

# President's Message

## Julie Voeck, President

By the time you read this article, most of us are well into the fall volleyball season. Make sure you are taking care of yourself during this busy time – getting enough rest, proper nutrition and physical activity. Spend time with family and friends. Also, allow a little time for yourself to relax and rejuvenate.

It's also time to ask yourself how you are doing on the goals you set at the beginning of the season. Have you made the necessary adjustments? Have you gotten input from your assigners or experienced officials?

As the season progresses, it is also time to consider attending the PAVO annual convention. This year the convention theme is "Made of Steel," which is fitting as we will be in Pittsburgh. It isn't a warm tropical location, but it is guaranteed to have the top teams in the nation competing for the national volleyball championship.

As I reflected on reasons to attend convention, I thought back to my first convention. It was in Cleveland, Ohio. At the time, I was officiating volleyball at the DIII and junior college level. I had never attended an NCAA volleyball Division I championship event, nor had I attended an officiating training event that included overnight travel. My main motivation for attending the convention was that I thought it would be a way to improve my officiating. Little did I know at that time that I would be starting an annual tradition by continuing to attend the annual PAVO convention for more than 20 years.

The PAVO annual convention sure has changed since it got its start back in Cleveland. I distinctly remember the semi-final analysis of the officiating from the first day of matches. The presenter, Anne Pufahl, led the presentation. The video clips from the matches were reviewed from a VHS tape (yep, no fancy computers to review clips). As preparation, Anne and others had marked the time on the tape that were to be presented to the convention attendees. Unfortunately, the VCR (yes, another relic of the past) used to determine the time for the presentation had different timing, and thus the location of the clips on the video tape were off, making it impossible for to find the marked clips on the VHS tape. Of course, Anne made the presentation hilarious as she showed the video tape searching for the correct plays in the match to review. Let's just say there was a lot of improv added to that night.

In spite of the technical difficulties in the semifinal analysis review at that early convention, I was hooked. This was the best officiating education I had experienced, and I wanted more.

Fast forward to 2019, and we have a convention jam-packed with inspiring and educational content and far superior technical capabilities. We have fantastic content presented by great speakers, including keynote speaker NCAA Regional Advisor Cecile Reynaud, the ever-popular coaches' panel, and several sessions with video clips, including an updated semi-final analysis with TV video from the championship matches. We also will have sessions on the latest technology being added to our game – including challenge review and headsets.

Oh, how the convention has changed since that first one in Cleveland. Maybe it is time for you to begin a new annual tradition and join us in Pittsburgh?

I hope to see many of you in Pittsburgh – come join me!

# From the Desk of the PAVO Executive Director

**Katy Meyer, Executive Director**

***Help is right here @pavo.org***

*Fair warning...* this is more of an editorial than just about every other of my communications with you...

As your Executive Director I am thrilled to report that the business of PAVO in 2019 is moving along quite smoothly. That isn't to say that challenges don't exist ~ to assume otherwise would be incredibly naïve. Members are the lifeblood of PAVO, and service to members is of great importance to our organization...and to me. So recently, when it was brought to my attention that a current member sought initial resolution to an issue via a popular social media platform, I found myself discouraged and concerned. Let me explain.

One of my GREATEST challenges as a frontwoman for PAVO has been to KNOW and UNDERSTAND the people and the business of PAVO from the inside-out. Admittedly, there have been 'bumps' along the way. Time, unbelievable support and my **steadfast** commitment to heightened insight and understanding have led to a greatly improved ability to address member concerns in an expedited way. Proud (which 'goeth before the fall...', I know) of this vastly improved job performance measure, I naïvely assume that all of our members know that they can contact staff or other leaders in the organization when they encounter an issue needing resolution! That is apparently not a universal truth, as evidenced by this member's initial outreach through social media. So, I'm taking this opportunity to remind you...a valued member of PAVO, that I ~ WE ~ care! PAVO has layers of human resource dedicated to helping members. I wanted this member to know this, too. Consequently, I called...we talked, honestly; and, within 48 hours the matter was resolved. These are the trends I'm gunnin' for!

One other of my now routine steps in resolving an issue is to follow up with a written summary...most commonly in an email. I'd like to share with all of you what may be the most important piece of my written response to this valued member:

*...members are ALWAYS welcome to reach out to the Central Office and PAVO Staff to seek resolution to issues, when encountered. I also strongly encourage members to first contact their Affiliated Board Chair and local executive leadership as an initial source of guidance toward resolution. I appreciate the value of social media and an individual's choice to utilize it as they see fit. I would only ask that, in the future, please consider first exhausting all other PAVO resource options (including me) to reach resolution. This is part and parcel to the mission of the organization and staff!*



*To lead is, in part, to serve.*

P.S. Another nod to this member for the follow-up post which acknowledged that the issue was resolved. The statement was finished with an exclamation point. I really appreciate that!

## **A Recap of Summer of 2019**

***Membership.*** The 2019-2020 PAVO Membership season opened in May. At the writing of this recap, we boast a total membership of 3,631 registered. This includes 505 members who are new to PAVO.

Total members registered in 2019 is down slightly from a record high 3,820 registered members in 2018. At a less than 1% change, we directly attribute this loss of registered members to the recent decision of the Massachusetts High School Association to adopt the NFHS rule set for volleyball.

THANK YOU for your new and recurring membership.

## **A Look Ahead to Late Fall and Winter**



**2019 PAVO Convention.** This year's official's convention takes place in Pittsburgh, Pennsylvania, alongside the 2019 NCAA Women's Indoor National Championship. You can register now online, and registration is open to everyone. Early registration pricing is available, but ends November 15. Don't wait! To register and read all the current details, including the opportunity to reserve a hotel room, visit the [PAVO Convention webpage](#).

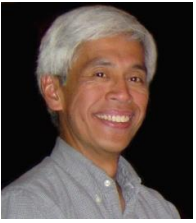
**2019 Championship Floor Crew.** PAVO will select and train the floor crew for the semifinal and final matches of the 2019 NCAA DI NC Women's Volleyball Championship. Consideration for selection is dependent on full convention registration. You must also be able to attend a training session on Wednesday, December 18 (late afternoon), and be available for the Thursday evening semifinal matches and the Saturday evening final match. **Interested in being considered? [Click here](#) to complete the online application.**

**PAVO Education, Training, and Certification Materials.** The turn of the calendar to an even numbered year often means new rules, techniques, and interpretations. Even numbered years also mean PAVO will be producing refreshed and/or new versions/editions of:

- The PAVO Women's Volleyball Officiating Manual
- PAVO Line Judge Training Video
- PAVO Scorer Training Video
- *iREF* modules

Finally, PAVO will keep in regular contact with members through our normal means of e-communication and updates to the new calendar of events regarding:

- 2019 PAVO National Certification Points Entry
- 2020 PAVO Referee Training Camps
- 2020 PAVO Line Judge Training and Certification Events
- Local/Regional Training and Certification Events
- 2020-21 Member Registration



## CORNY'S CORNER

### *Character Matters* *Corny Galdones*

Aim to be great. Settle for nothing less. As you focus at the playing venue to be the best that you can be, be mindful also of your actions away from it. For what you do off duty defines you as much as what you do on duty. Essentially, how you perform as an official establishes how far you may advance in the ranks, while how you behave in public shapes opinions about your personality. Folks will brand you from their impression of seeing what you do and how you do it. Word gets around. True or not, this shared perception characterizing you will gain a life of its own and become a reality. You'll be known by it.

With that said, how's your conduct? Are you a royal pain, donor of headaches, earaches or bellyaches? Are you a bad egg, rotten in the center? Are you a phony, full of baloney? Are you a know-it-all, posturing to know best despite knowing less? Are you a gold digger, blinded by dollar signs? Are you a hardhead, excusing your flaws and not listening? Are you a schemer, devising dubious ploys on the sly? Are you an elitist, scorning those not good enough for you? Are you self-absorbed to the point of insensitivity to offending or wronging others? Are you an egomaniac, cocksure and absorbed in how special or important you dream you are?

The point is, does anything about you stink? One waste product does, but we're not going there. Even if it's not your nature to display it, you probably care deep inside how you're portrayed. Be frank with yourself. If others frown upon your manner, you would be wise to clean up your act. Do Mom and Dad proud with the virtuous core values they instilled in you.

As we progress in our careers, we each eventually can expect to take on a role of being in charge. How we go about running the show and keeping order is a knack that will govern how we're received and perceived. In the words of American poet and author Maya Angelou, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Think about it. Better yet, do something about it.

Manage with your soul. The Golden Rule remains relevant in today's changing times. Practice it. No, not the Gold Rule. Granted, he who has the gold rules. Still, just because one has power, one need not flaunt it and treat subordinates like dirt. They're like you, whose feelings and welfare deserve the same consideration as yours, who won't fancy being used or abused. Besides, lording over from up high and asserting "it's my way or the highway" stokes a culture rife with resentment and tension. Passion, structure and decisiveness are assets of course, but so are tact and compassion. Surely, you have a heart. How big and warm is it?

Leaders need followers. Get all on board to believe in you. To be in tune together, build chemistry by serving them to serve you and putting them at ease to approach and connect with you. Relate to where they're coming from, never forgetting you were there once. What's more, their views might be useful. Think big. Investing in everybody, not just a favored few, stockpiles future dividends. Challenge and bring out the best in each person, opening doors for everyone to become a strong, quality impact. Communicate, educate, delegate and then stay out of the way. Rather than meddling in the action, helm the ship to keep it on course, trusting the crew to do their jobs. Give all of them confidence; give them inspiration; give them fun.

The optimum in greatness is to be respected and adored. Character is the clincher, over and above having stellar credentials or a supreme post. It's basic. Are you a good person?

## This Is Not Goodbye

### Chuck Fleet, Board Delegate

So where do I start? Six years ago I began my term as PAVO Board Delegate and attended my first PAVO Board of Directors' meeting in Kansas City. In the room were individuals that I had known, but only as officials. The people like Marcia Alterman, Joan Powell, Anne Pufahl, Julie Voeck, Brian Hemelgarn, Donnie Goodwin, Bill Thornburgh, Christina Fiebich, Donna Carter, Mara Wager, Suzanne Dodd, Jung Park, and of course MIKI. Then, there was me—at my first PAVO Board of Directors meeting!

In the past I have been a member of many different types of board of directors, but this one felt different. The first day we started at 8:00 AM and didn't leave the room until dinner at 6:00 PM. Yes, we had lunch—brought into the room—and we worked through it. I went back to my room and looked at the agenda, and we had only covered two pages of what I remember were eight! I thought to myself, "Charlie Boy, what did you get yourself into?"

Then, on day two, as I saw the passion that each member of the PAVO board had, I knew I was involved in something special. When I say "passion," I mean true heartfelt passion for PAVO! As I mentioned I have been on other boards, where, in my opinion, the members were out to get their agenda passed. Not this one, I can honestly say that not one board member on the PAVO had their own agenda; instead they had the agenda of what was best for the PAVO membership. Ways to grow through training, membership increase, and rewarding those of the general membership that displayed commitment to their local boards. I was truly in awe at this group of which I was suddenly a member.

The first year I was a bit quiet, trying to wrap my head around everything that was going on, but from year two on I felt like an old pro. Each year we worked on what would be best for the entire membership of PAVO. Membership—that's what it's all about—the passionate debates that were had, the moments of laughter, and the white elephant game. I had no idea what that was at first. I still have my PAVO (turkey) hat, my golf ball adorned flip-flops, and so many other great memories of being a member of this group. Memories including being part of the transition to our new Executive Director, Katy Meyer; the BOD conference calls where members found the time to be there and a way to be on the call even if they were traveling; the PAVO conventions; and so many other events. Memories that I will cherish for a lifetime.

But this is not goodbye for me. I will still be an active member of PAVO for as long as I can. I am already thinking of how I can get back on this board to help PAVO grow. To the new members, Jeff McKinney, Suzanne Lowry, Ronnie Mutter, and Marcia Costley (who won my seat), keep the passion alive. We look to you to make PAVO even stronger. As I said, this is not goodbye, but farewell for now, and know that I will always support PAVO!

## 2019 PAVO National Rating Team

### Mara Wager, NRT Director

The PAVO National Rating Team conducted four rating sessions prior to the 2019 season. Our site hosts this year were The Ohio State University, University of Miami, United States Air Force Academy, and University of Kentucky.

#### PAVO welcomes 8 new National Referees:

- Alston Cleary – Davenport, IA
- Krystian Krzyzak – Arlington Heights, IL
- John Nelson – Nelson, WI
- Joshua Roberts – Kingsport, TN
- Timothy Skinner – Albany, NY
- Nathaniel Wagner – Lincoln, NE
- Craig Wiedel – Omaha, NE
- Matt Zatchey – Ambridge, PA

In conjunction with our referee national rating sites, PAVO conducted rating sessions for National Line Judge certification at each rating site.

#### PAVO welcomes 21 new National Line Judges:

- |                                       |   |
|---------------------------------------|---|
| • Christy Alltop – Morgantown, WV     | • Kyle Mills – Olympia, WA              |
| • Katherine Bates – Chicago, IL       | • Anthony Oligney-Estill, Galesburg, IL |
| • Robyn Buck – Puyallup, WA           | • Charlie Olszewski – Jenison, MI       |
| • Anthony Buller – Erie, CO           | • Cinque Robinson – Chicago, IL         |
| • Isaac Chung – Holly, MI             | • Mathew Shelton – Lawrenceville, GA    |
| • Alfredo Cox – Jacksonville, FL      | • Christl Snellgrove – Pine Lake, GA    |
| • Adam Drewy – Denver, CO             | • Brian Washburn – Columbus, OH         |
| • Kim Hagan – Leesburg, FL            | • Matt Ward – Cheshire, CT              |
| • Kypian Harasymowycz – Greenwood, IN | • Zachary Wiles – Naperville, IL        |
| • Annie Hung – Englewood, NJ          | • Paul Wilk – Aurora, IL                |
| • Jason Marshall – Spiceland, IN      |   |

PAVO would like to thank the members of the 2019 National Rating Team for their hard work and dedication. Members of this year's rating team were: Marcia Alterman, Thomas Berg, Donna Carter, Henry Chen, Mary Faragher, Donnie Goodwin, Brian Hemelgarn, Leisa Jordan, Daphne Nelson, Michael O'Connor, Jung Park, Brian Smith, Dan Swensen, Julie Voeck, Mara Wager, and Stacey Weitzel.



## 2019 NCAA/PAVO Exam Wrap-Up: Were You Successful?

### Brian Hemelgarn, Exams Director

Now that the NCAA/PAVO exams can be crossed off your “To Do” list, were you happy with your score? Did you perform as well as you expected? If you didn’t, what’s your plan for improving your score in the future? If you don’t have a plan to get that score a little higher, here are a few suggestions to help.

First, keep in mind that we are NOT trying to trick anyone! Yes, some exam questions are more difficult than others, but that’s by design. Typically, we have a handful of questions that are considered “national level.” Those questions are usually a little more detailed or require some advanced rules knowledge.

Second, the previous season’s NCAA Rules Interpretation newsletters are a great resource for our exam question bank. Those are available on both the [PAVO website](#) and the NCAA Central Hub. It’s a good idea to review the previous year’s interpretation newsletters as you prepare for the new season AND for the exams.

And lastly, “Ask The Judge” on the Central Hub is another resource that line judges and referees, alike, should frequently read, especially National Referees who must also take the PAVO Line Judge Exam.

#### Before taking the exam:

**RefSchool.** The popularity of RefSchool has grown, especially since we started including the current year’s exam questions in the RefSchool question bank. It’s the best \$10 investment you can make in your officiating career. Take some practice exams and get a “test buddy” to go over the questions with you. It’s a great way to get the wheels turning.

**Rulebook.** It goes without saying that a thorough review of the rulebook can surely help – not only with your exam score, but also with your preparation for the season. It’s not enough to simply skim over the rules changes in the front of the book. Dig into the book with a little more intensity; you’ll be surprised at the tidbits you’ll pick up that you hadn’t noticed before.

**Rules discussion group.** Speaking of having a “test buddy,” consider organizing a study group with officials in your area. Host a pizza party or BBQ, invite your volleyball friends, and focus your discussions on rules topics and interpretations. Be sure to include a veteran official or two so that you have some experienced perspectives in the mix.

#### While taking the exam:

**Read thoroughly.** If you’re one of the many who have missed a question and then gone back to re-read it and discovered, “Hey, I knew the answer to that one,” then you’re probably someone who needs a reminder to read each question completely. Some test-takers stop reading after they think they know the answer, only to realize when they get their results that the question wasn’t asking what they thought. Eliminate these correctable errors by reading each question thoroughly.

**Don’t read into the question.** We’re all guilty of it, but I can assure you that the exam committee strives to make each question “self-contained” so that you don’t have to read between the lines. Don’t make any assumptions about the conditions described in the question. We try to put everything you need right in front of you. No tricks or twisted wording!

**Take your time.** If you’re a National referee or aspire to post-season opportunities, you have 90 minutes to take the exam. That’s a long time! Slow down, read carefully, and be comfortable with your answers before you submit them. There’s no race to have the fastest time for completing your exam.

We hope you found the 2019 exams helpful. Much success as you finish this season and good luck with your post-season opportunities.

# The Line Judge's Corner

## Dan Swensen, Director of Line Judge Training & Development

2019 has been a huge and busy year for PAVO members, particularly the line judge cadre. As Director of Line Judge Training & Development, one of my goals has been to increase the amount of training and developmental opportunities for our line judge members. Earlier this year, and thanks to the hardworking efforts of PAVO's Camps Director, Suzanne Dodd, and her staff of clinicians, we had three very successful Line Judge Training Camps (Kansas City, Houston, and Colorado Springs). These camps were held in conjunction with Advanced and Collegiate Referee Camps. The responses and participation by campers and clinicians were fantastic, and thanks to USAV's Director of Officials' Development, Pati Rolf, we were offered new high-tech training via live headsets for on and off-court application.



Another goal of mine was to increase the number of National Rating sites for Line Judges. Through collaboration and the extremely organized planning of PAVO's Director of the National Rating Team, Mara Wager, we were able to double the number of rating sites from last year to this year – four sites (The Ohio State University, University of Miami, University of Kentucky, and the US Air Force Academy). We had a record-breaking number of applicants (40+) from all over the country and selected six for each site. I want to thank all applicants and congratulate all selected candidates. I'm pleased to announce, and want to give a huge "shout-out," to the 21 newly National Certified PAVO Line Judges!!

One other area of focus for line judges this year has been the continued efforts and service of the Ask the Judge (ATJ) article on the NCAA Volleyball Central Hub. Working with Robyn Buck has been a true pleasure as we receive and answer several emails a week. Each including great questions about the art and skill of line judging. Every question is researched thoroughly using all our available resources (Line Judge Training Manual, Officiating Manual, and the 2019 Line Judge Best Practices) and every answer carefully crafted into an educational response. Although not every question is posted to the masses, each question is given the same amount of respect and attention. New this year to ATJ questions has been the implementation of video clips and images. This improved format allows various learning types to see and understand standard techniques and protocols, and best practices. If you haven't seen this yet, then check it out!

Trust me when I say PAVO values our line judges and officials all over the country. I regularly tune into TV matches and enjoy seeing the crew in the "corners." Keep current on the line judge manual, rules, protocols, and practices and have a great rest of the season.



# PAVO Director-at-Large Report

## Ronnie Mutter, Director-at-Large

My first season as a PAVO board member has been full and exciting. Even though I have been a member of PAVO for 26 years and have served on two different college boards and have served as referee chair for two different USA Volleyball regions, I'm playing catch up. I have been trying to learn all the fine details of PAVO and my position as Director-at-Large. With having conference calls almost every month to an annual board of directors meeting weekend, it is a lot to take on with officiating and working full time. The amount of time and dedication that the employees and board members give to make this organization what it is, is amazing. When I look at many other sports officiating organizations, they do not have what we have—a common network and organization across the country. PAVO would not be successful without our Affiliated Boards, and this union is what makes PAVO work.

Our goal is to help officials grow to their potential. We do this by providing educational opportunities, practical learning opportunities, and advancement. These cannot be done without many people in the background working every day. The resources are out there, and if you can't find them feel free to contact me. I'm always open to help you anyway I can.

When I first ran for the Director at Large position, I really did not know what the position did. Well I'm finally starting to figure that out. Basically, I am here for you! I am your vote on the Board of Directors—I'm your voice, I'm your sounding board, I'm your help desk. I have nothing in the game but to represent you as a member of PAVO.

I hope everyone has successful season!

## Election Results – Board Delegate Position

### Tammy Dotson, Interim Director



After our multi-tiered election process, the results are in!

Please join in welcoming Marcia Costley as the new Board Delegate on the PAVO Board of Directors. Marcia is a veteran official who dedicates herself to helping and educating other volleyball officials. Her initial three-year term will begin January 1, 2020, and she will serve through December 31, 2022.

Currently, Marcia is a member of the Oregon Collegiate Volleyball Officials Association (OCVOA), a PAVO Affiliated Board. Marcia's dedication and activity with the board began in 1998, and she has served as Chair, Chair Elect, Secretary, and Member at Large. She is a PAVO and USAV National Referee who officiates in several Division I conferences, as well as Division II, local Division III, NAIA and Junior Colleges. She is also a USAV National Scorer. Marcia continues her passion for the game through mentoring, training and evaluating volleyball officials for the OCVOA, USAV, Emerald Empire Volleyball Officials (local high school association), and Columbia Empire Volleyball Association. In USAV, she has served on the National Training Team, National Rating Team, and as Director-RVA National Indoor Official Development.

In speaking with Marcia, she is very happy to be elected to the PAVO Board and looks forward to contributing to this organization. "As a Board Delegate, it is my vision to provide service to the membership of PAVO. I will put forth the energy, passion and determination to assist boards to be successful with their members," said Marcia Costley. We look forward to Marcia joining the PAVO Board of Directors and to her contributions!

In welcoming Marcia, we say goodbye to Chuck Fleet who has served in this Board of Director position for the maximum two, 3-year terms. Chuck has passionately served membership and the Board for the last six years. He will continue his dedication to educating, mentoring, and training officials with his PAVO Affiliate Board. We take this opportunity to say "Thank you" to Chuck for his service and contributions.

Both Marcia and Chuck will be in Pittsburgh for the 2019 PAVO Convention, providing members with an opportunity to wish them both well!

# Congratulations to New USA Volleyball Junior National and National Referees

**By Pati Rolf, Director – Officials' Development**

The USA Volleyball coaching/mentoring team certified 28 new National referees in Dallas, Texas, and 57 new Junior National referees in Indianapolis, Indiana.

THANK YOU TO THE COACHING/MENTORING TEAM: Paul Albright, Tom Blue, Wade Brence, Robyn Courchane, Kevin Cull, Donnie Goodwin, Brian Hemelgarn, Eric Hoffman, Landry Homsher, Thomas Hoy, Todd Karolczak, Hansen Leong, Paula Martin, Jeff McKinney, Devonie McLarty, Brett Myres, Jung Park, Mark Prater, Michelle Prater, Andrew Robb, Carlos Rodriguez, Rod Rodriguez, Stephen Shepherd, Angelle Simms, Ken Taylor, Bill Thornburgh, Ryan Tighe, and Julie Voeck

On behalf of USA Volleyball, please join me in congratulating our new National and Junior National Referees.

## 2019 New National Referees

- Mark Akers (Great Plains)
- Rhine Almonacy (Garden Empire)
- Phylis Anyango (Delta)
- Satoshi Asari (New England)
- David Barnes (Ohio Valley)
- Sherrene Benedict (Florida)
- Jordan Bennett (Lone Star)
- Kenneth Ty Boyd (Southern California)
- Darryl Buck (Carolina)
- Robin Burton (Southern California)
- Steve Channell (Southern)
- Kaylene Cragun (Intermountain)
- Patti Dawson (Badger)
- Charlie Dietrich (Bayou)
- Jeff Dunaway (Pioneer)
- Jeff Herrick (Florida)
- Jeanine Hoskin (Great Lakes)
- Dave Jones (Keystone)
- Ryan Lacson (Heart of America)
- Kevin Lane (Heart of America)
- Edward Moore (New England)
- Ergys Myselimi (Garden Empire)
- Ben Piper (North Texas)
- Darren Reese (Great Lakes)
- Mallory Roberts (Great Lakes)
- Benjamin Rosenthal (Iroquois Empire)
- Rob Torres (Sun Country)
- Stacia Washington (Lone Star)

### 2019 New Junior National Referees

- Annie Abernethy (Old Dominion)
- Pete Acampora (Western Empire)
- Greg Boekhoff (Iowa)
- Timothy Borgert (Northern California)
- Kim Brooks (Southern)
- Guilherme Castro (Puget Sound)
- Andrea Cervena (North Country)
- Henry Chen (Lake Shore)
- Jenny Chen (Garden Empire)
- Greg Clark (Columbia Empire)
- Matt Costello (Pioneer)
- Ricardo Cruz (Florida)
- Diana Davis (Carolina)
- Hillary Dorgan (New England)
- Larry Eady (Northern California)
- Sabrina Easley (North Texas)
- Kristina Fleenor (Old Dominion)
- Donald Gard (Heart of America)
- Michael Goodall (Oklahoma)
- Pablo Grieco (Lone Star)
- Brian Hall (Chesapeake)
- Kyprian Harasymowycz (Hoosier)
- Curtis Hazlett (North Texas)
- Alexandra Houghton (Rocky Mountain)
- Lance Johnson (Arizona)
- Christopher Kays (Gateway)
- Sun Yong Kim (Chesapeake)
- Jeff Kline (Ohio Valley)
- Elizabeth Liput (Great Lakes)
- Shannon Macias (Southern California)
- Jason Marshall (Hoosier)
- Timothy McKinnon (Great Lakes)
- Mark Nakashima (Aloha)
- Clint Nanny (North Texas)
- Kyleen Niccolls (Puget Sound)
- Max Nuon (Badger)
- Scott O'Donnell (Ohio Valley)
- Vance Pitman (Delta)
- Rodney Polich (Great Lakes)
- Thomas Rastok (Heart of America)
- Lawrence Ruane (Rocky Mountain)
- Randy Rubonal (Aloha)
- Allison Ruhl (Lake Shore)
- Michael Saxby (Delta)
- Deanna Schneyer (Southern California)
- Rodney Scifres (Pioneer)
- Alexis Sheldon (Badger)
- Elizabeth Smith (Carolina)
- Kyle Smith (Carolina)
- Christi Snellgrove (Southern)
- Raquel Valdez (Sun Country)
- Jennifer Vander Meer (Lake Shore)
- Gil Wartell (Arizona)
- Andrew Williams (Badger)
- Cristina Wilson (Florida)
- Sally Wise (Western Empire)

## Congratulations to New USA Volleyball National Scorers

**By Rachael Stringer, Director of National Indoor Scorer Certification and Evaluation**

I am happy to report that 20 candidates from 15 different Regions earned their National Scorer certification in July during the Boys' Junior National Championships in Dallas, Texas.

These candidates all demonstrated proficiency in National Scoring procedures, and I am excited to welcome them to the cadre of National Scorers.

- Shereen Bailey (Delta)
- Barbara Besal (Old Dominion)
- Erik Burris (Pioneer)
- Rosita Chavez (Sun Country)
- Ricardo Elizondo (Lone Star)
- Kailee Jodarski (Arizona)
- Gerald Johnson (North Texas)
- Krystian Krzyzak (Great Lakes)
- Mary Kylander (Old Dominion)
- Ryan Lacson (Heart of America)
- Edward Lau (Lone Star)
- William Leiber (Evergreen)
- Haleigh Lewis (Delta)
- Myra Mims (Sun Country)
- Toni Slagle (Oklahoma)
- Kathryn Smith-Mahoney (Southern California)
- Micki Soliven (Intermountain)
- Tamikia Ulmer-Jones (Bayou)
- Sharon Walker (Great Lakes)
- Craig Wiedel (Great Plains)

I would like express special thanks to the members of the evaluation team: Jane Dong (Southern California), Jim Feickert (Arizona), Rosie Sintop (Southern California), and Thang Nguyen (Lone Star). We hope the candidates found the experience to be profitable and that they learned some new things along the way.

I would like to encourage all our National Scorers to attend the 2020 Open National Championships in Minneapolis, Minnesota, where you can put your skills to work!