It is going to take to me continuing to learn the rules, learn the mechanics. Having the courage to fail, we will all fail at some point or another, there will all be that big moment and when I get to that point am I have had moments where I struggled, can I bounce back? Can I get through it? Can I get over it? And can I learn and improve on how to maybe not make that same mistake again."

56:40: Jason: "When you face a road block and you feel like you haven't got that game, that assignment you want, that promotion that you want or whatever the case is, don't take the easy way out and blame the politics, that is the easy way out, that is the excuse, blaming others and if you can actually take a hard looking into yourself and say, "Did I know that rule as well as I could have? Did I handle that play as well

as I could have? Did I communicate as well as I could have? Was I professional as well as possible?" "you know, I was only 5 minutes late." YEAH! You were late!

So for the young officials out there I will leave you with this: Good officials, get screwed all the time, because there is a ton of good officials out there, the best ones never do because no matter what it is our assignors and commissioners and all of that. Everybody has a boss and they want to put the best product on the field, so if it is the 3 of us in a room and we are all B level officials and there is only one assignment, two of us think we got screwed but if two of you are B level officials and the other one is a A+ official there is only one way that is going to go every single time. Don't get caught up on the things you cannot control, figure out the things that you can control and then improve from there."

Episode 27: Ernie Rudloff



5:30: Ralph the Ref: “When you do think was the turning point when you started to take it super serious and you started wanting to elevate and get those championship games and start doing college?”

Ernie: “I always was interested in improving myself and back then, there wasn’t enough camps and I went to a camp on my third year ran by Mickey Crowley who is a mentor to me and I got to see how serious it could be. So I started taking it more seriously and I saw how competitive it was, specifically doing the Varsity level games, so I really wanted to get better and we were rated by the coaches then.”

6:40: Ralph the Ref: “If you can discuss how you went about getting to the college ranks?”

Ernie: “Back when I became a member of CBOA it was much different than it is now. Now, you go a camp, many, many camps, that are often ran by supervisors and if they like the way you look they hire you on their staff. Back when I did it, it was word of mouth. You had to be recommended by college officials who saw you officiate or knew you, and they were selecting a few number of people to become members of CBOA based on recommendations. Now, looking back, it seemed a bit unfair because if you were a popular guy and a lot of people knew you, you would have a shot. So I was fortunate that Mickey Crowley was my mentor and he had seen me officiate and pass the word around to his colleagues.”

12:35: Ralph the Ref: “How did you even go about becoming the interpreter?”

Ernie: “The interpreter is selected by the executive board, when the interpreter retires, the assistant interpreter usually takes over. In 1981, the interpreter who taught me, Normy Corson, decided to retire and Bob Diaz who was his assistant and taught the class with Normy. Bob became the interpreter and asked if I would become his assistant interpreter.”

13:35: Ralph the Ref: “How fulfilling is that being the interpreter and just knowing the rules every year, does it keep you sharp as an official for yourself?”

Ernie: “It does, there are some differences in the High School Federation and the Women. Women in Long Island use NCAA rules so I have to be familiar with the college mechanics and the college rules.”

“It is very fulfilling when I see guys taking the class, passing the written exam, not everyone does, and then take the floor test and pass that. And I guess that the most satisfying part of being the interpreter is when I see fellows who started out 10, 15, 20 years ago or 6, 7, 8 years ago now doing High School Varsity games, some of the fellows doing College games and quite a number on our board is doing Division 1 games.”

19:45: Ralph the Ref: “What do you think are the attributes for somebody that is worthy of serving as a mentor?”

Ernie: “I think that you have to have had experience of being on the court, you have to be willing to share constructive criticism, be willing to tell somebody areas where they need to improve. You have to give them positive as well as negative feedback.”

25:20: Ralph the Ref: “What advice would you give to an official who has been toiling around for 4 years and they haven’t reached Varsity level?”

Ernie: “The average official who is in the associating does not receive positive feedback except for a rating and that is from the coach which could be highly subjective based on if the coach won or lost the game. So to hear from another official would be helpful. So going to a camp, seeking out a Varsity official then seeking out a mentor, maybe a retired official or college official.”

38:38: Ernie: “At this point of my life, being up is a treat, knowing that I have another day, and working another day.”

40:25: Ernie: “The quality of officiating is way better now because you have a video, we have instant replay, everybody watches, every call, they have 6 different angels to show whether the ball was out of bounds or not or whether it was a foul or not. So the officials are stronger now, much better, the signals are better, and the mechanics are better.”

44:38: Ernie: “Having taught for so long, I would hope that the impact that I had as a High School Teacher and a High School Guidance Counselor that I have touched the lives of people.”

Episode 28: Joe Flick



20:45: Ralph the Ref: "What advice would you give someone that is kind of toiling maybe for like 4 or 5 years and they are trying to get up to that varsity level and they don't have that same experience of having college before them and just trying to get noticed by specific people and assignors, what advice would you give them?"

21:00: Joe: "I would say just be patient, I think that your time will come when you are ready and there is this phrase or whatever you want to call that "you want to be a year late rather than a year early". When I think that I am ready, I am probably a year or

two from actually being ready, so I would just say be patient and keep going to camps, keep being seen, that is the thing, you have to be seen, you have to be relevant and that is what it was the first couple of years, come April, May, June, when the season was over, July we were going to camps and I wouldn't even discourage guys to go to, even if you not in college yet, go to IAABO camp, work on your craft, you just never know who is watching."

25:34: Ralph the Ref: "One thing that I did want to touch on is, you are a college official so what would you say to somebody that feels conflicted as they feel they are both proficient at both men's and women's and they have to make a decision because I learned early on that you can't do both."

25:52: Joe: "it would be great if they allowed that but they force us to make a decision and you have to decide what you want to do, you can make money in both games and you can ref good basketball in both games, it is just a matter of how quickly you think that you can elevate in one or the other, your body type, your mechanics, your knowledge of the rules might lead yourself to be a better women's official or a better men's official, it is really a personal decision."

28:57: Ralph: "If you had to compile a list of all of the attributes specially from things that you said, what do you think that took to get where you are today?"

29:03: Joe: "First one I would say is perseverance, you just got to stick with it. I will be honest there were some years that I was thinking "Oh man, I didn't get that next level, I didn't level up" now I was getting a little down but I just stayed with it I have a good core group of guys that we have a group text and we share plays with and we talk. Guys pick each other up, so number one is perseverance you got to believe in yourself, you got to work at your craft, you have to keep going at camps, you got to watch yourself, it is real important. I remember even at the IAABO camp, the first camp I ever went to it was at Rucker's and I remember they gave us a DVD of maybe 1 or 2 of our games and it was one of the observers he was on the mic and he is talking to you through the game and that was great, when I got to see myself on film I realized that I am not as good as I think I am. So it is really important that you watch yourself because we all think we are really good, no matter what it is you do, you think you are good at it then when you see yourself on film, as they say the tape doesn't lie, and what is ironic is, I guess the biggest knock I get from some of my buddies is that I don't hustle enough on the court, and the irony about it is I run races I am pretty fast I win in my age group, I am not a elite level runner but locally I am solid so this is something that I have been aware of and being trying to really work on, to make sure that I am hustling."

42:24 Joe: "I don't like to say that I am a rule book referee but I do rely on the rules maybe a little bit too much, but we can't be a rule book referee we have to be a common sense referee. Sometimes the rules are going to help you get out of a situation but you can't always just rely on the rule, you have to have that feel. We are artists out of there, there is an art to refereeing and I felt like I am still like a baby artist."

Episode 29: Devrinn Paul and Gabby Gibson-Paul



23:55: Ralph the Ref: "I think that you have to find some attributes that you see in a kid in order for you to take them on right? So what do you think are the attributes that you see in a kid, what kind of potential do you see that you feel like you want to take them on and then you can get them to the next level?"

24:12 Devrinn's: "I think that one thing that we always look for in every kid that we train and not just kids because I just trained a guy yesterday that is 47 years old, we train all ages, but one thing that we look for is commitment, when we first started we

would just do session by session and as we started to grow we started to notice that real change comes from consistency so now we have built into where this are the things that you need to do in order to get to where you want to go so we started to put together certain educational basketball programs for people to get to the goals that they want get to instead of us just putting you through a random training session so everything is built on something else so it is a curriculum that we built for each person that go through to get to the level that they want to get to so all we need is for you to commit to the process.”

25:12: Gabby: ” Also a lot of kids nowadays with the whole phones are suffering from self-esteem issues, so when they get in the gym we give them that nurturing, we really focus on the body language, standing up straight, looking somebody in the eye so we really focus on those things just to get their self esteem up and moving, we really pride ourselves in that as well.”

28:05: Ralph the Ref: ”After doing all of this things, playing coaching, officiating, what do you think you find the most fulfilling out of the sport?

28:15: Devrinn: ” I would say the most fulfilling out of the sport is just helping other people, you may pick what you want to do at that day but at the end of the day it is about you helping somebody else to get to where they want to go because the truth of the matter is you are only here, god only but you on earth to use your gift and I believe that our gift is just motivating other people to chase their dreams and their passion, not just because we said that or we read that in a book or something but you can actually look at our life and tell we are not just saying ”you should trust the grind” we trust the grind, so that is our main focus we just love to help other people.”

29:00: Gabby: ”I coach softball, basketball and just all of it is getting the kids to the next level and try to make them more advanced than kids their age, that is our goal it is to motivate them and get them to the next level. I don’t have a one in particular I love all of them in different ways.”

29:50: Devrinn: ”My main attribute would be just as I tell the kids, commitment and not just to the end goal you are committed to the process and what it takes to get to where you want to go so you know first you have to be a planner, you have to plan out what you want to do, how you want to do, when you want to do it because if you don’t write it down it is not going to happen, the second thing I would say is put together somethings that are going to go directly to you and the last thing you have to do is, you have to do what you said you were going to do because if you said that you would go work out at 6 am, you need to go work out at 6 am because there is a reason you

wrote that down, there is a reason that you have to go do that. So just be committed and follow your heart because if you follow your heart things are going to open up for you.”

32:00: Gabby: ”just being consistent, I think consistency in a good way because you could do it the bad way, you could be consistent doing bad things, be consistent doing good things and just following and trusting in the grind. Devrinn said a lot of things that we pride ourselves on so define tell just stay committed to it.”

35:55: Devrinn: ”We both have something that we go by each day and it varies and it changes I just would like to give anybody some encouragement and I would tell them first of all you are not what somebody said you are so get away from that, somebody’s perception is not what you are, you are what you make yourself so get out of this like ”somebody has told me I am not successful” and go be successful, and you determine what success is, you fight for yourself and you invest yourself, go get you a coach, go get you a trainer, go get you somebody that is going to push you up and motivate you and take you to the next level and then the drive and the commitment will be forced upon you and you will reach success.”

Episode 30: Stewart Davis



33:45: Ralph the Ref: "As someone who is proficient in multiple sports, I want to give you a hypothetical situation, let's say there is a young referee and now they have been in whatever sport they have been for 4 or 5 years but they are toiling, they can't get up to the varsity level. What advice would you give them?"

34:00: Stewart: "one of the advices I always give someone is that you got to get out there, you got to get to work and you got to get out there and study, no game is too small for you, you can learn in every game. If you are doing a CYO peeewe game the

way you control that game, you got little kids bouncing around, you got another little kid over to the corner and he is looking up at the lights in the ceiling, you got coach over here yelling about this standing in the middle. How do you handle those parents that think that their little 8 or 9 year old is going to the NBA tomorrow, that helps you in your whole ability to handle anything so don't look at that peewee like "Oh, I can't do that anymore because I think that I am over here." No, that game will help you get over there, those situations that you learn how to handle help you on your move up so no game is too small for you. And don't be afraid of the big games."

36:40: Stewart: " You got to study, what other games on all levels, some people say that they don't want to watch the NBA. The things that you can learn from that, specially game management that the NBA has to deal with, so you watch the games not just for the traveling or whatever they got wrong, but watch the game and see how the game is handled, see what calls are made and how they are made, how the officials handle themselves, the rotations of the referees on that and then watch the college games, watch the high school games, go out to the parks and watch the players, learn, talk to other officials and then that knowledge will come around and you will be ready."

43:45: Ralph the Ref: "What do you think are the attributes that you have that took you to where you are now?"

43:58: Stewart: "I would say the presence to understand the seriousness of the situation, I am doing something that a lot of people take serious, I remember Phil Solucio saying "that game that you are doing at that rec league, it is their NBA championship" same thing on a kids game on a park, so you got to treat that game with such high level as the ones on TV."

46:03: Stewart says: "I always had a good understanding of what the sport was, how people basically will live their lives of this sport because there are a lot of people who live their life out of the sport and the ups and downs of the sport are the ups and downs of life, but the seriousness is always something that I take the heart and then the understanding of rules and regulations. One thing that always kept me on track is understanding that there are rules and there are regulations, if you break them there is a consequence, if you follow them there is a consequence it is good."

Episode #31: Coach Von



4:30: Von: " I am a firm believer in looking for the athlete first and then teaching the skills second. If you have a kid who has quick feet and great court vision and just has fluidity in space you can teach him anything, doesn't matter which sport it is. It all comes down to movement and being comfortable in your own space and I think that is one of the things that we really miss out right now, kids are not playing enough when they are little."

17:45: Von: "No matter what sport it was, I just knew that I had to work with young people. And I really wanted to empower them to love something and to find something within themselves that they didn't think that it was there, I think there is no better feeling than that when you can walk away after a season and a young girl has now turned into a confident young woman because she can accomplish something that she didn't think that she could accomplish."

21:12: Von: "There is so much that has to do with belief, trust, faith and culture, all those words that people toss around all the time but when you firmly live by that magical things happen."

22:03: Ralph the Ref: "One of the big things that me and you share is really focusing on the things that we can control, and one of the things you can't control is the calls of the official."

22:55: Ralph the Ref: "When do you think that you developed your philosophy of controlling what you can control and disregarding the things that you can't? "

23:00: Von: "I am a bigger proponent of energy so I want to channel our energy in the right direction, anybody who spends time arguing with the ref is losing their energy, it is wasted, it is in the wrong place, there will always be calls that go against you, there are always going to be calls that go in your favor and you don't know how that happen. And you have to remember too that your primary responsibility as a coach is to be a teacher and what kind of lessons are you imparting in your kids if you are just constantly harboring on the last call? You are basically telling them that you are giving them an excuse to stink on the next play, there is no time for that. It is unfortunate? Yes, there have been time when games has been decided because of it? Yes, but more so that doesn't happen, I think it takes a lot of breathing, you got to take a deep breath sometimes when you feel that all the chips are against you. But I am more concerned on things that we are doing that are sloppy, what did we do that actually made that call questionable?"

27:30: Von: "I have never really articulated my philosophy as a coach and we had a very unfortunate situation that involved an assistant coach who was not really following through on what the director said I thought they were being taken care of and it came to my attention too late and I blame myself for not being aware of that sooner. So after that season I decided to really take a look at what my philosophy was and put it on paper and stand by it."

33:25: Ralph the Ref: "When I say "focus on the process" I distinctively remember that one day we kind of looked back and said "We already won 3 tournaments, we are undefeated" because that was never really our goal, because I think that our expectation was never that we would going to be undefeated and we were never going to be winning all of this tournaments but it just continued to happen and we realized that if we didn't focus on that we just kind of focused to roll the season and let it takes its course that we would be more successful instead of thinking at it like that."

33:58: Von: "Yes, this is one of the things that is so difficult to teach kids, parents, anybody that it is process and not outcome, everybody wants to look at the scoreboard and the scoreboard will tell only one story, it only tells the finish line it doesn't tell the whole race and so when our focus is on the way we race, the scoreboard lines won't give us the outcome that we want. But we have to travel that road everyday, you can't just play for that last point on the board, you have to play that way every point. The first point is just as important as the last even though it sounds like I am lying that is the mentality that we have to have when we go through it."

Episode 32: Lindsay McBean



19:55: Lindsay: "Part of the reason why I love coaching is that when you lead by example you have such a bigger impact and anybody can say something, they can say "follow your dreams!!" and I actually did and it was awesome and if you have a passion for something, then go and get it and don't let somebody else take it because I guarantee you, somebody else would have taken my spot but it is not going to mean anything like what it meant to me, not even close. And now not only it had that sense of accomplishment and pride for myself but now I can share that with the people that I coach, the people that I meet in daily life and with my students at school."

26:39: Lindsay: "Follow your dreams, wherever your passion is whether it is basketball, or refereeing or football, whatever you doesn't have to be a sport it could be a math, if you can do math then do math, whatever it is do what you want to do, find something that you love and go for it because if you do you are going to enjoy your life way more and with refereeing there are pathways and people who want to help you so for those who are really passionate about it, there are so many people who just love to talk about it, look at you Ralph, you are just sitting here talking about sports and refereeing and this podcast has touched so many people and helped so many people, it is because you love to ref and you love to write and you are mixing them together."

Episode 33: Derek Maddrey



12:10: Derek: "One thing that I had to do which I tell a lot of young referees now is, you have to relax when you step on the court, if you are tense and tight then you are going to blow your whistle all over the place when it is not needed that is why you have to learn to relax."

25:44: Derek: "Go to games and watch the referees. I have been doing this for 19 years now and I still go to tournaments where I know it is high level, not only to watch the games but to watch my fellow refs. That is how you get better, you watch veterans official's work, I picked up so many different ways that officials would carry themselves and the way they interact with coaches and players, those little nuggets if you pick up them that will make you better. You also have to start working on high level games to get better, but know your limitations, if you are brand new don't go off chasing that money."

35:05: Derek: " As far as pursuing next level, I am where I want to be and there is no more pursuing, the only thing g to me is to still keep learning, I don't think we will ever stop learning there is always going to be a situation or play or something that is going to happen that you have never seen before, you thing that you now the ruling and how to administer that and you get stuck. My thing is to keep listening to my brothers and sisters, my mentors, take the knowledge that they give and remember and apply them on the court and not only that, to pass it on to younger officials."

Episode 34: New York State Federation with Michael Grant



27:38:Ralph the Ref: "I just come to realize that excellence has no time spam and what I mean by that is that I think in the beginning I was like "I can't believe that I am up here" I have only been doing this for 3 years, Silvia has been doing this for 15 years and she just got here, Mike has been doing it for 13 years and some people have never been there. But then I just started thinking that we just have to take what we get, we can't just worry about what other people do."

33:20: Michael Grant: "What would be the advice that you would give to someone who has never been to Federations before?"

33:42 Ralph's the Ref: "I would just say to soak it in. What keeps me calm and I think that this is universal advice and I learned this on a marathon book, when you think about achieving running a marathon it is very arduous, 26.2 miles and maybe you are in mile 3 and you come to your head thinking "man I am nowhere near the end line" but that is not the approach you should go, you should go "there is a tree over there, let me get to that tree and then I will worry about the next branch of the other tree going on". I think when you can compartmentalize the experience like that, basketball has like 20 different segments, all you got to do is get over the first segment, the first 2 minutes. All I would like to say is to pace yourself, don't worry about the gravity of the moment and just enjoy the experience, and treat it like a regular game, it is just the same, it is ok that the gravity is more and it is far from home and in a real arena but at the end of the day it is something that you have done a hundred of times."

Episode 35: Dan Basile



10:10: Dan: "I don't really have a desire to play but I do have a desire to want to officiate as much as I can, and I just love the fact that it is a challenge, you are testing yourself everyday, your play calling, the management of the game, your knowledge of the rules. It is a challenge itself because you want to be the best person on the floor, you want to be able to have those players and coaches to respect you as an official and I think that is the most rewarding part when you have fans, coaches and players who respect that you are a good official and that you do take it serious. And I tell everybody that basketball officiating is the hardest thing to referee, if you are a basketball official it is probably the hardest job to have, and I don't care what sport you do, it probably has the most moving parts out of any sport alive."

Episode 36: Bernard Bowen Sr.

The Rant.
Episode: 36

He can't help it - Bernard Bowen Sr. has fingerprints in all things officiating. A staple in the 80's in the NYC Pro Am Circuit, he leveraged his experiences and took the lessons he learned with a whistle on court, and proliferated it - sponsoring a slew of successful officials that are the who's who in the world - the top referees in High School, College, and the Professional Ranks, respectively. What's most impressive is his communication skills. A master at that, he imbues his wisdom to anyone willing to listen.

REFEREE RANT

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6:10: Bernard: “I was playing a game and I went to the basket and didn’t get a call. The observer was sitting there watching the game and I said to the official, ‘Hey, blow your whistle’ and the observer came over to me and said, ‘this is the time for you to think about whether or not you want to play or you want to referee.’ From that point forward, it was always driven to be a referee because I thought that that was a longevity, playing the game is for a moment, it is a time period, I wanted to be into basketball for more than just a time period.”

8:20: Bernard: “You know, when the game was over I still could speak to the players, and to me that was an accomplishment.” “In streetball, after a game a lot of referees don’t communicate with the players, I could have a conversation with a player in a positive way, to agree to disagree, but to be respectful and I found that to be a passion for me to be respectful to players because I played, at the other extent they have to respectful to me as a referee.”

13:36: Ralph the Ref: “How important are mentors and how did they shape the way you direct people that want to elevate their craft?”

Bernard: “From a basketball perspective, I will never forget Brother Jensen, he got me to Powell Memorial, he was a brother, a Christian brother from Harlem and he knew the game, he knew the streets, he was basically saying, “I’m going to structure you.’ And he told me that basketball is going to help you to be who you are” and I will never forget it. My junior high school coach told me things like “if you can make a lay-up, you can go to class.”

17:50: Bernard: “I believe that a mentor is someone who is always looking to help everyone. Everyone you are not going to be able to help, but when you see someone and they have a quality you have seen in yourself on something are doing or something they are doing that’s you did, you cling to them a little bit; you want to say hello. And once you say hello, if they say hello back, you don’t need to stop talking.”

“Once you get a person that you have been showing them something to enhance what they are doing and they pick up the phone and call you back, they don’t have to say thank you, the call coming back just tells you thank you. And they are looking for more information and all you want is for them to get what you are giving them and take it to the next time person, because we cannot be who we are today unless somebody else stepped up to the plate to help us, we are not here by ourselves.”

22:15: Bernard: “I am a positive minded individual, it hurts when it does but you are just trying to do your best, at the end of the day, there is another day.”

31:35: Bernard: “The art of a mentor is to build and to help and support, I would not be supporting you if I was a mentor who is just playing the violin, I would rather be a person who can tell you and have a candid conversation and also say ‘don’t work certain venues’ because if you don’t work certain ventures you could see some other venues where you don’t work until you start understand why these things happen for you.”

32:47: Bernard: "You crawl, you walk, you jog, and then you run. Just because you got a black and white shirt does not mean that's you can run. There is nothing wrong about reffing a 10 under game and learning a ten second count to the back court."

35:39: Ralph the Ref: "I have been coaching for 20 years at Kellenberg for volleyball and one thing that we pride ourselves is to have the attribute of grit - and what grit is when there's an adverse situation, are you going to be resilient enough to get out of that situation, now I think that one thing that turns people off initially about officiating is that their previous relationship with refs had been acrimonious or they think it is too difficult so when you find somebody that is just starting off and maybe they want to do school games and then they have the opportunity to do a pro-am game because the money differential is something that is conducting, they will accept that until they realizes that it is baptism by fire, that gets them into a situation that they may not be able to be salvaged."

36:30: "Like for me I know this one softball game that I did, I was sweating bullets within the first half inning, and it felt that it had been going on for 4 hours and as soon as that was done, my partner came up to me and said, "this might not be for you" and that really rattled me because that was the first time that i felt I was unsuccessful at anything that I ever done in sports but I was able to read this book called, "I Am God," by Doug Harvey, and he had a similar situation and he said, 'you know what, it doesn't matter, just fail, that way you learn faster.'"

43:43: Bernard: "Mickey Crowley always says, 'Don't blow a whistle that you can't explain.' That doesn't mean that you got to explain every whistle that you blow."

Episode 37: Kevin Sparrock

THE RANT EPISODE: 37



Kevin Sparrock is an official, officiate. So much so, that before every game he has read a rule to keep him sharp. He's also an artist's artist - Let's not forget his propensity with drawing through an Apple Pencil, making that art. He discusses officing at a high level and shipping his art at a high level.

REFEREE RANT



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13:08: Kevin: "A lot of stuffs in basketball is the players not knowing exactly that you are sweating even when you are. New York City basketball here, this players they feed of fear, most players and coaches feed of that and if they see you are scared they will come after you."

17:50: Kevin: "I got to share a story with you. There are so much that you hear about what you should and what you shouldn't do, where you should go to and where you shouldn't go to. I say that every body's journey is different, you have to find your own journey because what is going to work for one person is not going to work for another."

33:29: Ralph the Ref: "I think that what is cool is that we always have different experiences and I know that you draw cartoons based on your experiences with refereeing so just describe how much of a good thing it is for you, your process when you are making this cartoons and how much it serves as an outlet for you when you are not officiating?"

33:56: Kevin: "So my comic book is a Web comical "Fouls and Violations life of a referee uncovered" I started "Fouls and Violations" when I first started refereeing, it was a easy process, I started looking at the comedy and nonsense that was going on in the world of basketball, and I remember siting and going "man, I always wanted to draw a comic book." What I write in it is literally all stories of refereeing that I go through."

38:05: Ralph the Ref: "How do you feel your comic books have been received within the officiating community and do you feel like sometimes you can't have as much as your creative freedom as you are or do you think you have to make it more A to G just to make sure that is not received incorrectly based on your intentions?"

38:25: Kevin: " We really don't know if someone can do high level basketball until they are doing high level of basketball, maybe they have potential but you really don't know until that person is thrown into the fire, and I think that me doing this project like any podcast, a blog a comic strip something written about our profession we have to put ourselves out there and talk about it. I just think that our stories help other people out."

40:25: Kevin: "Foulss and violations" to me is not a jab at someone else it is really my diary, it is about my diary as a referee."

51:00: Ralph the Ref: " What do you thing were the attributes that led you to where you are?"

51:14: Kevin: "The one thing that I can actually say is consistency. There are so many things in this business that you can't control, I can't control whether the supervisor

likes me, so what you think about me is none of my business . I can't control what other people are doing, or saying or judging, but I can control being consistent. And that means being on time, I have been late before, it means giving your paper work on time, I have given my paperwork late before and got in trouble for it. In this business it is not about what you do on the court but mostly what are your actions off the court.”

57:00: Kevin: ”I created a pattern to help me out, my routine on game day is I always watch a game prior to and I always read at least one rule every morning before a game, it gets my mind right and it gets my brain going.”

Episode 38: Jalal Khweiss



The Rant.
Episode: 38

Jalal has a heart of gold. Cream rises to the top, where I found him doing a AA playoff game for the Public School Athletic League in New York City. In this episode he describes his humble beginnings, his track career, how he started officiating and how his affinity for the rules has brought him to the top.

REFEREE RANT

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10:37: Jalal: "One thing about Ernie Rudloff, he remembers every person's name no matter what, so it says a lot about him."

27:34: Jalal: "If someone is not receptive, you can tell by communicating with someone where they are and where they want to be so if they are not receptive you

can't beat a dead horse, you may try to maneuver and get them to try and understand your point and your perspective of it but if they are not trying to see it then they are not looking to improve. I go to games and I look for people to say something to me, and if I am asked about a play I know exactly what play that is, you have to remember your plays and someone might say "I saw this guy getting hit on this side" and I ask "well, where were you sitting?" and they were sitting on the other side so I can't see what happened from the other side, I can only see what happens on my side. Your best friend is honesty, sometimes you approach the coach and say "Coach, I missed it" they will probably be speechless because they are used to referees approaching them with excuses, but if you be honest then you disarm them, you can't do it all the time it is more of a one-time deal and then you got to make sure next time you don't miss it."

42:45: Jalal: " I love this game, a lot of people perceive me differently, they think that I am just trying to point out faults whereas I really want to help people because I want to help them in return, and I will ask them what did they see, I asked some guy the other day how did he feel and he said "the little things right?" and yes, the little things are the ones that are going to get you better, not the big blow out calls, the little things that you do will show, somebody is going to pick that up and see that you enjoy being here, you really appreciate the opportunity that you have and you are not going to take that for granted."

Episode 39: Karima Penesa



18:55 Karima: "The stickiest situation I would say was this past season, I am getting my voice and I am able to stand up for myself but it was a 8th grade basketball game, believe it or not and I had this coach tell his kids to not listen to me because they shouldn't allow a female into a boys court and I overheard that, so it waited until the end of the quarter and then I called both coaches to the center of the court for a little meeting and I had to put my foot down and I told them "I will walk out of this gym if both of you guys are uncomfortable with me but we do not need to bring this kids

down, so that was probably the hardest thing for me, hearing that somebody just didn't want me there based on me being a female ref refereeing a boys game."

21:40: Karima: "I think that in the past couple of years I gained more respect, and going to New Mexico and coming back I definitely gained a lot more respect from the coaches and all the tournaments that I had to do I definitely have more sense of presence, I know who I am and I am there to do my job and no one is going to tell that I can't do it because I have that confidence within myself and I think that shows and people will respect you more if you have that confidence."

26:50 Karima: "On my first game ever, it was a soccer game but it rings through basketball and everything, Tommy before I stepped on the field he pulled me aside and he said to me "Karima I need you to remember you thing, I don't care if you forget all the rules, at least that you remember one thing, this parents are going to yell at you but they are but they are not yelling at you, they are yelling at the stripes". And that really helped me to get into basketball."

29:00 Karima: "To get where I want to go I will have to listen to people, and get their help and advice because not all the referees want to give you that advice but the ones that do see and say "hey try this". Maybe try it out and if you don't like it don't use it but be a sponge, you got to absorb what you hear and if you use it that is on you it is not on them so hear them out and chew it on and if you don't use it at least you are trying."

Episode 40: Claire Canty



8:47: Ralph the Ref: "How do you think lacrosse helped you in basketball and how do you think basketball helped you in lacrosse?"

8:55: Claire: "I think that a lot of the skills from lacrosse easily translate over to basketball, basically my whole basketball team in high school we all played lacrosse together. In terms of officiating I think that lacrosse is more like you playing the advantage, so if so if someone is going down the field and you see any type of foul you just kind of put your hand up and let that go so I think that I terms of basketball that really helped me to develop the patience of not calling the foul immediately and

let that play develop and just call the foul once the play has ended. From basketball to lacrosse I think it is people's skills, basketball is all about how you can deal with players, how you can deal with coaches and you have to really make that split second decision really quick and you have to make sure it is the right call, obviously in lacrosse you can let that develop but I think that has really helped me with my decision making and making that right call, and just communicating with people."

10:00: Michael Grant: " I think that you said a very good nuance point of basketball officiating, the next step for a lot of beginner official is letting that play finish, you learn at some camps, start, develop, finish and playing advantage and disadvantage and you being able to take that skill from the lacrosse field to the basketball court is really helpful."

Episode 41: Mike Horrey



16:00: Mike: "I was introduced to shirt stays by a military brother and it was all about looking professional. But there was a problem, what do you do when you work on summer? What do you do when you trying to get that contract for college? You spent 500 to go to that camp and get a contract, what are you going to use? And there really isn't anything so I started asking around and couldn't go around it. Most of our games are outside of winter, running up and down the court all year. So I went ahead and looked into it and came up with some prototypes and put the product out. It is funny because after I put the product out it was really for officials but them so many

people were wearing it to go to the church, work and they were asking for the product to use outside of officiating. And I thought that it was way bigger than officiating.”

21:00: Mike: ”I had 11 prototypes, try and error, you are going to get your feedback so that is what I wanted to do, once I had what I thought would work took it to my boys and let them try them out and got some feedback. It is funny because I actually thought that I had hit a home run and I got some great feedback on it and once I got it into production I figured out that there was another way to go. Now I have a great product, still working on some changes to it.”

23:28 Mike: ”You got the look apart. Even if you don’t have those aspirations to elevate you still want to look good because if you walk in looking sloppy you are not going to look very believable, appearance is just so important with what we do because when you go up to the court, they see you looking shabby or they see you looking untidy they are not really going to believe you. Same thing with being in shape.”

Episode 42: Sky Khaleel



36:12: Sky: "I started coaching when I worked at Island Garden and they have a lot of teams so I started coaching one of the lower levels teams and you just fall in love with coaching because coaching is a lot, it is relationship with kids, relationship with parents it's practice time, it is collecting money it is running plays it is skills development it is getting the kids to games on time so it is a lot. Coaching has so many highs and so many lows, the difference between coaching and refereeing is when you coach you are invested and when you win a game coaching and it is a close game if you drop the play and the kids hit a 3 pointer it is such like a high, it is such

a emotion but when you lose in coaching a kid doesn't come to practice or a kid doesn't want to be on your team or parents aren't happy, I have 3 times out, plays are not working, you can't guard this kid there is nothing I can do, I can't protect you no more we can't break the press and we worked on it for 2 hours and still can't break the press, winning is good but losing sucks. When you referee, you never lose and always get paid."

39:13: Sky: "The thing with coaching is, you have to have patience because coaching is basically teaching the kids how to do, there are some kids that are Elite and can take over games themselves, they can set up offense and make everyone around them better, they don't need a system. There are some kids that need instructions like they need everything to go right, they need a play so someone gets open for a pass and shoot. And some coaches they don't teach they just scream and yell and they scream and yell at the refs or the kids, what did they do for practice? What is the plan? You should have a plan when you come to a game, if they have man we do this, if they 2-1-2 zone we got that, if they have 1-2-1 zone we got this, if there is an out of bounds we do something, so you have to have a plan and to have that you need to practice. Coaching taught me patience because you are going to get some kids that are high level and you are going to get some kids that aren't but it is more about the relationships also because basketball is always a metaphor for life, it doesn't matter who you are, who are your family or how much money do you have, whatever, the time that you will put at the gym is what is going to show, and that is why I love this game."

41:00: Ralph the Ref: "You recently started your own AAU program called "Sky is the limit" and I know you had your tryouts, based on your Instagram page I see you had some turnout so tell me how you went about getting into that, how was your tryout, your mission and where do you see it going in the future?"

41:20: Sky: "It is "Sky is the limit basketball" it is a non-profit organization filed within the New York State, it has always been my passion, I'm not trying to compete with anyone I have been coaching for a while, I don't want to step on anybody's toes, I don't want to steal your kids, I have been in this sort of place for an X amount of years and they taught me everything I wouldn't be at this level without them, they taught me how to manage a team, how to book tournaments, setting up practice, collecting money, dealing with parents. I learned a ton. I've been at the spot for 7, 8 years I have a good team of people around me, I have a couple of people that are really into basketball."

Episode 43: Anthony Pucci



9:45: Anthony: "I love flag football because, you hear about all this problems with football and CTE and things like that, it is not that I am afraid of contact or anything like that but at this stage specially, for me when I was in high school I couldn't get hurt because of basketball and I didn't want to. And flag football you can still play the game, you can get your friends together, when KDB started that blossomed into 5 or 6 teams around our town and it really became a community kind of thing, you see your friends, you see the people you went to school with, it is a nice bounding experience but it is also keeps you competitive, it is a good balance between competitiveness and having fun I should say."

10:43: Ralph the Ref: "I want to talk about in terms of your writing process and your improvement as a writer just by having the muse of writing about the Brooklyn Nets daily, how much do you think that as made you become a better writer that you have been able to write passionately about a team that you have been in love since you have been 7 years old." 11:00 Anthony says: " I think that is all the name of the game, you have to be passionate about what you do so clearly for me I was spoiled from the start that I got to cover a team that I liked growing up and I wasn't the best writer when I started and I am still not, you learn every single day how to write but with repetition, with taking advice and being humble and understanding that this isn't going to be a one night process when you are going to become a great writer, if you just keep practicing and listening some of this guys that I have been surrounded by and really repetition and reading other people's work I think seeing others and how they would start their stories, how they would end their stories and molding that."

26:00: Anthony: "You control what you can control, you can control how you treat other people, and you can control how hard you work and I think that treating people the right way with respect going in there motivated and with good attitude, wearing your suit to work everyday and being that guy that shakes everybody's hand shows some respect and covering every single game, I covered 81 out of 82 regular season games this year, being consistent and even when times may feel low you got to feel like you are high and about to break through because set yourself out you won't last in this industry at all."

Episode Forty Four: Ralph the Ref



1:55: Ralph: " This is episode 44 I wanted to do something special. 44 is my favorite number, it is due to my favorite basketball player growing up Uber Davis who was a backup shooting guard to the New York Knicks, and I thought that at some point I would speak on what was my purpose of Referee Rant why I started the podcast, why I started the website, my mission statement."

10:45 Ralph: "I never had an adversarial relationship with referees, I always had a self-sufficient game but when we got to this league that was this guy named Lowe and he was kind of upset that he was going to be there for the whole day, I had a 8 o'clock game and I noticed that his partner was basically hungover and I asked what was up with that dude and he said "I don't know." Then I started asking more pointed questions like "Does that mean that you get 40 dollars and he gets 20 dollars?" and he asked that they both would get the same money, and I asked how many games did he have and he said he got 6. So I started doing the math in my head and I was like "so, I am giving up 10 dollars and I may or may not win, but this guy is mad that he is there but he is making 40, 80, 120, to the point that it was 240 on top of the guy being hungover and he is getting the same amount of money, so if that is that easy to ref so what about I ref? And what happened is that we lost that game so I thought about that conversation for the whole week and then the next week I had them again but this time I had them at 1pm which was his last game and I was asking about that guy who was hungover and he said that he got fired, "so that means you have an open spot, I want to join just show me what to do". I gave him my number and after 6 months he contacted me at 3pm on a random Wednesday and said that there was a class in 3 hours, it wasn't advances notice but I thought about those days interacting to him so I went to the class and went to the field 3 days later."

20:20: Ralph: "I think that the basic definition of a mentor is somebody that is willing to help without getting anything in return but I think you get the biggest return because once you can explain something to somebody else it only makes you a better official yourself, it is even a microcosm of life it is the same thing being a parent, it is the same thing for somebody at your job that was before you, if you have any first-hand knowledge and experience in anything I think it is your duty your calling to share that information."

30:35: Ralph: "The other part of it when I got serious at refereeing was after I failed the girls basketball class that fist time. I remember how devastated I was because I remember people that I thought that I knew I was better at refereeing but I didn't take care of business the whole way I was focusing on skipping steps, I knew that once I got to the court I would do that."

33:30: Ray: "Let's talk about the first days of The Rant, where did that idea come from?"

33:45: Ralph: "It was basically a confluence of certain things so back in October I have helped this gentleman of the name of Ricky I went to high school with him and

he was looking into some side money and I got him into baseball last year, he found that flag football on Sunday mornings were very conducive to schedule and I had the fortunate circumstance to officiate with him in October. I remember he was asking me "do you still, write?" I said I did and he asked where was it and I said that I wrote on a journal daily but I kept it in house, he said it was a shame. One of our other friends was asking and I used to have this website that was a bit weird because it was a mirror of who I am and for me I dabble in a lot of various different subjects, I am the kind of person who enjoys a lot of different things so my website didn't really have a direction of those things, and after he said that it kind of got me thinking and I looked at my shelf at home I and had many notebooks that no one has ever seen and it brought me back to this documentary, I forgot what the woman's name was but it was a photographer but she was a baby sitter and she took all of this pictures in New York City in the 50s and the 60s and really captured the essence of New York City but it was all discovered when she died and I thought that the conclusion of my writing was going to be like that. I want to write and I want to write for myself but it was always tough for me to share it but one of our mutual guys said that I needed to write a book of flag football but how do I start that? Based on the way that society is bow, everything is fast, everything is short so I said that even though I want to write a book, how many people can that touch? The final piece for that was when I went to Smash Burger and met this guy name Wayne who works there and asked how much did he make working there and he said around 12\$ an hour. I told him that he could do in 3 basketball games across the block where he lives more money than he would be making in a 12 hours shift and for the rest of time he could thing of what he wanted to do, he said he would think about it. I went back there a few weeks later and he looked at me and said that went to the Internet to look up at some information on refereeing but he couldn't find much, and that was what planted the seed."

Episode 45: Criscia Long



15:20: Criscia: "I was auditioning to be part of "do you think you can dance" with a good friend of mine we auditioned together and I got my tickets to Vegas. That was like "Wow, you can do this, you are actually good enough to do this". But then once I got the tickets to Vegas there was actually a 3 month gap before we actually went to Vegas and it got in my head like "I told everybody, I told my dance teachers, I told all my students, I told everyone" that I was going to "do you think you can dance" and I took all this classes with all the money that I saved up from my cruise ships and I took all the classes like Salsa, and things that I was not very comfortable with so I

went there with all this pressure of everyone knowing that I was there and I had to do good for everyone and I bombed in my most comfortable style which is Hip-hop and I bombed because of the pressure and then when I got home I swear I cried for maybe 3 weeks. It was the most disappointing thing because I thought that I disappointed so many people and it wasn't just for me, it took a lot of me and my husband that at the time was my boyfriend definitely pushed me to get up and do it again. And I actually auditioned in Boston again and I went straight to Vegas, and that time I didn't tell anybody I just wanted to do it for myself. I made it to the top 20 girls right before they made it to the actual show and I just felt much more accomplished. And then when I was done and I came back I told all my teachers and my students."

25:25: Criscia: "You have to have an open mind and a humble open mind with any new job that you do, and a lot of times I see these dancers nowadays that they have no humility and they think they are too good but you have to have a humble mind so you can get better because it is the only way you are going to get better and there are a lot of tears with that first season because I am thinking "I am so good so why am I not being put in the front? And that is because I had to work harder, I had to earn my spot and there needs to be more like that nowadays for sure because it definitely pushed me too and once you finally get that spot you feel so much has better because it is not like someone is choking your ego, they are pushing you to make sure that you are doing all the things."

Episode 46: Alex Flyntz



9:10 :Ralph the Ref: "I know in the begging you read the rule book and then there is a separate part of it where you go to the gym and you go through the mechanics, how much do you think that the little league experience helped you to be prepared for that particular situation?"

9:32: Alex: "It made me think deeper than just reading the book, I started to realize how much he more in depth you got to be with adults than just little kids, when you get to grown mean it is much more than just knowing the rules but you must be very

serious about the mechanics so I worked hard on not only reading it myself but I started to teach someone on how to get it to base and why did you get to that position, because it is really important to be in the right position before you are going to call something or you can be looking like a fool.”

Episode 47: Nelson Santiago

The Rant.
Episode: 47

What we find most impressive of Nelson is not the level of where he's at in the game officiating but his approach. He discusses his precocious beginnings in Central Florida, falling in love with adjudicating the game of basketball, and what the journey experiencing it all means to him.

REFEREE RANT

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19:00: Michael Grant: " It seems like you elevated quickly deservedly, tell us about your journey, went to JUCO then College all the way to D1, how did you get to the NBA grassroots program? "

19:20: Nelson: "One goal that I always had when I was young and into officiating and then 2001 was when the G League program was recruiting again and I put it in my mind that I wanted to make it to the G League, I had my goal and from there I could

look into the NBA. So as my time went on and I was progressing and there were guys who were coming up with me, we all got in at different times and we kept being invited to those different programs and I was a little bit disappointed but you know you have to keep working on your craft and it will come about so when J. V.

CALDWELL took over as far as the scouting program, he came to watch a couple of my games but I didn't get the invite, he shared with me that I was getting closer but there were some things to work on and as long as I continued to progress and so I did and in the next year when he saw me he saw that I put on the work that he had told me about and that showed that I was coachable. When an assignor or a clinician or anybody watching you is sharing anything, they got see that you have implemented what they have shared with you, it shows that you are coachable and that you can grow so I showed that growth and then the Grassroots came out and I got invited. I was extremely excited and ready and one thing about my journey is that when I worked on my first D1 game, hell yes I wanted to be 3 years before in there or even more but the truth thing is and people talk about that all the time, it is better to be a year late than a year early and for me maybe it was 3 years later than I thought or 2 years later than I thought I was ready and to go out to a game knowing you are ready is very empowering and that was what I felt when I got into the Grassroots that was what I felt when I worked my first D1 game, I was ready for that opportunity. That is something that I see now it is kind of changing, I see a lot of young officials talking about obviously wanting it now, but as we talked about on this segment the journey, I was taught in the begging to enjoy the journey and the journey is going to have high and lows, it is going to bring frustration but as long as you enjoy the journey then you will see that to get into the NBA you got to put on the work you got to work on your reps and be consistent. One thing that I am proud about is putting on the work and my work ethics because there are a lot of people that are trying to come up and they are good and technology is helping them so if you sleep on your craft and on your skill set as a referee people will fly past you."

27:30: Ralph the Ref: "When it comes to your influential mentors we believe so that all the people that have come after you, you have been able to impart much of your wisdom to them, describe your keen eye to spot a talent and try to groom them into placing those and implementing those fundamentals that you learnt before them."

27:57: Nelson: "I definitely work with a log of young officials I was actually working with one today before I hit the road and we were breaking down one of his high school games from this weekend. I can't want it more than you, I am here and I am available for you, do you want to work with me on film or do you want to work with me on mechanics whatever the case may be, you will put it on the calendar but you need to take that initiative to reach out to me and to say that to me because once I set

on the calendar it is a lot, we are going to put in the work we are going to see what we set out to do but you got to want it, and one thing that I definitely have learned in mentorship is that you get exhausted when you want it more than them and you put more work than them so through the years I have been able to like I shared being available and let you know you can reach out for me. Thankfully that us one of the things that I hold true to anyone who that I mentor because I can tell they are putting on the work or not and their coach ability, I definitely look for young officials who are really going to listen, I think that sometimes you have some officials that say they want it, say that they are listening, say that they are here to learn but then you are telling them simple things to do and they are not doing it so it is definitely important for young officials who are working with mentors to value each other's time."

31:45: Nelson: "You got to be a student of the game and them of course still find balance because this is something that we all love, this is a passion of ours when you catch that bug you love it but refereeing will never love you, there are people on your life and people who are partners in the game that you will build friendship with and you can make lifelong friends from that but officiating itself will never love you so you got to put it on its place and make time for those who truly love you and also make time for yourself, you got to love yourself and that was a great lesson that I learned right after I got picked up to D1 basketball because I was sacrificing everything and everyone for my dream of being a big time official and I got a really amazing life lesson one summer when I realized that I was sacrificing people that actually did love me for something that would never love me and now this passion of mine is on its proper place but I still love it."

38:08: Nelson: "You got really to put this in perspective, you have to put officiating in perspective in your life I think you got to make the best decisions for you first and then for officiating because it will fall into place and I think that as you get further on in your career doing different things, you can make career changes that allow you to officiate more and maybe at some point all you have to do is officiating but I would say that you should always have other options because we are one injury away from not being able to go up and down this court that we love and then what? What skill sets do you have to fall back on?"

48:40: Ralph the Ref: "I know you are going to service a NCAA game today, and normal you wouldn't record a podcast before you have a game, so what is your normal Gameday routine when you are getting ready to serve a game?"

49:13: Nelson: "There is definitely a different preparation for a pro game personally for me it is versus a NCAA game and I think that big part of the reasons why is

because there are requirements on the prose of the house specifically in the G League, one is flying to the city the night before and then the day of the game traditionally the games are at 7pm but at 11am most times we as a crew get together and have a game meeting, so I start out for the preparation for a G League game at the night before, getting a good night of rest, heading over to the meeting, typically heading out to get some lunch and then what I have been doing lately is I take a nap, followed by waking up 2 hours before leaving to the arena and go to the gym and get a work out in, while I am getting my work out in I tend to play one of my games that I have worked previously, or if I haven't seen the two teams that are matched up I will download one of their games so I see their foul plays and get a little more information on them that way while I am working out and then after that I like to give myself an hour to shower and look at my suit, my jersey and then at that time I will either put a basketball game on or I will put something on there that is inspirational maybe a documentary where successful people are having a conversation just to get my mind in that place of success."

Episode 48: Eric Carmona

The Rant.
Episode: 48

Baseball is in Eric's blood. That blood, once spilt over, as he combined his propensity of officiating and his love of baseball and found umpiring. Suffice to say, it's his calling. He discusses his start as a short stop with a dream, living in close quarters of Yankee Stadium, and how he tries to outwork himself by improving in his craft everyday. Not only that, he's generous with his information, ready to dispense what he's learned to pay it forward to anyone that's willing to listen.

REFEREE
RANT

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The graphic features a black and white photograph of Eric Carmona, an umpire, walking on a baseball field. He is wearing a dark uniform and a cap. The background is a dark sky with a pattern of small white dots, resembling stars or a night sky. In the top right corner, there is a small icon of a smartphone with a speech bubble and a play button, surrounded by a dotted line and stars. The text 'The Rant. Episode: 48' is in a large, white, serif font. Below it, a paragraph of text describes Eric's background and his approach to umpiring. On the left side, the words 'REFEREE' and 'RANT' are stacked vertically in a large, bold, white, sans-serif font. At the bottom right, there is small text: 'REFEREE RANT: Hosted by EXAMINATION ©' and '© 2018 EXAMINATION. ALL RIGHTS RESERVED.'

17:50: Eric: "I have always had the same attitude for every single game, it doesn't matter what level that I am doing and I had this same attitude from when I started. Every game I am stepping on the field I am giving it a 120% and it doesn't matter the level that I am doing, I can be doing a professional league game or I can be doing a little league game, I am coming into the field and I am giving you a 120% I don't differentiate how I am going to officiate the game. The game doesn't chance, it is still the sport of baseball. They deserve a good umpire the same way that the professionals deserve good umpires, so why would you change the way that you officiate because you are doing a lower level game?"

23:50: Eric: "There are 3 teams out there, the two teams that are playing and then you get the umpiring crew, so guess what? We have to play better than both of those teams, it is on us, we must play better than both of those team so when we step into the field we are a unit, if one of us look bad all three of us look bad or all four of us look bad or all two of us look bad or you just look bad if you are doing a one man game starting off. If you just wake up wanting to make the money then it is not for you, you will never going to get good at it because you are just doing it for the money part of it and when you are going up to the field you are just showing up to get a check, you are not showing up to do a job, you are going to the motions to get the check, you are not put in any work."

32:37: Eric: "There is always something for you to work on because we are not perfect we are always working on our craft. So there is always something that I can do better behind the dish every time I go behind the dish and there is something I could do better on the bases every time I am working the bases because we all have strong games and we all have weak games so we all have to work on that weak spot we have so if you are in the bases and you know what are your weaknesses on the bases alongside with your responsibilities you got to work on your craft."

37:39: Ralph the Ref: " What is your philosophy when you are behind the play, what is your interpretation of a strike zone?"

37:52 Eric: "If you go by OBR the strike zone is very big, going by OBR but as you work your levels you develop your own strike zone and you know more or less what is a strike and then you develop what is very low and you develop what is very high and then you find your way in the middle there and that is, not too low and not too high but everything in the middle. The outside pitch is the money pitch, if you can see that outside pitch and call that pitch, you are having a good game and you are going to call a lot of strikes. The outside pitch is the pitch that gives a lot of umpires a hard time, that outside pitch a lot of umpires we miss it, so if you are engaged and can get that outside pitch for a strike that is the hardest pitch to identify."

51:30 Eric: "If I say that I ejected people 2 times in my life that is a lot, I am not out there to eject people, I am not there to be the star of the game so when you are out there and you are trying to be the star of the game that is when you get in some types of problems, you set yourself for failure, the best games you have is when you go to do a game and nobody notices that you are there."

Episode 49: John Lombardi



20:27: John: "Pro wrestling refereeing is definitely way different than any other sport and if you don't know that pro wrestling is pre-determined I am sorry but I just ruined it for you. The referees are there to be part of the act a lot of people that don't really know the sport ask what is the point of the referee. The referee is actually the most important person in the ring because not only he is making you believe this people is actually getting counted to 3 and about to break the rules when they cause a lot of disqualification stuff. The referee is the messenger, the referee while he is on the ring he is relaying messages back and forth to the fighters, making sure they are on the same page, he is getting in the earpiece stuff from the backstage "Hey, this match

is going for too long” ”is he injured” ”let’s get to the match now” so again, the referee is the most important person, specially imagine if the referee doesn’t know when the ending is, how is he going to count to 3? The match could go on for days and the ref is going to be faking the 3 count.”

24:17: John: ”The referee is there to be impartial and this is something that a lot of kids growing up do not appreciate is that this guy is taking his time out of his day to help organize your event and be impartial and make sure everything goes the right way and no one truly realizes that until you hit maturity, and maturity can hit at any age, it could hit younger like 19 or it can hit when you are early 30s or in your 60s depending on how much of a lunatic you are. It is an underappreciated art.”

32:06 Ralph asks: ”Can you describe your stickiest situation in officiating little league?”

32:19 John’s answer: ”Little league baseball I was umpiring and when I talk little league maybe this players were 12 to 13 years old and they think that they can’t do no wrong, you know the story, and this pitcher he couldn’t find a strike zone and I am talking like in little league if they are close you totally call a strike, I am talking this kid couldn’t reach the plate, is through over the back stuff behind the batter so I can’t call those strikes. So thus kids throw one in the dirt, I call a ball and he goes ”Blue, you f*cking suck” and he actually cursed at me and I paused the game and I said ”I am sorry, what did you say?” and he says ”you are freaking terrible” and all the parents went quiet and I said ”one more word out of you and I am throwing you out of the game, I am not taking any disrespect from you or from anybody on this field” then his coach comes on the field and starts giving me a hard time that I disciplined the pitcher and he started cursing me out and I literally said ”look, I do not care who wins this game I do not care if the game stops right now because I have the power to end the game and get on my car and go home. I will throw you out, I will throw him out, I will throw the parents out, I will throw that dog out, I will throw the baby out, I will throw everybody out of this game”.

Episode 50: Ron Naclerio



20:55: Ron: "They always hit me with the "who was the best Cardozo player?" I could never do that, that would be like if you had 8 to 10 children and someone said, 'Which child do you love the most?' I mean they are all the best, some of the kids that meant so much to Cardozo's winning tradition, might not be kids that had the best stats, there were a couple of kids that weren't even starters but they meant so much to the program, everything that they brought, the grit the practice, to team togetherness, to go and get tough, they made sure that they were there to get under the kids skins because, like I said, there was pressure playing for Cardozo, you have to win and in this pressure we are the only Queens team since I think mid 80s to win

the City Championship so if you are playing at the Garden or at the Barclay's Arena you step to the fire line, you down like Ray Salnave to the 2014 and everybody wants to be in that situation and nobody realizes that when you are in that situation you got hit those foul shots because being there is one thing, taking them and hitting is another thing. What happens to a young kid that gets to that situation and fails? How is he going to handle it? They have to be able to get up the next day and walk to school and have everybody look at them like they tried their best and that is why it is really weird how if you can get to the Garden or Barclay's and you lose those kids on that team feel so miserable and it kills them for so long, you hope it kills them for so long because it meant something, then some team that didn't even make to the playoffs never feel that pain of losing, it is kind of weird."

31:49:Ralph the Ref: "How was your relationship with officials over the years and how do you think it has changed?"

31:55 Ron:: "The referees will tell you, I am too busy yelling at my players, I might yell "hey he got hit!" and then I will yell to my kid to get back or 'Hey that is a foul' and maybe once in a while at half time I will call a referee over and ask something, there was a game we played at Baruch College and if you ever go to Baruch you have to walk down the stairs two flights and my best player was hurt and I thought that I was going to get my behind kicked with my best player but out of maneuvering they had Kemba Walker and we got our butts kicked, so I was upstairs sitting there and the three referees come and walk it up and they know I don't complain so they see me and I said "you guys killed me" they were surprised that I said that and I said "you guys really killed me" and they said "what are you talking about?" "you really killed me today, you did a terrible job, you threw the ball to start the game".

RETRY THE RANT.

▶▶ Rewinding & Writing
The Best Quotes of Episodes
1-50



