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THE OFFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

Summer travel, mentoring and fun

by Julie Voeck
President

This summer I had an amazing opportunity to participate in the World University Games in Kazan, Russia. I received the opportunity to participate in the event as the referee for the USA women's university team participating in the Games. Michael Gale attended the event with me representing the USA men's university team.

The World University Games is a huge international sporting competition with thousands of athletes from more than 100 countries participating in many sports. The event included more than 20 men's teams and 15 women's volleyball teams. There were 37 volleyball referees who worked the event, which was the most at an international competition that I have participated in. The level of experience of referees at the event was wide-spread with referees that had fewer than five years total experience to those who would be retiring at the mandatory retirement age of 55 at the end of the year.

Early in the event I was assigned to one of the five playing venues with a new international referee from Macau, China. Her name is Kit. She is a former national volleyball team player for Macau, but decided at the young age of 25 to retire from volleyball and become a referee. As she explained to me, Kit made her decision to become a referee because her knees no longer allowed her to play volleyball at a high level, but she wanted to travel the world and see the game. This day Kit was assigned to be first referee on a match with a team from Chile known for its passionate and emotional play. The team from Chile argued

some of the calls that Kit made during the match and she issued the Chile coach a yellow card, the first yellow card she had ever issued.

As I thought about the match, I jotted down a few ideas on how I thought Kit might handle some of the situations that had occurred if she wanted to discuss them.

That evening after the matches for the day were over, Kit asked if we could talk about the match. She was disappointed in her performance and wanted to get some feedback on how she could handle things differently. I was delighted she and I could have dinner that night and talk about the match.

During our conversation at dinner, I gave Kit some suggestions on how to deal with coach and team behavior through her body language as well as in using her whistle to gain the attention of the teams to control behavior during the match. I was very impressed with Kit's proactive approach to trying to improve her skills.

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NEXT OFFICIAL WORD
PUBLICATION DATE:
OCTOBER 31, 2013



by Anne Pufahl
NCAA Secretary-Rules Editor

NCAA RULES-2013

By now many of you have already attended an NCAA/PAVO clinic in preparation for the 2013 collegiate season. The clinics cover rule changes for this season, and the list for this year is relatively short and sweet.

It may not take long to review and understand the one big rule change for 2013. But don't let that stop you from reviewing the entire book, especially those unique situations that you may think happens only to other officials. Review scoring protests, improper libero replacements, extended delays and injury protocol.

For 2013 there is a minor rule interpretation and one major rule change. First rule interpretation (note this is not a rule change).

Medical Equipment 7.2.4.2: Medical equipment, such as an insulin pump or cochlear implant is allowed; such equipment may have to be covered or padded.

For any medical or other equipment not listed in the rule book (helmet, wrist monitors etc.) the coach/team should write the NCAA Secretary-Rules Editor for a medical waiver. The referees have been instructed to see the waiver prior to the start of the match. If the coach/team cannot produce a waiver, the player may participate, but may not play while wearing the equipment.

2013 Rule Change-This rule was passed in 2011. This rule has also been posted on the NCAA Central Hub for coaches since 2011 and in the NCAA/PAVO clinics for referees. It was listed in the 2011 and 2012-13 rule book. After years of preliminary notification the solid-colored uniform rule is now in effect for the 2013 season.

In March of 2012 a webinar was held with all of the major uniform manufacturers. Uniform design and specifications for the solid-colored jersey were reviewed during the webinar.

For your information, USA Volleyball and the National Federation of High schools were also a part of the webinar and have adopted this rule using the exact same rule verbiage. This rule will go into effect for USA Volleyball in 2014 and for NFHS in 2016.

Solid-Colored Uniform (Rule 12.1.3, page 50)

12.1.3.1 It is required that either the libero or her teammates wear a solid-color jersey. The solid-color uniform must clearly contrast from the predominant color(s) of the teammate(s) jerseys. Predominant colors are those that appear on approximately half of the body of the uniform. To be considered solid-colored:

- 12.2.1.1. Sleeves must be the same color as the body of the jersey.
- 12.1.3.1.2 Piping/trim not exceeding 1" in total at it's widest point may be placed along the seams and be a different color(s) than the body of the uniform.
- 12.1.3.1.3 Lettering and collars can be a different color than the body of the jersey
- 12.1.3.1.4 Numbers must be a contrasting color and meet all other specifications in rule 7.1.2

ONE REMINDER-Either libero or the non-libero teammates must be in a solid-colored jersey. So on Friday night the libero can be in a multi-colored uniform and the teammates in a solid-colored uniform. On Saturday, a switch would also be rules-compliant; the libero can be in a solid-colored uniform and the teammates in the multi-colored panel uniform.

Non-Compliant Uniforms

The officials will ask the coach to comply with the rule by having either the teammates or libero change into a solid-colored uniform.

What if the team does not have a solid-colored uniform available?

Continued on page 3



BUILDING FRIENDSHIPS AND LEARNING WHAT'S NEW AND WHAT'S UP AND COMING:

My perspective of the PAVO Convention in Louisville

by Gigi Brenay

I had always wondered what the big deal was surrounding the PAVO Officials Convention. Over the years I had been told by many collegiate officials that I really should go.

Their reasons included: Great for professional development, go to see and be seen, a volleyball family reunion without the stress of working any matches and its tax deductible.

None of those reasons really motivated me to sign up. I almost went to the convention in Sacramento in 2007, but at the last minute I had to work. "No biggie," I thought. I'll just go some other time.

Five years later, someone said to me, "Learn everything you can, anytime you can, from anyone you can. There will be a time where you will be grateful that you did."

For whatever reason, those words rang true for me. That and a little nudging from some volleyball official friends motivated me to finally sign up for the PAVO Convention in Louisville.

Shortly after I signed up I received an email that was addressed to PAVO Convention Registrants. It was asking for volunteers to work as the floor crew for the Final Four. SWEET! A chance to be right where the action was and for free! I applied and was accepted. I was now excited and could not wait for the convention.

When I landed in Louisville the fun began. I saw a number of familiar faces and friends everywhere.

The convention exceeded my expectations. I was thoroughly impressed with the quality of information presented and the presenters. The JAM session by Joan Powell, Marcia Alterman and Anne Pufahl was top notch entertainment. The "23 Most Powerful Lessons in Officiating" was an eye-opening event. One of the lessons that resonated with me was, 'The hallmark of officiating is being impartial, not neutral. Being neutral is like Switzerland in WWI and WWII; the Swiss didn't get involved. Being impartial is not caring who wins, but being involved in the action as an official. These are just a couple of the many sessions that stood out to me.

I really believe that anyone who wants to improve their performance, professionalism and presence in the world of volleyball should attend at least one PAVO Convention during their career. It is the best place to find out what's new and what's up and coming regarding anything volleyball. There was not a question I had where someone didn't know the answer or knew whom to ask.

One of the coolest things about this gathering is that the learning was not limited to the scheduled sessions. I learned even more down on Fourth Street Live while socializing with my peers.

From talking to my fellow officials who have attended numerous conventions over the years, the common themes are that this convention gets better and better every year, and the friendships grow stronger and stronger. I intend to find that out for myself. I am looking forward to seeing everyone again in Seattle.

NCAA Rules - 2013
continued from page 2

The referees should play the match as long as the uniforms meet all other uniform specifications required by the rules.

At the end of the match, the referees should report the team to the NCAA Secretary-Rules Editor. The Secretary-Rules editor will immediately contact the non-compliant team, their conference commissioner,

school athletic director and/or assignor to get the problem corrected.

FYI-For the 2014 and 2015 rule book all the uniform rules language will be combined under Rule 7, Players Equipment.

Hope you have a wonderful officiating season!



2013 NCAA/PAVO CLINIC SCHEDULE

by Anne Pufahl
NCAA/PAVO Clinic Director

Two weekends of clinics remain on the 2013 schedule. 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 is also posted on the PAVO website (www.pavo.org), and clinic details may be obtained there.

As in previous years, clinic registration will be handled online. Online registration is available on the PAVO

website. The registration fees for 2013 have not been increased – **however, the additional charge for “walk-ins” (those who fail to pre-register) was increased to \$50 last year.** The fees are detailed below.

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

CATEGORY	PRE-REGISTERED, PRE-PAID ONLINE	WALK-IN - \$50 surcharge** (Payable at the door)
Current PAVO Member	\$25 + local charges	\$75 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$80+ local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$125 + 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.



2013 NCAA/PAVO CLINIC SCHEDULE

Date	Site	Host Name	Host Email
17-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
17-Aug	Baltimore, MD	Charles Ezigbo	charles.chrva@verizon.net
17-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com
18-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
18-Aug	Boston, MA	Steve Webster	steve@srwebster.com
18-Aug	Bay St. Louis, MS	Rob Brecheisen	febrkr@bellsouth.net
24-Aug	Tacoma, WA	Marc Blau	blaumarc@qwest.net
24-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
25-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
25-Aug	Elyria, OH	Diane Plas	jplas@prodigy.net
25-Aug	Denver, CO	Glo Bailey	Bailey.glo@gmail.com

NASO SUMMIT – LEARNING & NETWORKING AT ITS BEST



by Brian Hemelgarn
Volleyball Coordinator – Referee Magazine

For years I've been hearing from folks like Joan Powell and Marcia Alterman about the NASO Summit and the incredible networking and learning opportunities it presents. Well, they weren't kidding!

As the new volleyball coordinator/editor for Referee magazine, I was invited by the Referee/NASO staff to attend this year's Summit in Grand Rapids, Mich. Since it's a fairly close drive for me, I jumped at the chance.

I arrived on Sunday evening and attended the opening reception where I finally got to put some names with faces – not only the Referee staff, but also NASO board members and other sports officiating professionals. The NASO organizers made everyone feel extremely comfortable with their laid-back approach. It was a great evening, spending time reconnecting with old friends and meeting plenty of new ones.

The theme for this year's Summit was "Game Assignments." Every aspect of assigning was covered during the three-day event, from high school assigning to the NCAA to professional sports such as the NBA, MLB and NFL.

The Referee staff wasted no time putting me to work, as I was asked to participate as a speaker for a panel discussion, "What Assigners Really Do", offering an

active referee's perspective. I was thinking, what the heck am I doing sitting in this huge room filled with a literal "Who's Who in Sports Officiating" audience? In addition, we broke into sport-specific sessions on Monday afternoon, and I was asked to lead the volleyball discussion. I have to admit, I was quite nervous for both presentations. Talk about jumping in with both feet first! But Joan and Marcia went out of their way to show me the ropes, so it turned out to be a truly great experience.

It was amazing to hear how much commonality there is among sports officiating organizations, regardless of level. The pros have many of the same issues that high school assigners and officials do. The Summit offered an opportunity for everyone to get together, share their experiences, and make their respective programs better by learning from one another. I mean, how often can a state high school assigner pick the brain of the NBA vice president for referee operations, or a local volleyball assigner have lunch with the NCAA National Coordinator for volleyball and the PAVO Executive Director?!

The NASO Summit is an event that's going on my annual calendar from here on out! The professional networking and opportunities were well worth the trip, and I'm anxious to see what next year's Summit will offer.

President's Message
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As the week went on, Kit gained confidence – which showed in a match I saw her work later in the tournament.

As I reflect back on the opportunity I had to attend this amazing event, the opportunity to mentor this up-and-coming referee was among one of the greatest highlights for me. Mentoring is critical for officials with

all levels of experience. It is important not only to recruiting new officials, but retain the officials we have. Check out the article on mentoring in this Official Word on ways you can provide structured mentoring to officials. And don't be afraid to ask for mentoring from the more experienced officials you meet along the way.

See you on the courts.



USA Volleyball.

by Michelle Prater

Director National Indoor Referee Evaluation & Certification

OUR FIRST NATIONAL RATING PROCESS

AND NEW INDOOR NATIONAL-LEVEL OFFICIALS

Our first National Rating Process is in the books. There was more involved than Michael & I expected. Adjusting schedules on the fly, late night meetings; with the most emotional part being the last day of each rating process and having to tell someone if they were unsuccessful. Our goal was to hand out all allotted patches, but reality is there area lot of variables involved. Matches, partners, and situations all combine to impact the process in one way or another. Each rater is invested in each pair of candidates they evaluate and they work very hard to see them succeed. Our goal is for the rating team to give constructive feedback to make the candidates better referees regardless of the outcome.

Congratulations and welcome to the new Indoor National-level referees who were recently certified at the Girls' Junior National Championships!

National Referees

- Tony Hill CR
- Rob Bilius OV
- Ian Young NE
- Steve Funk NT
- Roger Wallenburg HA
- Tom Lands GC
- Joe Lizama LS
- John Havens LS
- Heather Houser GC
- Rich Cooper OK
- Chris Long OD
- Anthony Marshall SO
- Landry Homsher AZ
- Rebecca Johannes CH
- Mindy Leftwich SO
- Scott Thompson BY
- Linda Kildew EV
- Nora Carter SU
- Ron Zientek OK

Junior National Referees

- Paul Anderson CE
- Kerry Barrowcliff CE
- Kevin Carlyle LS
- Al Cleary CR
- JJ Dietrich BY
- Cindy Folse BY
- April Fricke LS
- Glenn Goudy PM
- Lena Gustafson SC
- Todd Hall NT
- Chris Haworth BG
- Pete Howk NT
- Paul Jensen PS
- Donald Leckey OV
- Colleen Madera GL
- Jennifer McIntosh PS
- Michael Medo NT
- Ralph Moreno SC
- Carmelo Pastrana LS
- Brien Rife OV
- Marcie Schaap IM
- Morgan Shannon PM
- Mary Soapes GL
- Paul Zickert GL
- Barbie Zvonek GL

On behalf of the USAV Officials' Commission, please join me with a great big "Congratulations!" to our new Junior National and National referees. Your journey has just begun. We encourage you to continue working hard to improve your officiating skills and to reach other officiating goals. Remember you did not do this on your own. Make sure to thank the people that helped you along the way.



*PAVO now has a Facebook page!
If you "like" PAVO on Facebook, you
will receive immediate notifications of
upcoming opportunities, officiating pix
that have been submitted, and other
announcements. Stay informed &
involved through Facebook!*



2013 PAVO CAMP REPORT

by *Doug Darling*
Camp Director

The 2013 PAVO Camp program wrapped up May 24-27 at Penn State University during the Happy Volley Tournament. Here is a summary of this year's camps:

Marquette University	3/22-23	Milwaukee, WI	Referee Training Camp	9 Campers
University of Central Florida(UCF)	3/22-23	Orlando, FL	Advanced Collegiate Training Camp	8 Campers
University of Minnesota	4/19-20	Minneapolis, MN	Collegiate Referee Training Camp	9 Campers
Loyola Marymount University	4/26-27	Los Angeles, CA	Advanced Collegiate Training Camp	12 Campers
Penn State	5/24-27	University Park, PA	Referee Training Camp	19 Campers

This array of camps provided a good cross-section of opportunities for both newer and more experienced referees.

Special thanks to the staff that endured snow (Marquette & Minnesota) and the balmy 75-degree weather (UCF, LMU & Penn State). The camp program would not be possible without you!

- Marquette Staff: Julie Voeck – Crew Chief, Pati Rolf, Jerry Moews, Bill Thornburgh.
- UCF Staff: Donna Carter – Crew Chief, Marcia Alterman, Thomas Hoy, Doug Darling, Wally Hendricks – Technical.
- Minnesota Staff: Ross Erickson – Crew Chief, Brad Aaberg, Kathy Ferraraccio, Tom Joseph, Tim Harlow, Deanna Summers – Technical.
- Loyola Staff: Margie Ray – Crew Chief, Joan Powell, Verna Klubnikin, Brian Hemelgarn, Marcia Alterman, Keith Murlless, Deanna Summers – Technical.
- Penn State Staff: Michael Blalock – Crew Chief, Ann Hutchins, Don Miller

All-in-all, it was a good year with great competition at each site, but PAVO continues to work to improve the camp program. Better video equipment and more camp opportunities in various geographic areas are in the works. Watch the PAVO website early next year for the 2014 camp opportunities. Give your officiating career a boost through this invaluable experience!

2014 A Look Ahead

We are working on a potential new format for one of our Joint PAVO/USAV Advanced/Premier Camp at the National Collegiate Volleyball Federation (NCVF) which will be held in Reno, NV April 3-5, 2014. The proposed format will have several new features that will provide an excellent training opportunity for both PAVO and USAV referees.

We want to try new geographic locations so that more of our members have a cost effective option to attend camps. Look for camps in the Northeast and on the West Coast.

Lastly, we want to ensure our camps are providing the best training in order to position referees to get better/more assignments and prepare National candidates. Stays tuned for new initiatives, and if you have any ideas, send them to camp.director@pavo.org.



GJNC PREMIER REFEREE CAMP A SUCCESS

by Thomas Hoy
Referee Camp Director

The USAV Premier Referee Camp at the Girls Junior National Championships (GJNC) in Dallas, Texas, was a popular event for many of the Junior National Candidates and upcoming regional referees this year. The camp was held June 28 – July 1, 2013, in conjunction with this USAV event, with 28 participants. Many thanks go out to the trainers, including Mark Prater, Marcia Costley, Steve Webster, Carla Bunner, Doug Darling, Jung Park, Thomas Hoy and Bill Thornburgh.

The success of the camp is largely due to the personal relationships that are built during the training with the trainers and campers. Campers also team up and work together, get to know each other and build a trust with each other before Junior National ratings begin. The trainers work closely with the campers and give them the insight and adjustments needed to improve in their officiating careers. These relationships are not always formed on the court; many times it is in the match debriefing, discussion over special camp exams, meeting with the head referees, or the talk

about rules and techniques that go on with campers and special guests at round table discussions. We did see a trend change this year as about one-fourth of the campers were regional referees who were sent by their Regional Chairs to get the “tool box” filled up, so they could return home and practice for a year before becoming Junior National candidates. We will be watching to see if this trend continues.

The evaluations were especially supportive of the GJNC Camp, with over 96% of the items marked with positive responses by the campers. Comments such as “it was worth my time” and “it kept us busy” were common, and the campers voiced their appreciation of the trainers who became their colleagues.

We have USAV referee camps being planned and scheduled for the 2013-2014 season, and we invite those in charge of the regions, tournaments and referees to start thinking about the next steps they want to take to help the upcoming referees in their area.

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NCAA/PAVO EXAMS READY TO GO

by *Brian Hemelgarn*
Director of Examinations

The NCAA/PAVO Forms A, B and C online rules exams are up and running. For National referees and those who wish to be considered for post-season assignments, tests must be completed by Sept. 1.

To help officials prepare for the annual exam, officials can enroll in Ref School and take unlimited practices tests quizzes. An annual membership is \$10, and it's available on the PAVO web site, www.pavo.org.

As the 2013 season begins, here are a few important reminders:

- The Form A and B rules exams are available only to registered members of the NCAA Central Hub.
- PAVO National referees, as well as referees who wish to be eligible for NCAA postseason assignments, must complete the Form A (or B) exam online by Sept. 1. Officials must earn a minimum score of 90 within the 90-minute time allotment. (NOTE: As an added feature this year, test-takers will also find a 90-minute countdown clock on the exam page!)
- PAVO Local and State referees must take Form A to be certified, via the NCAA Central Hub. Referees can take Form A online, correct it to 100 percent and submit those corrections to the local board chair.

- The PAVO Form C exam is a 50-question true/false test intended for entry-level referees (Intramural and Apprentice), and may be used as a refresher by existing referees. This exam is available online via a link on your PAVO Welcome page when you log into your PAVO member account. Local board chairs can also provide a hardcopy of the Form C exam.

So dig into the rulebook, attend an NCAA/PAVO national clinic, and then tackle those exams! Good luck with the exams and the 2013 season!

A special thanks goes out to the joint PAVO/USAV exam review committee for their work this year: Paul Albright, Marcia Alterman, Gloria Cox, Thomas Hoy, Kathy Ferraraccio, Joan Powell, Anne Pufahl, and Julie Voeck. Their contributions are invaluable.

The committee also extends a special thanks to our technical gurus who make the online testing possible – Tom Sweeney and Tim Stevens. Sweeney spends countless hours working his magic so that we are afforded the opportunity to take our exams online, and Stevens helps ensure that everything is copacetic with our member database

Have you seen the new modules on using the 'Libero Control Sheet' or 'Getting Rated'?

Have you seen all the training modules regarding USAV play?



USA Volleyball.

Visit the
Volleyball Referee Training Site
<http://www.volleyballreftraining.com/>



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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!!!!



PAVO FINANCIAL NEWS

Deficit for FY 2012 was just 2K

by Jung Park
Finance Director

Below are the numbers from FY 2012 and FY PAVO took in 30 percent more income than expected at its December convention in Louisville and that helped the organization end Fiscal Year 2012 with just a \$2,000 shortfall.

That was well below the projected deficit of \$37,000 for the period of March 1, 2012 to Feb. 28, 2013. The PAVO Board of Directors (BOD) balanced the budget by using money from cash reserve fund.

Income from camps, clinics and programs along with strong merchandise sales helped PAVO generate 9.4 percent more income than was budgeted, said Finance Director Jung Park.

Membership dues brought in less than projected, but national staff continued its excellent effort in cost containment helped shrink the anticipated deficit.

PAVO spent 99.3 percent of what was budget in Fiscal 2012 with the largest line items membership insurance, all our membership programs (camps, clinics, rating teams, scholarships, etc.) merchandise, convention and professional services (attorney fees, web development and maintenance etc.).

PAVO's investment accounts rebounded from last year's rough times to post a modest 6.7 percent increase in overall value for the fiscal year. Overall these accounts have gained 29.5 percent since their original investment dates. The organization's cash reserves continue to be in decent shape (at \$156,000). It currently comprises 68 percent of its financial holdings. Last year it was 70 percent.

While this gives PAVO a fairly good cushion for operations for the immediate future, the BOD will continue to take a hard look at programs and their costs as expenses continue to grow at greater pace than income we are able to generate, Park said.

He also said the BOD continues to work hard to ensure the association is spending its money wisely while continuing to maintain and increase the quality and quantity of services it provides to its membership.

At its meeting in March, the BOD approved the adjusted Fiscal 2013 budget, projecting a deficit of

\$34, 000 with an expected income of \$357,000 and expenses of \$391,000. The budget would be balanced by drawing from the reserve account.

Park said that a projected budget always is very conservative in terms of income final numbers will likely look much brighter.

"Be assured that the BOD is doing its best to ensure the financial stability of PAVO for the future," he said.

2013 (current year) for your review. If you have any questions, feel free to contact me or Marcia Alterman, our executive director.

PAVO BUDGETS

FY 2012 Final and FY 2013 Projection

FY 2012: March 1, 2012 – February 28, 2013

FY 2013: March 1, 2013 – February 28, 2014

REVENUE	FY 2012	FY 2013
Convention	55,329.11	48,218.00
Merchandise Sales	16,864.82	3,200.00
NCAA Grant	50,000.00	50,000.00
NRT	23,944.00	17,696.00
Membership Dues	150,942.20	158,360.00
OTP Camps	19,945.66	15,000.00
OTP Clinics	51,317.00	51,250.00
Other Income	11,999.05	13,550.00
Total Income	\$387,332.84	\$357,274.00

EXPENSE	FY 2012	FY 2013
Board of Directors meeting	10,547.25	11,690.00
Convention	48,959.03	46,970.00
Examinations	1,500.00	1,500.00
Executive Director		
(salary & expenses)	58,162.12	61,112.25
Merchandise Expense	14,360.96	4,500.00
Newsletter (Officials Word)	2,681.11	3,625.00
NRT	17,400.49	15,980.00
Operations	144,118.20	154,011.80
OTP Camps	35,977.05	33,605.00
OTP Clinics	43,892.73	45,980.00
President's expense	8,662.16	9,020.00
Capital Expenditures	3,138.44	0.00
Director of Membership	N/A	3,500.00
Total Expense	\$389,399.54	\$391,494.05

NET INCOME/(LOSS)	(\$2,066.70)	(\$34,220.05)
after cash reserve adjustment	\$0	\$0



OCTOBER IS BREAST CANCER AWARENESS MONTH

by Christina Fiebich, Board Delegate

According to the American Cancer Society, women have a one in eight chance of getting breast cancer and it's the most common form of cancer among women in the United States.

This year more than 232,340 women will be diagnosed with the disease and 39,620 will die, making it the second leading cause of cancer death in women after lung cancer, the National Cancer Society says.

The good news is that the chance of dying from the malady is declining due to early detection and better treatment. Currently there are 2.9 million breast cancer survivors in the United States.

Still women who develop breast cancer have a 1 in 36 chance of dying, the two organizations say.

To draw attention to the disease and raise support to fight it, many collegiate volleyball teams participate in

Dig Pink and other breast cancer awareness activities in October. Often teams will wear pink jerseys, hair ribbons, socks or other artifacts. In the case of special uniforms, officials should use common sense regarding the contrast between pink shirts and white numbers on these single match jerseys.

Officials may wear a pink whistle, lanyard or lapel pin if asked to by the host institution, but "no pink shirts," said PAVO Executive Director Marcia Alterman. Officials' uniforms may not be altered to support specific causes, organizations or promote political beliefs.

October, or any time for that matter, is the perfect opportunity to do a self-health evaluation. Ask yourself these questions: Am I eating right? Am I getting enough sleep? Am I exercising? Am I procrastinating about something at work or home that's causing me anxiety? If you're falling short, do something about it.

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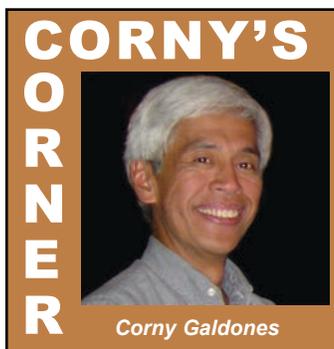
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Our Appearance Carries a Lot of Weight

by Corny Galdones

My fellow officials, we have a problem. It concerns weight, to be specific, a surplus of it.

Some of us have struggled with this fate from the day we were born. Some can't help being in this predicament due to a physical or medical condition. Some fought a good fight but lost the battle of the bulge over the years. Some simply love to eat.

Whatever the case may be, being spread wide is widespread. It's a large issue, not only for everyone round, but also for everyone else around.

Coaches, players and fans who see those extra pounds weigh them as standard for our entire officiating corps and lump us all together. The fact is our group isn't in the best of shape. It's a heavy matter.

Tantalizing delights tempt us everywhere we go. We can't belly up to the buffet bar, the neighborhood bar or the candy bar and not expect to belly up to the bar on the referee stand.

On the other hand, eating like a bird is for the birds. What's the use of starving to death on a diet when we usually wind up gaining back every single pound we lost? Doctors caution us to watch what we eat. We do. We watch our food as we eat it. But why should we change our course when they don't follow their own advice either?

The same goes for exercise. No one in their right mind will work up a sweat, work up a pit and get worn out just to pull a muscle or slip a disc. This heavy breathing deserves maybe five minutes of our time at most. We're better off parked in front of a PC or TV, or having a cold one to go along with junk food, we think. Besides, our list of things to do for job, family, home and leisure never seems to end. Why do we need to tone up to project a healthy image anyway? We don't represent our sport, the players do. Isn't this right? Fat chance! We all do.

Stand up straight. Can you see your toes? You're cheating, aren't you? A body with assets to spare is a red flag. How you dress, even if there is more of you to love, makes a big difference in how you present yourself as an official.

Look in the mirror. Mirrors don't lie. Squeezing into a pair of pants or a shirt to suit your vanity but not your correct size is a sight to behold when every bulge in your body is revealed beneath stretched threads ready to burst. Please, tone it down, for your sake and ours. It behooves you to cure this overwhelming display of excess with a strong dose of decency and good judgment. This applies to make-up, hairdo and jewelry as well.

Mind your uniform too. Since your shirt may not be long enough to cover all the territory it is supposed to cover, make sure it's kept tucked in. Fluffing it up looks sloppy, calling attention to what you're hiding. And button those buttons. Who cares if you're proud of your chest or what's growing on it? We can do without seeing any of it.

Dunlap disease is another. No adult with any sense of style will push one's pants down to hang a stomach Santa Claus would envy over a belt. Hitch up those pants, keeping the waistline horizontally straight across at waist level. Wearing any part of the pants top below the waist is a fashion statement only a teenager can pull off. Oh, to be young and slender again. Those were the days, the wonderful days of our youth.

We've grown every which way but thin since then. However, there's no reason why any we can't dress in good taste. Accept the truth. Wear a larger size. If none is readily available, find a sports clothing store for beefy officials or else have a tailor alter your uniform to be in line with your current dimensions. With that said, it's best to slim down. Tone up and tone down your appearance. Dress the part, look the part.



2013 MERITORIOUS SERVICE AWARD RECIPIENTS

by *Bill Thornburgh*
BOD Delegate

The Meritorious Service Award is named in honor of Robert L. Lindsay, the eighth president of USA Volleyball and a former regional commissioner who was instrumental in the success of the national team in-residence program in the 1980s. This program set a new standard for all national governing bodies in the United States.

The award recognizes individuals who have made a significant contribution to volleyball at the local, regional, or national/international level through USA volleyball or one of its affiliate organizations. The criteria for this award is as follows:

- A. Active participation and leadership in volleyball during the current playing season as a coach, official and/or administrator.
- B. Promotion of volleyball and/or the corporation with the nominating member organization.
- C. Contribution of articles on volleyball in special or regular communication vehicles of the corporation and/or the nominating organization or other such publications having national and/or international distribution.
- D. Speeches or scholarly presentations that serve to promote volleyball play.
- E. Research that enhances the coaching, teaching, or analysis of volleyball play.
- F. An active role in major volleyball programs or projects.
- G. Former recipients are not eligible to receive this award from the same affiliate organization but are eligible to receive the recognition from other/another affiliate organization(s).

We are pleased to announce the following members as the 2013 Meritorious Service Award recipients.

Steve Thorpe – He served as a long-term PAVO clinician before retiring his position at the end of the 2012 season. In recognition of his cooperation with PAVO/NCAA during his tenure as the USAV rules interpreter.

Miki Kennedy – PAVO's lone staff member. In recognition of her many contributions to PAVO programs, her dedication to the organization, and for her kindheartedness and work with our membership.

Brian Hemelgarn – He has served in many roles to help advance our organization. Among them are a long-term PAVO clinician and member of the Board of Directors. In recognition of his efforts to collaborate PAVO and USAV officiating programs.

Keith Murless – He is a long-time member and a National referee. In recognition of his effective work in educating and training referees for the introduction of NCAA sand volleyball.

John Patterson – He has been a long-time member and dedicated referee involved in all levels of volleyball. In recognition for his on-site assistance with the 2012 PAVO convention held in his hometown of Louisville.

Thank you to each of the recipients for your hard work, dedication of time, and quest to educate and train in order to make our officiating cadre better.

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The latest Rules & Interpretations
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THE IMPORTANCE OF MENTORING

by Donna Carter
Membership Development coordinator

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." - John Crosby

If you were to ask any top-level official in any sport how they got to where they are, most of them would give credit to a number of mentors who have assisted them throughout their career.

Mentoring is a key factor in the development of officials who want to increase their rating level and gain higher level matches. Many younger or inexperienced officials either don't get the guidance that they need, or they get in over their heads and end up leaving the profession.

In order to keep them from leaving volleyball, they need to have at least one mentor to advise, listen and talk to them. They also need support during difficult times and somebody to give them feedback, answer questions, and help them negotiate the different aspects of on-the-court officiating and off-the-court scheduling and conduct.

Mentoring can be a formal program set up by a board or officials organization, or it can be informal.

Regardless of whether or not your board has a mentoring program, entering into a mentorship relationship can be extremely valuable, whether you are the mentor or the mentee. This type of relationship is beneficial to both parties. The mentor learns from teaching and gains the satisfaction of giving back to a sport that he or she loves. The mentee gains a trusted advisor to help them navigate the process of becoming a better official, on and off the court.

When deciding on the level of contact the mentor and mentee will have throughout the season, consideration needs to be given to several factors, including the schedules of both officials, their geographical locations of matches, the level of experience of each official, the level of comfort and familiarity with each other, and family and work obligations.

Attributes of a Good Mentor

A good mentor needs to be knowledgeable of current rules and techniques, willing to allocate time to listen and share information with the mentee; approachable and welcoming, and care about the integrity of the sport. A good mentor must also care about the growth

and development of other officials, be familiar with opportunities for local advancement requirements and opportunities, be able to provide appropriate and accurate feedback, and be able to demonstrate and guide a mentee on how to be a professional OFF the court with their demeanor, integrity, professionalism and attention to detail.

Those details include getting tests and requirements done on time, communicating with assignors and partners, keeping their schedules updated for assignors, and understand the challenges of calling a match. Above all, good mentors must be able to LISTEN, advise and maintain confidences; give advice on sensitive situations between officials and partners, officials and players, officials and coaches, officials and assignors, and others.

The mentor should be familiar with the current training and techniques for working college matches. It is also important that the mentor know the types of challenges that tend to cause officials to leave the profession.

These might include: inexperience in dealing with unsporting behavior from players, coaches or fans; a perception of a lack of advancement opportunities or a long delay in advancement, financial commitments without a sufficient number of assignments to cover expenses, and a perception of a lack of support from the board, other members, assignors, or schools. It also might include a perception of competitiveness for assignments from other officials, a lack of knowledge of how the system works, not knowing how to approach new assignors or work with assignors, how to work with uncooperative partners, and how to recover from a mistake or a bad outing.

Suggestions for mentorship opportunities:

- Pre-season meeting to discuss and set appropriate goals
- Telephone contact after matches
- Mentor watches match the mentee works and meet afterward
- Mentee watches match the mentor work, attends post-match conference and meet afterward
- Mentor and mentee attend a match together
- Email correspondence with questions and situations
- Lunch or dinner meeting to discuss any and all

Continued on page 17

2013 PAVO Officials' Convention – December 18 - 21 REGISTRATION-SEATTLE

Your Name _____
 PAVO Board Name _____
 Your Address _____
 City _____ St _____ Zip _____
 Home Phone _____ Work Phone _____
 E-Mail Address _____

Can we release the above information to other convention attendees &/or sponsors? YES NO

	PAVO Members Before 11/15/13	PAVO Members After 11/15/13	Non-PAVO Members Before 11/15/13	Non-PAVO Members After 11/15/13	Amount You Are Paying
Convention Registration *	\$175	\$225	\$200	\$225	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					//////
"Mini" Convention Registration *	\$100	\$125	\$100	\$125	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					//////

Extras and Options:		--
NCAA Championship Match Tickets **	Tickets are not included with convention registration. Matches are on Thursday, Dec. 19 and Saturday, Dec. 21. All tickets sold in sets for both days, and are all in the lower bowl of the Key Arena. Limited quantity available – maximum 4 per registrant . Non-registrants may not place ticket orders. \$67 x _____ (No. of tickets)	
AVCA/Jostens Coaches Honors Luncheon	Thursday, Dec 19-noon-2:00pm. <i>May overlap some PAVO Convention sessions.</i> \$ TBA x _____ (No. of tickets)	
AVCA All-America/ Players-of-the-Year Banquet	Friday, Dec 20-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ TBA x _____ (No. of tickets)	
Guest attendance	Friday 12/20. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) \$ 40 x _____ (No. of guest tickets)	

TOTAL DUE

Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800

Visa MasterCard Discover (circle one) Credit Card Number _____
 Expiration Date: _____ Security digits (3) on back of card _____

 Signature _____

* Requests for convention registration refunds received before December 1 will be charged a \$25 service fee. Requests for convention registration refunds received after December 1 will be charged a \$40 service fee.

** NOTE: NCAA match tickets are **not** refundable under any circumstances.

FROM: _____

TO: PAVO
P.O. BOX 780
Oxford, KS 67119



2013 PAVO CONVENTION – SAVE THE DATE!!

December 18-21, Seattle WA

Online convention registration will open soon on the PAVO website

Convention attendees may purchase NCAA championship tickets (Thursday semi-finals + Saturday final) for \$67 (lower bowl)

Several hotel options, all within close proximity

****Please note: Attendees who reserve rooms at any of the hotels below will have their credit card charged for one night room + tax if the reservation is cancelled.**

- **Grand Hyatt Seattle (PAVO Headquarters)**

721 Pine Street, Seattle, Washington 98101; 206-774-1234

<https://resweb.passkey.com/go/2013volleyball>

For call-in reservations contact the Hyatt reservation line at 402-935-5352 and ask for the American Volleyball Coaches Association/PAVO rate.

Rate: \$119/night + tax for single and double occupancy

***The Grand Hyatt block includes king rooms only - double bed rooms are not available. Please book double bed rooms at sister property Hyatt at Olive 8.**

- **Hyatt at Olive 8**

1635 8th Avenue, Seattle, Washington 98101; 206-695-1234

<https://resweb.passkey.com/go/AmVolleyballCoachesAssnConf>

For call-in reservations contact the Hyatt at Olive 8 reservation line at 402-592-6464 and ask for the American Volleyball Coaches Association/PAVO rate.

Rate: \$119/night + tax for single, double, triple and quad occupancy

***The AVCA block at Hyatt at Olive 8 includes double bed/queen rooms only - king rooms are not available. Please book king rooms at sister property Grand Hyatt.**

- **The Paramount Hotel**

724 Pine Street, Seattle, Washington 98101; 206-292-9500

<https://be.cohores.net/10181?NextPage=index&Nights=1&NumberOfRooms=1&NumberOfAdults=1&Currency=USD&SubSource=361&GroupCode=AMVOL>

*To receive the group rate, type AMVOL in the group code box on the booking page.

For call-in reservations contact the reservation line at 877-906-8897 and ask for the American Volleyball Coaches Association/PAVO rate.

Rate: \$109/night + tax for single, double, triple and quad occupancy; complimentary guest room Internet service.

- **Sheraton Seattle (AVCA headquarters hotel)**

1400 Sixth Avenue, Seattle, Washington 98101; 206-621-9000

<https://www.starwoodmeeting.com/StarGroupsWeb/res?id=1307185858&key=460A>

For call-in reservations contact the Sheraton reservation line at 888-627-7056 and ask for the American Volleyball Coaches Association/PAVO rate.

Rate: \$129/night + tax for single, double, triple and quad occupancy

Watch the PAVO website for more details

Mentoring

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- officiating topics
 - Work a match together, either USAV, junior college, or college scrimmage, and then meet afterwards
 - Attend PAVO/NCAA clinic together
- Every mentor and mentee situation is unique. The

key is to make the connection, take the initiative, and open up the lines of communication. No one becomes an excellent official alone. There are many young, inexperienced officials out there, with untapped potential; they can be retained in our sport with the right kind of help.

VOTE . . . BOARD DELEGATE ONLINE ELECTION RUNS THROUGH AUG. 31



PAVO is holding an online election Aug. 15-31 for its vacant board delegate position on the Board of Directors.

Every PAVO member should have received an email with voting instructions, a brief biography of the three candidates, and a ballot. The board delegate, replacing Donna Carter, who now serves as director of membership development, is required to attend an annual board meeting, foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and take on other duties as assigned by the president.

The candidates are:

Chuck Fleet, Hermitage, Penn.

"I have been involved in PAVO as board chair for the West Penn-Ohio PAVO board for 10 years. I coached for 11 years before officially entering the ranks of officials, although I often served as R2 on many of our matches. PAVO is heading down the right path. We now have a regular spot in Referee Magazine. But we need to better educate our younger officials, especially at the high school level. Many of our lower-level college matches are officiated by high school officials because we can't cover all the matches. And they just aren't adequately prepared. The AVCA encourages and promotes their convention for high school and club coaches to attend. We should really encourage the high school officials to attend our PAVO clinics and convention. We also need to recruit and retain our young female officials. Good mentoring is the key."

Fleet worked the NCAA Division I national championship tournaments in 2012 and 2009, and the NCAA Division III championship tournament in 2012. He has several conference championships in both divisions. He earned his PAVO National rating in 2004 and his USAV National rating in 2002.

Suzanne Dodd Greenville, SC

"As a PAVO Board Delegate, I want the opportunity to serve our membership by concentrating efforts on improving the educational resources available for line judges, by directing attention to psychological strategies necessary for success at all levels, and by developing a formal mentorship program for the regional boards to utilize. I will enthusiastically serve the PAVO membership as we continue to grow and I will work toward improving services and programs for all members."

Dodd earned her PAVO National referee rating in 2012, and her PAVO National line judge rating in 2009. She was awarded her USAV Junior National rating in 2011. Since 2010, she has served as vice chair of the Mid-Atlantic Volleyball Officials Board, and has initiated more rating sessions, recruited members and started a structured mentoring program. She works five Division I and four Division II conferences. She worked four NCAA Division I and II championship tournaments as a line judge, and in 2011 and 2012 as a Division II official. She has one article accepted for publication in Referee Magazine, "Swallow the Whistle or Make a Tough Call?" and a second under review, "Centering: More Than Meets the Eye." She holds a Ph.D. and teaches at Anderson University.

Jim Momsen Hartland, Wisconsin

"I want to give as much as I can back to the game that meant so much to my father, to give "kids of all ages" (players, parents, fans, coaches and officials) a positive environment in which to participate, and have everyone be lifelong fans of the game. I thoroughly enjoy developing and facilitating the (local) scorekeeping and rules clinics every season, as well as observing and developing the officials that I work with. I've been a strong advocate for the officials that I assign and help to train, and feel the urge to continue

Continued on page 19



USA Volleyball.

by Jennifer Williams
Director, Scorers Evaluation and Certification

NATIONAL SCORER EVALUATION UPDATE

We completed 35 re-evaluations during the 2013 USA National Open Championships in Louisville, Kentucky. Thank you to our rating team of Dixie Collins and Tim Harlow for a job well done!

Congratulations to the NEW National Scorers who hit the JACKPOT in Reno!! Thank you to our rating team of Becky Brockney, Jane Dong, and Kim Williams for all of your hard work! Hopefully all candidates walked away with some great feedback and things to continue to improve on!

This year was a huge learning experience for me and with the input of candidates and rating team members the future looks bright for us! ☺

NEW NATIONAL SCORERS

Joseph Aguilar (SC)	Tyrone Fuertes (NE)
Jordan Ahern (AZ)	Sergio Gonzalez (GL)
Frank Ayala (SU)	Harvey Madrigal (LS)
Elliot Blake (OK)	Ed Richardson (NC)
Robyn Buck (PS)	Brian Steiner (AZ)
Mel Cayetano (SC)	Edward Tucholski (CH)
Charles Chase (IA)	Amanda Walley (CE)
Erin Eaton (CE)	DJ Wiles (FL)
Gerrétt Edwards (SO)	

PAVO REFSCHOOL – 2013 UPDATES ARE COMPLETE!



THE 2013 VERSION OF *REFSCHOOL* HAS BEEN UPDATED TO REFLECT CURRENT RULES AND TECHNIQUES!

MOST 2013 FORM A/B EXAMINATION QUESTIONS HAVE BEEN ADDED TO THE BANK OF *REFSCHOOL* QUESTIONS.

THOSE WHO HAVE USED *REFSCHOOL* IN THE PAST YEARS HAVE ENJOYED SIGNIFICANT IMPROVEMENT ON THEIR EXAM SCORES, AND REPORTED THAT THEIR COMFORT LEVEL WITH RULES KNOWLEDGE INCREASED THEIR OFFICIATING CONFIDENCE.

SELECT BRIEF STUDY QUIZZES THAT COVER SPECIFIC NCAA RULES, OR TAKE A COMPLETE 25-QUESTION PRACTICE EXAMINATION. GET IMMEDIATE FEEDBACK AND RULE REFERENCES.

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A SUBSCRIPTION ALLOWS UNLIMITED ACCESS FROM NOW UNTIL APRIL 1, 2014.

SUBSCRIBE NOW, SO YOU DON'T FORGET! LOOK FOR THE LINK ON THE PAVO HOME PAGE TO NAVIGATE TO *REFSCHOOL*!

Election

continued from page 18

to do more for the game by serving as an advocate for the members of the PAVO community in the position of Board Delegate. My background and expertise in organizational development, corporate training, and process analysis will be beneficial in representing board issues and concerns as well as assisting with the development of programs and training.”

Momsen has been involved in volleyball as a rec league player, volleyball dad, and as an official (since 2003). He serves as Badger Region referee chair, and treasurer of the PAVO/Wisconsin Board of Officials. He earned his USAV National rating in 2011. He earned his PAVO State rating in 2004.

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www.usavolleyball.org

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