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THE OFFICIAL WORD

NEWSLETTER



CHANGES ON THE HORIZON FOR COLLEGIATE VOLLEYBALL OFFICIALS

Online Training for ALL PAVO Members via NCAA/ArbiterSports Website

by Marcia Alterman
Executive Director

I find that, as I get older, changes can be troublesome in general. It seems that if I could just keep doing things the same way, the task gets easier, and therefore the results are good.

However, sometimes a little shake-up has the potential for a great outcome. It is often worth going through a transition period, even with a little discomfort, to get to a good result. That describes the situation for women's collegiate volleyball officials at this time. We'll all go through some changes and have to adjust to some new processes, but the end result should be better than ever. Here is a little background and a few details.

A couple of years ago, based on increased scrutiny by the media and goals set by new NCAA leadership, the NCAA started developing a model for officiating development in all sports. Many NCAA sports, especially the major ones, already had someone in the role of "National Coordinator of Officials". A National Coordinator is typically charged with two primary tasks; (1) officials training, development and evaluation and (2) the assignment of NCAA post-season officials. The recent modification to the NCAA model that was already in place for those sports includes two major initiatives – an online training and education site, and a registration process that will be a requirement for officials interested in NCAA postseason competition. That registration process will allow identification of and communication with those officials.

To reach those goals, the NCAA purchased an existing company that was in the officiating assignment business – ArbiterSports – and began the expansion of the work force to include much more sophisticated online training, examinations, and interpretations, as well as an online registration process, so that a pool of

officials could finally be established. You see, most other NCAA sports don't have a PAVO-type organization, so the concept of a central website, online exams, a universal information center, and so on was new news to them. Two years ago, the NCAA implemented this new model for football and men's/women's basketball. Since then, they've added several other sports, including baseball, softball, and soccer.

In all of those sports, officials are all paying \$100 registration fee to be registered on the NCAA website and benefit from the online training that is offered there – information and training provided by their sport's officiating program. Many conferences at all levels are requiring their officials to register and use the website for testing and training, and registration is required to be considered for tournament assignments for NCAA Divisions I, II, and III.

About six months ago, the NCAA decided that women's volleyball would be included in this model and beginning with the 2011 season there will be an NCAA Volleyball Officiating Program. As step one in that effort, the NCAA recently named the first women's volleyball National Coordinator of Officials, Joan Powell.

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NCAA and PAVO
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Here is a bit of additional, related information – a few years ago, the PAVO Board of Directors was developing some long-range plans, and was very excited about the possibility of web-based training as well. The board wanted to develop some online courses that were specifically tied to all PAVO certification levels - from entry-level right up to National - as a supplement to the clinics, camps, and local on-court training/rating already in place. The directors realized that this project would be expensive and complex, and so could not be implemented without a great deal of planning and forethought. At about that same time, the PAVO leadership began to hear about the NCAA project, and certainly did not want to invest a lot of resources in a website that would then be pre-empted by the NCAA plans.

SO – discussions were begun between PAVO and the NCAA about a collaborative effort on this project. The NCAA realizes that volleyball is very unique among NCAA sports in that PAVO has already done a great deal of development of universal training tools like examinations, the Officials Guidebook, rule comparison documents, video training, etc., and the NCAA did not want to lose the efforts that have been successful to date. PAVO recognized that the NCAA was making the move to use the NCAA “Central Hub” (website) as the primary delivery point of information from the volleyball officiating program, and having a database of officials at their fingertips. So after much discussion, all parties have determined that a partnership – a true collaboration – is the best solution for our sport and PAVO members.

What does this mean for the individual member? All PAVO members will be registered with the NCAA via ArbiterSports. All PAVO members will have access to the training tools on the NCAA Volleyball Central Hub, and PAVO in conjunction with the National Coordinator will develop training courses that will eventually be tied to the various PAVO referee certifications – every level from Apprentice to National. Eventually, most conferences will probably require officials to be registered on the Central Hub website, and registration will be immediately required (2011) to be considered for NCAA Championship assignment at all levels.

What’s the time frame for this new process? We know that it will take a while to develop a training website that will be as comprehensive and sophisticated as we envision. For 2011, the PAVO members will not see a lot of change – the NCAA registration fee will be absorbed by PAVO out of funds-on-hand, so your national dues will not increase this year. But, when you pay your 2011 PAVO dues, you will have the ability to register on the NCAA site (the “Central Hub”) as well, and you will enjoy and benefit from the information and training posted there for the upcoming season. In addition, you will have access to all information and procedures necessary to become eligible to receive an NCAA postseason assignment. Starting in 2012, all PAVO members will take the pre-season certification examination (Form A and Form B) **online** on the Central Hub, but for 2011 the PAVO certification examination process will not change.

Once your PAVO dues are paid and you are registered on the Central Hub, you will receive emails from the Central Hub regarding techniques, points of emphasis or other new information. Video training and education will be included on the Central Hub, as will in-season rule interpretations and pertinent information. You will find that **both** the PAVO website and the Central Hub will become great resources for you throughout the season and your officiating career.

By 2012, the Central Hub should be completed, with online courses tied to PAVO certifications, extensive video training, and weekly quizzes as well as the official pre-season exam. At that time, your PAVO dues will be increased to include the fee that the NCAA requires for registration on the Central Hub – the PAVO Board of Directors is working on that new budget right now, but the general plan is that annual dues for PAVO “regular” (referee) members of \$100-\$110 will be required to cover the PAVO national dues and the registration fees for the Central Hub (remember, in most other sports, the \$100 fee covers JUST the NCAA registration fee). All members will still join PAVO through a local board, and your local board will still charge local fees in addition for local programs. But, with that fee increase, your benefits will increase even more than providing full access to the excellent training on the Central Hub – your dues/registration will also include a “welcome packet”, an NCAA Rulebook and the Officials Guidebook (which will become more of a techniques/mechanics manual).

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by Kathy Ferraraccio
Chair, National Indoor Referees

WHAT DID YOU SAY?

I'm sure that many articles have been written about how much our lives have changed in recent years. For some of us in the "not so young" generation, we remember calling our friends and family on rotary phones with cords that actually had us tethered in one place while we talked! We would also write letters to those far away – using pen and paper. How many of us actually buy stationary anymore?

Now, we communicate by texts and emails, and on blogs and through social media on the internet. We receive countless emails during the day, and we no longer look forward to the mailman coming to our door. We all receive emails from the boss down the hall, or the person at work in the cubicle next to ours. We receive them from friends, neighbors, strangers, and from those we would rather not hear from. We receive birthday cards, Christmas cards and all types of cards through email.

It was definitely much easier in our youth when we wanted to receive mail – and we enjoyed every written word on the page. The birthday and Christmas cards would be read and placed carefully where all visitors could see them. The letters would be placed in a box and read over and over again. Do any of you still have the letters written by your grandparents when they were separated by war or other reasons? They are cherished in many families – a history that is lost to future generations.

But in all those countless emails that we now receive,

how many do we actually read? And if we read them all the way through, how much of that material do we actually retain? I would venture a guess that the number of emails we actually read is not very high, and the retention factor is even lower. With all the emails we receive how can we possibly absorb all that we are supposed to absorb?

So, alas, this leads to more emails being sent. To find out information that was in one of those emails we received but did not read thoroughly or all the way through. I find it simply amazing that many people read all there is to read on social media pages such as facebook, but cannot read an email with pertinent information in it from beginning to end.

I would challenge each of us to attempt to sift through the emails we receive each day – to decipher those that have information that is important to us in our volleyball world and to read those through thoroughly so we have what is needed to work our matches, register for tournaments, or just enjoy the camaraderie of the volleyball family.

I know that emails will continue, and texts and cell phones will continue to be the norm. But I know that I will continue to miss going to the mailbox and finding that letter from someone far away; tearing it open and reading every word; and picturing the person as they took the time to write that very special note - to just me.

NCAA and PAVO
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Have you ever read the book "Who Moved My Cheese" by Spencer Johnson? It's a bestseller that helped me embrace what is inevitable: change! Change happens, and those who are most successful can anticipate the change, adapt to the change quickly, and actually enjoy the process. As it says in the book – *move with the cheese!* The end result of the transition to the NCAA Central Hub will be positive, with an online training site developed by a

collaboration of the same PAVO leaders who have been involved in training all along and the resources the NCAA and a new NCAA Volleyball Officiating Program have to offer. There will be more information coming soon from both PAVO and the NCAA Officiating Program about using the new website and completing your NCAA registration. Let us know if you have questions or suggestions, and enjoy the process of developing this advanced new form of training.



by Crystal Lewis
President

PRESIDENT'S MESSAGE

There are NO absolute calls!

Wow, one-third of 2011 has already past! The PAVO Board meeting was a success this year, with many things accomplished but yet still a lot to do!

I want to thank the board for its dedication, and the time members spent at the March meeting. There are many new things on the horizon for PAVO that I think you will like as we move into a new phase of volleyball. But more about that later.

At this time of the year, many of you are helping out with spring camps, working USAV events and getting in as much work as you can before the fall season. So who is watching you while you work?

Fans, coaches, players and other officials are watching. Do they perceive you as professional, implementing correct protocol and using good techniques? Others are constantly observing us. Do we worry enough about making the right call?

Some might say there is "never" a time to do a replay unless a ball rolls onto the court or when interference occurs. I must disagree, as there are no absolutes in officiating. It has most likely happened to you as it has happened with me. In sports, there are too many variables to make absolute statements.

Absolute may refer to: **absolute** value, a notion in mathematics, commonly a number's content. How do you feel about absolute calls by an official? Do you think that there are absolute values such as right and wrong?

There are times that you may think there are absolute calls such as "In" or "Out," but what if you did not see where the ball landed? Do you think that we should make a call up, just to show control? I don't think so, but I do agree there are times when a replay is definitely not the best decision.

There is no such thing as absolute right or absolute wrong. Everything is a matter of opinion and in officiating that is judgment. Something can be right in one instance, and completely wrong in another. In the realm of the human experience, **there** are NO

absolutes, never have been and never will be. Each official has their own style, brings their own characteristics and values to the court, and in my opinion, to tell an official he or she should never call a re-play is not reality.

Are we doing justice by "sticking to our call" when there is doubt? Shouldn't our first priority be to do the right thing and what's best for both teams? Just because we want to show match control doesn't mean we shouldn't ignore our judgment of what's the right call. Many coaches make the statement that it is useless to talk to an official, because they'll never change their call. Are we as officials to be perceived as never changing our call, or are we human beings who own up to missing a call and do the right thing? Will the call be the same if it is made in the first point of the first set as opposed to the last point of set five? Does it affect you differently in making the call? It shouldn't make a difference, but to be honest for some of you it will.

As officials we are supposed to be facilitators, and we are trained to make calls as we see them and make them immediately. Right before you make a call, you don't tell yourself, "I'm going to call this ball "IN" so the other team can get the point". No ... you call it like you see it without forethought of what the outcome will be.

Many other sports have video replays to help officials make the correct calls. Tennis has the electronic eye to help officials make line calls. But volleyball officials do not have electronic help and I don't know if we really want that in our sport. We must rely on our experience, gut feelings and our eyes being able to communicate with our brain fast enough to make the correct call!

One encyclopedia states that "the referee has FULL authority to enforce the Laws of the Game in connection with the match to which he has been appointed, and the referee's decisions regarding facts connected with play are final, so far as the result of the game is concerned." That pretty much says it all: To enforce the "Laws of the Game" with the best of our

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NEW NATIONAL SCORERS CERTIFICATION LOCATION

by Nancy Funk
Director Scors Certification & Evaluation

The USAV Adult Open Championships do not always offer good circumstances for ratings of the true abilities of National Scorer Candidates.

This season the Indoor Officials Commission has moved the National Scorers ratings to the Boy's Junior National Championships being held in Minneapolis at the convention center. The only ratings that will occur at the Open Championships will be re-evaluations of existing National Scorers.

Changes that occurred this year:

1. Applications were accepted until April 15, 2011
2. Candidates were notified of their acceptance by April 22, 2011
3. Each candidate will have 3 ratings - all of which will be done in one day

Ratings will take place on July 2, 3 or 4th 2011

- a. Candidates will have a 6:00pm evening clinic the night before they are rated
- b. The morning after their ratings the candidate will meet with the head rater to discuss their ratings and if not accepted to referee the tournament, will be free to leave the venue after 10:00 am

When each applicant was accepted as a candidate, they were informed of the date they must be available for their pre rating clinic and the day they will be rated. This year we are fortunate that the dates will fall on a holiday weekend.

All passing candidates will be expected to then attend The USAV Open Championships within the next 3 years to retain their National patch. If a candidate does not attend within the three year time frame they will forfeit their National Scorer Rating.

Since this will be a new process this season I am sure there will be some kinks that will have to be worked out.

I hope it will be a much better experience with less time commitment and expense for the candidates. I know from the rating side it will offer a better look at a candidates expertise of keeping score.



NATIONAL LINE JUDGE RATING SITES FOR 2011

by Mara Wager
NRT Director

Three sites have been selected to offer National certification opportunities for line judges. Those sites are:

August 26-27, University of Pittsburgh
Sept. 2-3, University of San Francisco
Sept. 9-10, University of Central Florida

The criteria and application process is described on the PAVO website (<https://www.pavo.org/home/Certifications/LineJudgeCertifications.aspx>), and an application form can be downloaded from the site. Applications are due by June 30, and should be

submitted directly to Mara Wager, NRT Director (8 Werner Ave, Delmar, NY 12054 or NRT.director@pavo.org). There is a \$50 application fee that must be submitted with the application, but will be refunded if the applicant is not accepted.

Please note that all applicants must have met all requirements for Basic Line Judge Certification in the season (June 1 to June 1) prior to application for National certification.

Apply soon, as the spaces available for candidates are limited!



APPROVED VENDORS AND UNIFORMS

Only four vendors authorized to sell officials' uniforms

by Marcia Alterman
Executive Director

PAVO and USAV recently approved a new 100% polyester uniform shirt. The approved uniform is similar to the "dry-fit" type of fabrics that many popular shirts are made of these days, and should provide a cooler alternative than some of the other approved fabrics, which include a 60/40 cotton/polyester, 100% cotton pique, or combed cotton, and 50/50 jersey blend.

To ensure your uniform purchase is "legal," you should buy only from one of our four approved vendors. Only these vendors have permission to use the trademarked "Volleyball Certified Official" logo, and they have the specifications regarding thread color, fabric weight, and style that both PAVO and USAV have approved. So, stick with only purchases from one of the following vendors:

Great Lakes Apparel
Mary Malpede
630-691-8170
mmalpede@aol.com
www.greatlakesapparel.com

Time Out For Sports
Nancy Sommer
888-594-4884
salestime@comcast.net

Roof Sportswear
Verna Klubnikin
888-830-8374
562-927-2267
roofsport@aol.com
www.roofsportswear.com

The Ref Shop
Michael Hertz
727-392-7294
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www.TheRefShop.com

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PUFAHL APPOINTED SECRETARY-RULES EDITOR FOR WOMEN'S VOLLEYBALL

by Greg Johnson
NCAA

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Anne Pufahl loves to officiate, but she is putting away her whistle to become the secretary-rules editor for women's volleyball.

Secretary-rules editors are non-voting members of NCAA playing rules committees who serve as official interpreters on rules issues throughout the year. Pufahl, the director of intramural sports at Marquette, will begin her role as secretary-rules editor for women's volleyball on September 1. She will replace Marcia Alterman, whose term as SRE ends at that time.

"I'll miss calling matches," Pufahl said. "But I can have more impact in volleyball doing this than officiating a match at one school."

Pufahl takes over the position with plenty of experience. She has spent 12 years as a women's volleyball coordinator of officials, including last season when she oversaw the officials in the Big 12 Conference, the Summit League and the Sun Belt Conference.

Pufahl is also the director of the Officials Training Program for the Professional Association of Volleyball Officials.

Last season, she called matches in the Big Ten Conference and the Horizon League, as well as some Division III contests. In the past, she has officiated four

Division III national championship matches and one Division I final.

Pufahl began officiating during her playing days at Wisconsin-La Crosse in the 1980s.

"I started calling intramural games, and it was a good way to make some spending money," Pufahl said. "From there, local high schools needed officials, so I started working those matches."

Pufahl went to graduate school at Illinois-Chicago, where she earned a master's degree in recreation administration. That is also where her big break into collegiate officiating took place.

"An official couldn't show up for a Division I match, and they asked me if I would do it," said Pufahl, who has developed clinic program and materials to train college volleyball officials in 29 locations across the country. "The other official that day happened to be the Big Ten Conference coordinator. He told me I did a nice job and asked if I would be interested in working for him."

Years ago, Pufahl received first-hand experience in volleyball rules committee work through the National Association for Girls and Women in Sport.

"I remember thinking it was cool to impact the game and leave a legacy," Pufahl said. "Whatever you can do to better the sport is your legacy. I'm looking forward to this."

President's Message continued from page 4

ability. Because we are human beings there will always be the human element and potential for error, and because of human error there are no absolutes.

So in closing as I make this absolute statement ... I would like you to do the best you can and always do

the right thing for the good of the game and for those involved. Remember if you are at a match as a fan, it's easy to make a comment about an official's call, but until you have been in their shoes and in that specific situation, be professional and understanding as there are no absolute calls in any sport!



INTERNATIONAL SCORER SUB-COMMISSION

by Donna Wigton
International Scorer Sub-Commission

Opens in Dallas: The mandatory clinic for those wishing to receive Open assignments will be held on Friday, May 27, from 1:00 to 2:30 p.m. It is imperative that those attending review the manual and the power point presentation prior to the clinic. If you get a chance to practice using the FIVB sheet at a match prior to Opens, it will also help your readiness! Consult the February Official Word article for important information concerning this preparation, and let National Scorers wishing to become candidates for qualified status know as well. There is no fee requirement at this time because you are responsible for printing your own manual. For your convenience, here is the link again: <http://volleyball.teamusa.org/pages/2779>.

This meeting includes electronic scoresheet training at 2:00 p.m., to which Open referees are invited as well.

Assignments have been made for FIVB World League events this summer. Primary scorers will be Debbie Reed (CH) in Chicago (Poland), Dixie Collins (CH) in Tulsa (Brazil), and Terry Lawton (SC) in Los Angeles (Puerto Rico), assisted respectively by Roger Ozima/Roger Thinnies (GL), Margo Juergens (OK), and Jane Dong (SC).

Assignments have also been made for the High Performance Championships in Tucson, AZ in July. This year's scorers invited to the training court are Tim Harlow (NO), Sonny Fernandez (LS), and Donna Beasley (FL), with Janet Blue (OD) as Scorer Supervisor. Head Scorer for the event will be Dixie Collins (CH), supporting the following qualified scorers working this event: Nancy Funk (PR), Malcolm Grimes (SO), Gordon Morrison (LS), Rich Richardson (LS), Cathy Rivera (EV), Carlos Rodriguez (LS), Roy Benasaraf (KE), Earl Capps (AZ), Peri Copeland-Keefner (LS), Jane Dong (SC), Dave Greenlee (FL), Linda Lawrence (PR), and Felix Madera (GL).

Also working and mentoring will be certified scorers Becky Brockney (RM), Emi Vishoot (OV), and Terry Lawton (SC). What a wonderful opportunity to get lots of experience using the FIVB scoresheet as well as contributing to the success of this tournament!

Thank you to all who accept assignments and work hard to maintain excellence!

PAVO RefSchool – Better Than Ever!



The 2011 version of *RefSchool* will be on the website by about April 30. Those who have used *RefSchool* in the past two years have enjoyed significant improvement on their exam scores, and reported that their comfort level with rules knowledge increased their officiating confidence. Once again, all 2011 examination questions will be included in the bank of *RefSchool* questions by about June 1.

Select brief study quizzes that cover specific NCAA rules, or take a complete 25-question practice examination. Get immediate feedback and rule references.

Subscription fees: PAVO members - \$10, non-members - \$15.

A subscription allows unlimited access from now until April 1, 2012.

Subscribe now, so you don't forget! Look for the link on the PAVO home page to navigate to *RefSchool*!





by Kathy Ferraraccio
Chair, National Indoor Referees

WHAT A FINISH!!

As the 2010-11 USA Volleyball season progresses, many of us begin to officiate as a matter of routine. We have been to tournaments every weekend since the first of the year, sometimes working more than eight matches each day at the events. Some of us have been officiating recreational leagues, or boys' high schools matches during the week – sometimes every night. And we still have two months left in the season.

At this time, we might find ourselves in an “officiating rut”. But we must remember that the end of the season is the most important for many of the teams. All of us must strive to keep our refereeing skills on the highest level for each match we work. The teams deserve our best effort.

For the first time ever, if the numbers of teams work out to our expectations, the Boys and Girls Junior National Championships will have a sufficient number of referees working each event. For years, we have been striving to have the referees at these national championships work only about six matches each day, and it is gratifying to say that the corps of National-level referees has stepped up to the plate once again.

We are looking forward to easier assigning at the events due to the large number of referees who will be in attendance. With each referee hopefully only working six matches per day, all referees will have time to eat some good meals, actually see some of the city, get a decent night sleep, and be rested and ready for the next day of officiating. We know that each of you will get out of that rut you might be in, bring your best game to the tournaments and call the best match for the players.

This year, we also have a record number of applicants for Junior National and National referee candidacy. It is great to see so many referees striving to improve their work both on and off the court. We are hoping this means that there is also an increase in the number of Provisional and Regional referees in the regions. Without the development and training of officials in the regions, we cannot continue to increase numbers at the national level.

The Officials Commission continues to work hard to assist the regions in the development of officials. Right now, we are working on a program to help you locate and train new officials. The program is under development now, and will hopefully be tested this coming season in at least one region. We will keep you posted as more information becomes available.

We also continue in the development of VRT, volleyballreftraining.com, the official USAV training site for all officials. More materials are added to this site on a regular basis, and it provides a solid educational foundation for new officials, as well as helping seasoned officials hone up on skills and rules knowledge.

Again, if there is anything that the Officials Commission can do for you, please don't be shy in asking! We are here to assist you in your endeavors in the training and development of all officials.

Have a great finish to the season. We look forward to seeing all of you and your “A” game on the courts at one of the National Championships.



USA-INTERNATIONAL REFEREE COMMISSION

by Tom Blue
Chair, USA-International Referee Commission

The USA-International Referee roster has changed over the past year with the addition of International Referees **Michael Gale** and **Bill Stanley** to the thirteen already on the list. Michael and Bill completed their requirements this past year at NORCECA Continental Championship events in Guatemala and Mexico. **Jung Park** of the New England Region successfully completed an International Referee Candidate course last year in Argentina and will be engaged in completing his requirements this coming season in NORCECA competitions.

In 2010, USA International Referees participated in a number of FIVB and NORCECA events, as well as other international competitions. **Patty Salvatore** and **Pedro Leon Garcia** refereed at the FIVB Men's World Championship in Italy and **Ron Stahl** worked at the Women's World Championship in Japan. **Mary Blalock** officiated at the First Youth Olympic Games, which was held in Singapore. **Pati Rolf** worked at the FIVB Grand Prix round in Brazil. **Patty Salvatore** and **Ron Stahl** worked intercontinental rounds of the FIVB World League in Brazil and Argentina. **Kevin Wendelboe**, **Brian Hemelgarn** and **Ken Taylor** participated in World League weekends in North Carolina, Chicago and Wichita. **Paul Albright** and **Julie Voeck** refereed at the Pan American Cups for Men and Women in Puerto Rico and Mexico. **Kevin Cull** had the pleasure of accompanying the USA Women's Team to the Volley Masters competition in Montreux, Switzerland; and **Hansen Leong** went with the USA Women's team on a World Championship warm-up tour in Brazil. **Christian Genitrini** and **Brian Hemelgarn** worked at the NORCECA Women's and Men's Junior Continental Championships in Mexico and Canada. **Julie Voeck** and **Christian Genitrini** officiated at the CISM World Military Volleyball Championship held in North Carolina.

The sixth annual International Referee Seminar, conducted by International Referee Commission member **Neill Luebke**, will be held in Dallas this May in conjunction with the USA Volleyball annual meetings and the USA Championships. Our International Referees will take part in the National Referee Clinic to be given in Dallas, and they will be participating in the Championship event. USA-National

Referees who are qualified to work the Open Division at the USA Championships should have received their notification of eligibility and should be making plans to attend the Open Clinic in Phoenix on Friday afternoon. **Doug Wilson**, member of the International Referee Commission and a member of the NORCECA Refereeing Commission will be the Head Referee for the Open Division competition in Dallas.

This year, **Patty Salvatore** and **Ron Stahl** will be refereeing in FIVB's World League, the premiere annual event for the sixteen strongest men's teams on the planet, and I will have the honor of serving as a World League Supervisor in Bulgaria. The USA Men's team continues to be among the best in World League competition and will be hosting weekend events in Hoffman Estates, Illinois on June 17-18, playing Poland; Tulsa, Oklahoma on June 24-25, playing Brazil; and in Long Beach, California on July 1-2, playing Puerto Rico. Many USA-National and Junior National Referees and certified and qualified International Scorekeepers will be helping USA Volleyball at these weekends, serving as line judges and primary as well as assistant scorekeepers, respectively. **Pati Rolf** will have the pleasure of accompanying the USA National Women's team to the Volley Masters Competition in Switzerland in June, where eight of the strongest women's teams in the world will play. **Paul Albright** will be refereeing the FIVB Girl's Youth World Championship in Turkey and **Pati Rolf** will officiate at the FIVB Women's Junior World Championship in Peru.

NORCECA and Pan-Am events occupy a major part of the international schedule this summer and fall. **Brian Hemelgarn** will accompany the Men's team to the Men's Pan-American Cup in Gatineau, Canada. **Mary Blalock** will go with the USA team to the Women's Pan-American Cup in Chihuahua, Mexico. **Kevin Cull** will work at the Boy's Youth Pan-American Cup in Mexicali, Mexico. NORCECA will conduct its Senior Continental Championships this summer and **Jung Park** will accompany the Men's team to Mayaguez,

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MY FIRST PAVO BOARD OF DIRECTOR'S MEETING

*by Donna Carter
Board Delegate*

A report about my first PAVO Board of Directors (BOD) meeting has to start a few weeks *before* the meeting. That's when the work begins.

Every director on the board prepares a report of their activities and results of associated program for the year. That report is shared with the other directors. Then the directors have a pre-meeting conference call. This call serves the purpose of going over all of the reports before the meeting, thereby freeing up the meeting agenda for other items that needed to be covered in person. Everyone completed their report in timely fashion, and the conference call was handled efficiently.

I was not exactly sure what to expect during the meeting itself. I did get an e-mail from PAVO Member Services staffer Miki Kennedy, asking for snack requests, which was a nice touch. (But who ordered the Funions???) What I didn't realize was that we would spend nearly the entire 2 1/2 days in one room, with few breaks. Don't ask me what the weather was like in Kansas City that March weekend - I have no idea!

The agenda was long and detailed, however we zoomed through the first page, because we had covered all but one of the director's reports in the conference call. As we moved through the topics, I was really impressed by the professionalism of how everything is handled. This is a group of people whom I have seen as professionals on the court, and whom I have built friendships with. In a meeting environment, it would be very easy to get off course and enjoy each other's company. But each person's focus and commitment to their individual responsibilities and to the organization as a whole was on full display.

All topics were given attention and consideration by everyone. All directors are encouraged to ask questions and discuss all aspects. Some items required action, some were tabled for later in the weekend, and some were postponed for discussion later in the year.

Frequently, agenda items start with an expected outcome, but end up with a completely different outcome after discussion, a motion and a vote. Action items are assigned and tracked, and every member gets some, some more than others, underlining the work that is done outside of the meeting.

We were allowed to get out Friday and Saturday nights for dinner, which was nice, and afforded us the opportunity to have a nice time together. (My co-newbie Bob Stanek and I unexpectedly celebrated our "birthdays" at the end of each dinner!) But it was back to work by 8:30 the next morning, every morning. We also had an entertaining white elephant gift exchange, which showed the competitive spirit of certain board members who shall remain nameless.

When it was all said and done, I left with an even greater level of respect for the people who have served on the PAVO BOD over the years. There is a lot of work behind the scenes to provide our members with a quality product. The work is done by a group of dedicated people who love volleyball and the profession of officiating. I felt that I was able to contribute during my first meeting, and I sincerely hope that I will be able to match the commitment of those who have gone before me. It was a long, but inspiring weekend for me. I'm honored to be a part of this group, and am actually looking forward to the next meeting!

CORRECTION to 2010 Post-season assignments



Jim Werner was assigned to officiate the first and second rounds of the women's NCAA Division I women's volleyball tournament. Jim's name was inadvertently omitted from the list in the February newsletter identifying those officials who were assigned to post-season events.



NOMINATIONS FOR BOARD DELEGATE DUE AUGUST 15

by Julie Voeck
President-Elect

Have you been involved in PAVO leadership on a local, regional or national or level? Are you a member of the National Rating Team or an OTP camp or clinic clinician? Why not run for a board position on the PAVO Board of Directors?

Serving on the PAVO Board of Directors offers a great opportunity to connect with some of the game's outstanding leaders.

This fall, PAVO members will be asked to elect a director-at-large (the position currently held by Verna Klubnikin). The position requires only that the candidate has held a leadership position in a local PAVO affiliated board within the past five years. The position also requires the candidate to be a member in good standing.

The delegate elected will serve a three-year term, from Jan. 1, 2012 to Dec. 31, 2014. The director is required to attend annual board meetings that are usually held in March. The delegate also will be expected to foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and undertake other assignments as directed by the president.

Please consider nominating yourself or a member you know who would serve the organization well. All nominations must be received by Aug. 15. Address nominations to president.elect@pavo.org. For more information, contact Julie Voeck at 1-414-305-7454.



PAVO-OTP CLINIC SCHEDULE-2011

by Anne Pufahl
OTP-Clinic Director

PAVO will host 28 clinics this summer over five weekends. The clinic sites and host contact information are listed below. You may contact the site host directly to get clinic start times. The clinic schedule will also soon be posted on the PAVO website as well, and clinic details may be obtained there.

As in previous years, clinic registration will be handled online. Online registration will be available on the PAVO website around June 15. The registration fees for 2011 have not been increased, and are listed below.

Thanks for your support and we look forward to seeing you at a clinic!

<u>CATEGORY</u>	<u>PRE-REGISTERED, PRE-PAID ONLINE</u>	<u>WALK-IN** (Payable at the door)</u>
Current PAVO Member	\$25 + local charges	\$50 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$55+ local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$100 + local charges

** Pre-registration is highly recommended. Clinics are not required to accommodate attendees who are not pre-registered, and will do so on a space-available basis only.



PAVO-OTP CLINIC SCHEDULE-2011

<u>DATE</u>	<u>SITE</u>	<u>HOST</u>	<u>HOST EMAIL</u>
23-Jul	Omaha, NE	Bill Stanley	hopsinc@cox.net
23-Jul	Bay St. Louis, MS	Rob Breichesen	febrkr@bellsouth.net
24-Jul	Memphis, TN	Rick Bolton	midsouthabo@gmail.com
30-Jul	Minneapolis, MN	Ross Erickson	ross_erickson@hotmail.com
30-Jul	Los Angeles, CA	Verna Klubnikin	vernaref@aol.com
31-Jul	Austin, TX	Carlos Rodriguez	losref@aol.com
31-Jul	Fargo, ND	Perry Holweger	holwp@yahoo.com
6-Aug	Phoenix, AZ	Norma Carr	carrvb@msn.com
6-Aug	Tampa, FL	Eric Vlahov	evlahov@ut.edu
6-Aug	Chapel Hill, NC	Mike O'Connor	midatlanticvb@gmail.com
7-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com
7-Aug	Louisville, KY	Nancy Funk	nfunk@insightbb.com
7-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
13-Aug	Chicago, IL	Jen Mahler	jmahler@bigten.org
13-Aug	Rochester, NY	Jeff Mckinney	jeff.mckinney@gmail.com
13-Aug	Atlanta, GA	Bob Hume	bhume@charter.net
14-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
14-Aug	Lorain, OH	Diane Plas	jplas@prodigy.net
14-Aug	Boston, MA	Laura Nelson	laura@bssc.com
14-Aug	Dallas, TX	Carlos Rodriguez	losref@aol.com
20-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
20-Aug	Tacoma, WA	Marc Blau	blau marc@qwest.net
20-Aug	Tulsa, OK	Tracey Harrison	harrisonvbref@yahoo.com
20-Aug	Philadelphia, PA	Michael Albright	michaelwalbright54@gmail.com
21-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
21-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
21-Aug	St. Louis, MO	Julie Voeck	jvoeck@attglobal.net
21-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com

*International Referee Commission
continued from page 10*

Puerto Rico for this qualifying event for the World Cup this fall. The Pan-American Games will be held this year in Guadalajara, Mexico, with **Christian Genitrini** and **Hansen Leong** participating as USA referees at the event. The World Military Sports Organization (CISM) will conduct the World Military Games in Rio de Janeiro, Brazil in July this year. **Julie Voeck** and **Kevin Wendelboe** have been confirmed to accompany the USA Armed Forces all-star team to this event.

The ninth edition of the USA High Performance event

will be held in Tucson, Arizona this July. The Regions have recommended a list of USA-National and Junior National Referees to officiate at this event and forty eight will be selected to attend and receive mentoring from National Referees **Steve Kenyon** and **Kathy Ferraraccio** as well as International Referees **Ken Taylor** and **Steve Thorpe**. International Referee Commission member **Steve Robb** will be serving as the Referee Supervisor for the event and will be giving intensive training to four USA-National Referees invited to officiate on the premiere court.



by Larry Dolvig
Chair, Officials Assembly

HAY HAY HAY

Well, so many things to talk about and so little space to do it in. No beating around the bush, here it goes.

In the last article we discussed the Officials Director position, Delegates that vote and how to become a delegate. I guess all understood because I had no inquiries. The nominating committee has accepted all the nominations and has sent them to the Nominating and Governance Committee for final acceptance. Once the OA Nominating Chair receives the NGC ok a list of nominees and their resumes' will be posted for all to read. Look these resumes' over and contact your delegate. Hopefully they will listen and vote for whom you recommend. The voting will take place at the National meetings on Friday, May 27, 2011 in Dallas, Texas. Again if you have any questions do not hesitate to get in touch with me at dolvig-vbr-cwd@att.net.

Now, on to other matters! As the elected Chair of the Officials Assembly, I also become the Chair of the Officials Assembly Executive Council (OAEC). The Council is made up of the Commission Chairs, Indoor Officials Associate Chairs, and Representatives-At-Large. This is the group that makes policy that affects the Officials Assembly. I have been on the OAEC for a number of years as a Rep-at-large representing the RVA Referees. I have always tried to listen openly to discussions on all matters and in some cases voice an opinion. Gosh, now to be in charge of the meeting and set the agenda "What do I do?" All those present are leaders within USA Volleyball. They all are strong willed and want what is best for the Officials Assembly. So, what went on? First, let me say I did a good job. We started with a friendly meet and greet in the late afternoon of Friday, March 4th in the lobby of the hotel. I persuaded them to move to a conference room, where I was hoping to start our weekend of work, with the smell of pizza. Should I say, like most officials, these individuals knew how to open the pizza boxes? I called the meeting to order and requested each Commissions Chair report. Boy was I lucky. Every Chair gave their report as well as Associate Chairs and the night was filled learning about each Commission past, present, and future activities. We finally

adjourned for the night around ten. Needless to say I felt pretty good about the first night. The real work actually begins in the morning with Old Business. Do I have the right items on the agenda for both old and new business? Can I maintain order and focus? OH NO!! It is time to get up, grab a bit of breakfast (complimentary at the hotel) and start the meeting. Around 8:45 people began to wander into the room. By 9:00, I ask all present to quiet down and proceed with what I think is the first order of old business. Was I wrong? The first order of business was to fill out our lunch request and finish getting everyone's laptops hooked into power cords. 'How many power strips can run off a single extension cord?' Finally, the lunch request forms are gone. I am informed the hotel will have them ready at noon. More pressure to follow some kind of time line. Everyone is connected and we start. The first item under Old Business is the consolidation of the two indoor sub-commissions. This was discussed at last years' National meetings. After some discussion a motion was made and passed. The Officials Assembly now has an Indoor Officials Commission. This Commission is made up of both referees and scorers coming together with a single purpose. Next was a discussion on due process to be added to the Administrative Manual. The proposed due process needs to be similar to that of the other Assemblies. After review and minor changes to the Due Process, we arrived at a procedure that will be added to the Administrative Manual and sent to the USA Volleyball Structure & Function Committee for final approval. Last on the agenda under Old Business was the Administrative Manual itself. As we began to undertake changes recommend by the Structure & Function Committee, as well as those concerns we had, it was concluded that "There just isn't enough hours to get the work completed." Therefore, the OAEC will continue to work on the Administrative Manual, review changes made, resubmit to the Structure & Function Committee, post for members to review, and still try to have an acceptance vote at the national meetings in May. "Oh

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Larry Dolvig
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my gosh, it is 12:30 p.m.," and I forgot about lunch. We will rejoin at 1:15 p.m. I have become a little smarter already. I really want to be underway by 1:30 p.m. so getting everyone back by 1:15 p.m. almost ensures we will get going on time. After lunch there was still some discussion about the Administrative Manual that people thought of during the informal lunch break. By about 2:10 p.m. we were ready to move on to New Business.

First on the agenda under New Business was a query requesting the Special Olympics Inc. (SOI), an Affiliated Member of USA Volleyball, be accepted as an Affiliated Member of the Officials Assembly (OA). The banter was quite vigorous and many had their own opinion. In the end, a motion was made to accept SOI as an Affiliate Member of the OA. This motion passed. Special Olympics Inc. will become a member of the OA Affiliated Members Sub-Assembly with all the rights and privileges afforded to them. Second was a request from the Recognitions Committee to change the names of many of the awards given to Officials (Gold Whistle Award becomes John Doe Award) was discussed. A motion was made to keep the names as they are. Passed. I might say that if there is a movement by the members of the Assembly to change names or add awards please let someone on the OAEC know by contacting me (dolvig-vbr-cwd@att.net). Third, it has been discussed before about changing Commission meetings to the winter/spring. If those involved could have a working meeting in the winter/spring it would free up time at the National meetings. After discussion this was put on hold. Fourth was a discussion on meeting times, quantity and duration for all OA and Commissions at the National meetings. Some changes will be made this year. Additional changes are possible in 2012 depending on further discussions with additional

parties involved. Fifth, officials from outside the US are allowed to officiate at National or other USAV-sanctioned tournaments. Discussion indicated that more information is needed and there was no action at this time. Sixth, there was a proposal from International Indoor Commission requesting National Referees report officiating work. Discussion followed and more information will be requested. We could use a written form or just use input through email, but no action was taken at this time. Seventh was a discussion to elect a Representative-At-Large on off-set years. This was tabled. Eighth was a discussion on obtaining a Recorder for the Officials Commission. I explained that I am not a note taker or a good keeper of minutes, and I would be much happier if an individual were to be appointed as a Recorder for the OA. This person would take notes and prepare minutes for all OA and OAEC meetings, as well as take notes in other Commission meetings as requested (depending upon availability). A motion was made and carried. Appointed will be Alan Sowa (if you are interested in this position please contact Larry Dolvig at Dolvig-vbr-cwd@att.net).

As you can see, much was discussed. Some items passing, some failing, some tabled and some still in limbo awaiting more information with the OAEC finally adjourning at 11:00 a.m. on Sunday, March 6th. As I rode home on the plane I began thinking, "what should I have done better, given more time to, or were there other items that maybe should have been added to the agenda?" All these things and more are still swirling in my mind. In the end I sent e-mails to all the members thanking them for their hard work and requesting their comments on how to make the meeting and myself better. Sometimes criticism is hard to ask for and except, but we don't improve without it. So let's keep talking.



USA Adult Open Volleyball Championships

May 28, 2011 to June 04, 2011—Dallas Convention Center, Dallas, Texas

USA Volleyball Girls' Junior National Championships

June 25, 2011 to July 04, 2011—World Congress Center, Atlanta, Georgia

USA Volleyball Boys' Junior National Championships

June 29, 2011 to July 06, 2011—Minneapolis Convention Center,
Minneapolis, Minnesota



IT'S NEVER TOO EARLY TO PLAN YOUR TWO-STEP TO TEXAS!

PAVO's officials convention to be held in San Antonio

by Donna Carter
Board Delegate

The NCAA Women's Volleyball Tournament is returning to San Antonio, Texas in 2011, and PAVO will be there, too, providing an outstanding lineup of speakers and educational sessions.

The PAVO Convention committee will soon begin work to secure a line up of excellent presenters that have been a hallmark of the convention in recent years. The committee also hopes to plan a golf outing or other outside activity for those who might want to participate. And, of course, attendees get to enjoy the culmination of the volleyball season with the NCAA Division I Volleyball Championships.

The convention offers opportunities for officials to learn the latest trends and techniques in volleyball officiating. Attendees also will be able to "rub elbows" and network with officials of every level from all over the country.

Past conventions have offered sessions in professionalism, sports psychology, rules, vision training, tax planning, e-scorekeeping, rating preparations, legal issues, and mentoring. Popular sessions that show up every year include the coach's panel, "Breakfast with the Coordinators," and the Semi-Final Analysis, held in conjunction with the PAVO Social and Awards reception. Officials of every level can benefit by attending, and opportunities to meet and share ideas with other officials are unparalleled.

Here is what you need to start planning to attend. Hope to see y'all there!

Dates – December 15-17, 2011

Headquarters Hotel – Grand Hyatt San Antonio offers warm hospitality, bold colors and exceptional touches, creating a luxury hotel that is perfect for every guest. Set amidst a blend of histories and a modern city, this urban retreat has a premier location adjacent to the Henry B. Gonzalez Convention Center, Hemis Fair Park, and the Riverwalk. The hotel offers outstanding meeting space and luxurious accommodations, and will be the headquarters for most PAVO sessions and activities. PAVO has negotiated a rate of **\$129/night** for convention attendees. We're also working with a nearby back-up hotel – the Hilton Palacio del Rio – at a rate of \$109/night. Watch the PAVO website and future newsletters for reservation information.

Highlights for visitors – The San Antonio Riverwalk is a public park open 365 days a year, lined with individual businesses composed of restaurants, bars, hotels, attractions and more. The Riverwalk is especially fun to visit in December, when it is decorated with Christmas lights. The hotel is a short walk from the historic Alamo, and the King William District, where you'll find scores of beautiful historic homes. Another fun place to visit is El Mercado, for some great shopping.

San Antonio's typical December high temps is 60 degrees! The food choices in San Antonio are diverse and eclectic, and are sure to leave you wanting more – TexMex, BBQ, they have it all!

Watch the PAVO web site (www.pavo.org) for convention registration details.



Do you have a question on a USAV rule?
Do you want to know a correct USAV technique?
Are you wondering if you handled the situation in your last match correctly?
Do you wonder what USAV tournaments there are to work?

Visit the
Volleyball Referee Blog
http://volleyballreftraining.com/usavreftrainingblog/?page_id=2
We'll do our best to answer your questions and address your concerns.
See you there!!!!



NOMINATIONS SOUGHT FOR HONOR, EXCELLENCE IN SERVICE AWARDS

Awards honor members for commitment to PAVO and for contributions to officiating

*by Julie Voeck
President-Elect*

PAVO is accepting nominations for its Honor Award, the organization's highest accolade. Candidates must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years.

Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding contribution through officiating. Honor Award recipients are enshrined as members of PAVO's Hall of Fame.

Written nominations should be submitted via e-mail to

president.elect@pavo.org by Aug. 1. For more information call Julie Voeck at (414) 305-7454.

PAVO also is accepting nominations for its Excellence in Service Award. This honor is given annually to a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members, on a local, regional or national level. Written submissions should be submitted to pavo@pavo.org by Aug. 1. For more information call Miki Kennedy at (888) 791-2074.



USAV REFEREE CAMP PROGRAM

*by Thomas Hoy
National Referee Camp Director*

The USAV Referee Camps have been going well this year with the completion of full camps, mini-camps and a joint camp. We had a full camp (hosted by Brian Hemelgarn) in the Ohio Valley Region that was very successful with excellent feedback. Our Joint PAVO/USAV Camp at the NCVF had 17 campers and was run by Julie Voeck and her team of dual national trainers. We also had several mini-camps this year at the Boys' Fest, President's Day, and the Cross Court Tournaments, where brief information was shared the night before the tournament and then referees signed up to be rated by a USAV National Training Team member during the tournament. These mini-camps have been very productive.

We have more coming up this season. Our USAV Premier Referee Camp will be held at the GJNC in Atlanta on June 26-29, and continues as a good

choice for Junior National candidates to get a "warm up" before the ratings begin. The registration fee for this USAV Premier Referee Training Camp is \$250. Please contact George Egan at 715 South Circle Drive, Colorado Springs, CO 80910, to register for this camp (he will need the name, address, email, rating, region and phone contacts). We also have one more mini-camp scheduled at the Lone Star Qualifier, where Carlos Rodriguez will be the USAV Training Team member giving feedback to the referees at that tournament.

How can we help? If your region needs more information, wants to experiment with camps or wants to plan/conduct referee training using the USAV National Referee Training Team, please contact me. Thomas Hoy, USAV National Referee Camp Director at thoy@satx.rr.com.



SECOND TIME AROUND

by Bette Norman

The first time that I was a candidate for my PAVO National Referee rating I wasn't successful. Let's start at the beginning ...

I had worked for a number of years officiating at all of the USAV events and men's club tournaments that I could. I had mentors who played a huge part in my development. Their feedback was specific on what to work on, and it helped me to improve faster. I believed being open to critiques and my willingness for self-improvement has been a big factor that helped me continue to meet my goal to become a National Referee.

So, you have to ask myself - how do you reach that goal? I would tell you to talk, watch and listen to other National referees. Have a mentor to help you – or, if you were as lucky as I was, have **many** mentors to help you! My second husband, Owen Nakamura, was my first mentor. When we were married in 1991, I asked him to mentor me as a referee. At that point I had only officiated high school, but I was a long time USAV National Scorekeeper. If you ask me to this day if Owen still mentors me I would tell you "YES", as I still continue to want to learn! Along my the way, I have had many experienced mentors contribute to my growth as an official and I thank them all for their help and guidance.

One of the greatest learning experiences for my improvement was attending both the USAV/PAVO camps, regular and advanced. You know how you are always hearing what you need to improve on? Well, it was nothing like seeing it for myself. At these camps I not only received great oral feedback, but sitting down with the observer and watching myself on video gave me a different level of understanding. That tool truly is a way to develop your skills and go to a higher level! You will find yourself saying "Do I really look that that?"

When I went to my first National Rating Team (NRT) site, I had already been told by my mentors that not everyone passes their first time. When I was not successful, I was upset just like most people. But I

remembered that one of my mentors who is now an International referee did not pass until their second try. Clearly, some of the finest referees weren't successful the first time, and yet continued on, so why shouldn't I? At that time I told myself to "pick all the brains" I could so I would be ready the second time around.

In 2008, I went to my first NRT site with my notebook in hand, a smile on my face and a very zen feeling that however it came out, everything would be all right. There were six of us - three women and 3 men - excellent candidates/partners/friends. We all worked hard, and supported and encouraged each other. I missed the National "cut" by 4 to 6 points. My raters were great, they were very accurate and they were very encouraging. As we finished my final (failing) debrief, I shared my "good news, bad news" with my raters. The bad news was I didn't make it and I was a little sad about that. The good news was that I was determined to come back!

For the next two years I went to more camps, one or two camps a year, and sought and received more feedback. Then in Sept. 2010 I went to the University of Pittsburgh NRT. This time there were five PAVO National candidates – four men and me. Love those odds! Once again the raters were great, accurate and encouraging.

The candidates came prepared and we prepared more during our NRT experience. We continued to re-read the rule book, the PAVO Officials Guidebook, and the rule interpretation newsletters, discussing every point that we could think of at breakfast, lunch and dinner. We watched the matches that the other candidates worked, discussed the calls and the no-calls, the protocols, the warnings and sanctions. We cheered and critiqued each other and tried to come up with the raters' point of view on each situation. Sometimes we were right on and sometimes we were close; usually we were respectfully in the ballpark, but we always learned. We learned the rules better, we learned

Continued on page 19

Bette Norman
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about flexibility and compassion within the rules, and the reality of what our decisions as a referee might set in motion.

After the final match of our NRT, all the candidates went out to dinner with our raters. It was a dinner of volleyball camaraderie, stories and compassion. You see, two candidates who were at their first NRT site passed, and two of us who were there for the second time were also successful (yea, team!). And one candidate did not pass. I shared my experience with our colleague and encouraged him to seriously consider coming back and achieving his goal, as it is all worth the journey! It is worth the effort, if only to attain one more goal for or to improve a bit more. You may come away with an enhanced level of confidence, as you've been through the fire and survived smiling.

I arrived home on Cloud 9 and darn, I suddenly realized that I'm still not perfect! Rats! I still have to work at improving; still have to work toward that perfectly-called match.

Julie Voeck, currently the PAVO president-elect, suggested that we write thank-you notes to all of the people who helped us along the way. I started writing when I arrived home. These notes are still being written, as every time I turn around I think of someone else who has helped me in one way or another. If you haven't received your thank-you note from me, know that I walk in gratitude for what you have helped me to achieve.

Thank you to all the raters and others who give so selflessly of their time and energies to develop the programs, rules, tests, camps, etc. for our continued referee development. Thank you to all the families all over the country that share their family members with us. You make such a wonderful difference to our lives. THANK YOU from the bottom of my heart and from Owen, as he needed your help to move me along.

So, remember that twice around wasn't so bad as I have learned that there are always more possibilities within us, and the limits are ever expanding, if we are willing to learn and do the work!

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