

# The Official Word

USAV

Officials Division

Award Winners



By Wally Hendricks, AVP Officials Division

USA Volleyball award ceremonies each year begin with the annual Boyce Banquet on Thursday night. **Lea Wagner** was selected for the Wilbur Peck Referee Emeritus Award. Lea has won almost every award that USA VB has to offer and she continues to serve as the Commissioner of the Great Lakes Region. **Fran Zelinkoff** was the winner of the Nancy Sharpless Scorekeeper Emeritus Award. **Chuck McCracken**, National Scorekeeper and Junior National Referee, **Sue Mailhot**, AVP for the Scorekeeper Division, and **Bill Forrester**, retired National Referee and Scorekeeper and AVP in the now-defunct National Championship Division, won the George Fisher Leader in Volleyball Award. Topping the evening, **Pete Dunn**, emeritus National Referee, won the highest award that USA Volleyball has to offer: The Frier Award.

At the Officials Clinic the following day, **Steve Webster** was selected as the regional officials' chair of the year. **Neil Luebke**, **Jim Welsh** and **Marcia Alterman** won the Glen Davies Referee Service Award and **Dennis Lafata** won the Edward P. Lauten Scorekeeper Service Award. There was a tie for the Silver Whistle Award, which is presented to the National Referee who has done the best job in their first year after their certification. **Bill Stanley** and **Wayne Brence** shared the award. **Joel Reinford** won the Golden Whistle for the best performance of a National Referee at the previous National Championship. In the second year of awards for scorekeepers, **Laurie Dueitt** won the Silver Pen for the best performance of a first year National Scorekeeper and **Amber Fulk** won the Gold Pen Award for the best performance of all National Scorekeepers.

Congratulations to everyone. The awards were well deserved! •

## President's Message Take time for yourself



By Joan Powell, PAVO President

We are approaching that time of year when volleyball officiating is drawing to a close for everyone. Although some have rested their whistle with the collegiate season, many are concluding their stint with the junior world – the National Championships, the Invitational, AAU's and the Volleyball Festival. A brief summer and it starts all over again.

As we embark on this short respite, we are reminded that this "rest period" should include some modifications in eating and sleeping along with some "stress less" activity. We need to make a conscious decision to take care of ourselves and improve our health – physically, mentally and emotionally. Health is not just the absence of disease.

I am not an expert, but I do teach high school health and I am constantly reminded of the choices that surround us in our society - the fast pace life-style along with the fast food and the "biggie size" bonus (more bang for the buck), and the impatience at the drive through window, which all leads to an unhealthy life-style. Coupled with the lack of time to exercise and the pressures at home and work, we are headed for a stressful existence. One of my student-athlete's mothers is a nurse and she reminds me to "stop and smell the roses." She also suggests:

*"It behooves all of us to make some changes in our life to be healthier and happier individuals."*

- Eat smaller meals and more often during the day
- Not eating after 6:00 pm (some of you are saying, "Yea right!")
- Engage in something quiet before going to bed
- Going to bed every night at a consistent time (perhaps an impossible task for many!)
- Appreciate the smaller things in life
- Pick your battles
- With any current health problems, stress can lead to increase symptoms
- Engage in random acts of kindness

Okay, we have heard it before and we know that it is not rocket science, but have we really taken any of these things to heart? It behooves all of us to make some changes in our life to be healthier and happier individuals. For some, that may mean a decision to "downsize" not just our meals, but also our fall schedules in order to reduce stress. Although many referees have spent all of their vacation time

not vacationing, but rather working tournaments, some time should be spent on mindless endeavors in order to gear up for the upcoming season. Gearing up would include trying on that uniform in August rather than the night before our first assignment.

Our upcoming OTP clinics prepare us for an understanding of the new rules and techniques, a review of the existing protocols; challenge us to be better officials; lead us to formulate our yearly goals, but we must take responsibility for what we can control. And, as a former professor said to me, "If you don't take care of your body, where are you going to live?!" •

## Nominations Sought for PAVO President, Board Delegate



By Dale Goodwin, PAVO  
Interim Board Member

In October 2004, PAVO members will be asked to elect a new president. This person will serve 2005 as president elect, then 2006-07 as president, and 2008 as past president. Also this fall, PAVO members will elect a new board delegate. That term will be for three years, commencing Jan. 1, 2005 and concluding Dec. 31, 2007.

Nominations are now being accepted for these two positions, and must be received by Sept. 1. A nomination should include the name, address, e-mail address, phone number, volleyball resume, and a cover letter outlining why you think you would be a positive addition to the Board. The nominating committee will review the nominees and select candidates whose names will appear on the October ballot. Please send all nominations to: PAVO, 3806 S. Morrill St., Spokane, WA 99223; or by e-mail to [goodwin@gu.gonzaga.edu](mailto:goodwin@gu.gonzaga.edu).

A candidate for president must be a PAVO member in good standing, and have demonstrated leadership on a national, regional and/or local level. Past board experience is highly recommended. The board delegate must be a PAVO member in good standing and have held a local board office within the past two years.

Please direct questions regarding nominations and elections to Dale Goodwin, chair of the nominating committee, at [goodwin@gu.gonzaga.edu](mailto:goodwin@gu.gonzaga.edu), or by daytime phone at 509-323-6133. •

## Long Beach Convention Program Taking Shape



By Dale Goodwin, Interim Board  
Member

The PAVO Board of Directors and Convention Planning Team have been busy making plans for Convention 2004 in Long Beach, Calif., Dec. 16-18. They have taken your comments and suggestions from past conventions, and have tried to create a program that will offer new professional development opportunities, as well as hold onto those sessions that have been the convention's most popular ones since its inception nine years ago.

Among the topics we expect to tackle at the Long Beach Convention are: sportsmanship and how we as officials can positively affect it; recordkeeping – a detailed analysis of what to keep, what to record, how to keep the tax collector off your back; crowd and bench control; 24/7/365 we are always in the public view, so what's expected of our officials; rules and rulings, where are we going and what to expect; eye training; and getting better at pregame and postgame conferences . . . role playing. In addition, we plan to stage a separate session for novice officials, which will include Friday's night's social and semifinal analysis, and a separate Saturday all-morning session, as well as a special session for PAVO board chairs. This will give those chairs a chance to meet with PAVO's president, executive director and other members of the board of directors, learn more about rating sessions and keys to running successful boards.

Why not spend part of your winter holiday in sunny Southern California

with a bunch of your volleyball buddies, soaking up the sun and advancing your officiating career?

The 2004 Officials Convention, "Walk a LONG the BEACH," will be staged at the Long Beach Hyatt Regency. Hotel accommodations are being worked out now, and details will be available soon on the PAVO web page, and in our Aug. 15 issue of The Official Word. The hotel is within walking distance of the site of the NCAA Division I semifinal and championship matches, which will be played Dec. 16 and 18. There will be time built into each convention day to allow for a visit to the Queen Mary, the area's many luscious beaches, or a short drive north to Disneyland, Knott's Berry Farm, Universal Studios, or the Hollywood Walk of Fame.



The convention offers officials not only a chance to meet with leaders in our sport, but to have conversation with them. Learn from them. Be mentored by them. There are no lines of demarcation at the

convention. We're all part of the same family there.

So, pencil in Dec. 16-18 on your calendars. Registration information is on the PAVO web site at [www.PAVO.org](http://www.PAVO.org). Cost is \$100 for PAVO members and \$125 for non-members . . . a minor fee for this professional development opportunity.

For more convention information, or to offer a suggestion for a convention program, please contact Dale Goodwin at [Goodwin@gu.gonzaga.edu](mailto:Goodwin@gu.gonzaga.edu), or call 509-323-6133. •

## Congratulations to New USAV National Referees



By Mary Blalock, National  
Commissioner Referee  
Certification & Evaluation

19 new National referees were reviewed  
and evaluated at this year's Open

tournament in Atlanta. Congratulations  
to the following new USAV National  
referees:

**Glo Bailey, Brian Brink, Brian Gibbs,  
Dave Juergens, Apple Kridakorn,  
Lane Lawley, Randy Leaver, Ryan**

**MacDowell, Doug McDonald, Randy  
McLamb, Mark Nash, Thang  
Nguyen, Jung Park, Bill Petersen,  
Rich Richardson, Rod Rodriguez,  
Bill Thornburgh, David Vander  
Meer, and Tami Warren. •**

## USAV International Referee Commission



By Tom Blue, AVP, USA-  
International Referee  
Commission

For the first time since 1982, USA Volleyball hosted an International Referee Candidate Course in the United States. The course was held in connection with the USA Open Division Championship at the National Championships in Atlanta. I had the pleasure of directing the course, assisted by Canadian International Referee **Peter Henry**, NORCECA Referee Commission member **Doug Wilson**; and USA International Scorekeeper Commission AVP **Janet Blue**. The participants came from Canada, Puerto Rico, Brazil, Japan, England and USA. The USA participants in the course were **Christian Genitrini**, Garden Empire; **Hansen Leong**, Iroquois Empire; **Julie Voeck**, Badger; and **Kevin Wendelboe**, Carolina. **Mike Paull**, Western Empire, also participated in the course as a representative of the English Volleyball Association.

matches in that division. All participants were successful in completing and passing the course and are on their way to working qualifying matches toward their certification as International Referees.

The addition of four new International Referee Candidates brings the ranks of USA-International referees to a total of 14 (including candidates). The active certified referees are busy this spring and summer with tournaments leading up to the Olympic Games in Athens.



*Standing, from left: Kazuyoshi YAMAMOTO (JPN), Hansen LEONG (USA), Dennis FRANCESCHINI (PUR), Scott BORYS (CAN), Paolo TURCI (BRA), Julie VOECK (USA), Christian GENITRINI (USA), Scott DZIEWIRZ (CAN), Michael PAULL (ENG), Kevin WENDELBOE (USA). Seated, from left: Peter HENRY, Instructor (CAN), Thomas BLUE, Director (USA)*

The week long course examined the participants in their theoretical knowledge of the Rules of Volleyball; their practical ability to referee and function in the role of line judge; and their ability to complete the international score sheet. The presence of the course participants at the Open Division matches added elements of control and precision that remained in evidence through the final

**Pati Rolf** accompanied the USA National Women's Team to the Yeltsin Cup Tournament in Ekaterinburg, Russia. **Steve Robb** officiated at the Men's Olympic Qualification Tournament in Porto, Portugal. **Ron Stahl** will accompany the team to the VolleyMaster elite tournament in Montreaux, Switzerland. Following on the heels of that event will be the Pan-American Cup competition in Tijuana

and Mexicali, Mexico. **Ken Taylor** will officiate at that competition. The Men's National Team will engage in a short exhibition tour in Houston, Texas, during the Girl's Junior Championship, and **Patty Salvatore** will referee during that tour. The Men's team will then take part in the USA Global Challenge tournament in Austin, Texas, during the Boy's Junior Championship. **Joel Reinford** will participate in that event. Meanwhile, the World Military Games are taking place in Kingston, Ontario with **Pati Rolf** and **Brian Hemelgarn** participating. Later this summer, Kevin Cull and Brian Hemelgarn will officiate at the NORCECA Girl's Youth and Junior Championships, respectively; and **Christian Genitrini** and **Paul Albright** will work the NORCECA Boy's Youth and Junior Championship tournaments. Finally, **Patty Salvatore** will have the honor of being one of the first two women referees ever to officiate at volleyball competition at the Olympic Games.

In late July, the USA Volleyball High Performance event will take place in Austin, Texas. Participating as referees will be **Julie Voeck, Kevin Wendelboe, Brig Beatie**, Northern California and **Tony Chan**, Southern California. **Mary Blalock** will serve as the Referee Supervisor for the High Performance event. •

PAVO Financial News

Making Sense of Our Dollars



By Karen Gee  
PAVO Finance Director

One of the more significant items discussed at the annual PAVO Board of Directors (BOD) meeting is the budget. Why? Because that's what keeps us running successfully. Last year, we reported that we had accomplished a long-held goal to improve the budgeting process and move it ahead one year. So we're now on track and no longer budgeting for money that, in some cases, had already been spent.

The BOD also reviews PAVO's investment accounts. This year, the general consensus is to maintain a conservative approach with an approach toward capital preservation. Some cash will be diverted to international investments in order to balance the existing portfolio.

As you review the budgets, keep in mind that PAVO's fiscal year runs from March 1 through the end of February. Have fun crunching the numbers and be sure to ask questions if you need more information.



PAVO BUDGET

<b>REVENUE</b>	<b>2004-2005</b>	<b>2005-2006</b>
Convention	\$15,727.00	\$15,043.00
NCAA Grant	60,000.00	60,000.00
Membership Dues	90,250.00	99,290.00
NRT Sites	12,671.40	17,708.00
OTP Camps	10,100.00	12,500.00
OTP Clinics	24,750.00	24,750.00
Merchandise Sales	12,350.00	13,250.00
Other Income	3,850.00	4451.00
<b>Total Income</b>	<b>\$229,698.40</b>	<b>\$246,991.00</b>

<b>EXPENSE</b>	<b>2004-2005</b>	<b>2005-2006</b>
Board of Directors (BOD)	\$6,420.00	\$6,645.00
President	4,530.00	4,680.00
Convention	20,700.00	19,365.00
Examinations	1,350.00	2,005.00
Executive Director	34,589.00	36,307.68
Merchandise Expense	16,650.00	8,750.00
Newsletter	14,150.00	12,150.00
NRT Sites	11,480.00	13,010.00
OTP Camps	14,400.00	15,700.00

OTP Clinics	34,045.00	36,210.00
Rule Newsletters	2,745.00	2,375.00
Operations	67,949.82	66,805.12
Other BOD Expense	905.00	1,110.00
Capital Expenditures	0.00	0.00
<b>Total Expense</b>	<b>\$229,913.82</b>	<b>\$225,112.80</b>
<b>NET INCOME/(LOSS)</b>	<b>(\$215.42)</b>	<b>\$21,878.20</b>



PAVO Windshirts & Polo Shirts For Sale

Look like a pro - on & off the court! PAVO is offering apparel for wear when you're not on the court:

- A very classy navy blue windshirt with banded V-neck collar, and waist; the PAVO logo is stitched in white on the left side of the chest. Cost is \$52 (includes shipping & handling).
- A great-looking 100% cotton jacquard (textured knit) navy blue polo shirt with cream-colored trim; the PAVO logo is stitched in matching thread on the left side of the chest. Cost is \$44 (includes shipping & handling).

Call the PAVO Central Office at (888) 791-2074 to place your order, or mail the completed form to: PAVO, PO Box 780, Oxford, KS 67119, or fax to 620/455-3800.

Name: \_\_\_\_\_  
 Shipping Address: \_\_\_\_\_  
 City: \_\_\_\_\_  
 State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Daytime Phone #: \_\_\_\_\_  
 Email Address: \_\_\_\_\_

Quantity	Item (Polo or windshirt)	Size (S - XXL)	Price Polo-\$44 Windshirt-\$52	Total Price
_____	_____	_____	\$ _____	\$ _____
_____	_____	_____	\$ _____	\$ _____
_____	_____	_____	\$ _____	\$ _____
_____	_____	_____	\$ _____	\$ _____

TOTAL \_\_\_\_\_

METHOD OF PAYMENT

Check # \_\_\_\_\_  
 Mastercard / Visa / Discover (circle card type)  
 CARD # \_\_\_\_\_ EXP DATE \_\_\_\_\_

## PAVO Line Judge Certification



By Marcia Alterman, Executive Director

PAVO first implemented the line judge certification program just one year ago, and it was more successful than we predicted! More than 75 individuals became certified line judges in 2003. PAVO will send the names of those people to the various conferences and the NCAA, and will make them available to any school that inquires about line judges.

With the development of the line judge training video and other line judge training materials over the past few years, PAVO encouraged the development of line judges across the country. The certification process was the next logical step in that effort.

To those of you who achieved certification in 2003 – congratulations! Your requirements to renew for the 2004 season are:

- Attend a line judge training session held by an approved instructor (see below)
- Take the 2004 line judge examination (corrected to 100%), available in the 2004 Line Judge Training Booklet. Those booklets will be available after July 1, and may be purchased in a packet of 5 from the PAVO office for a nominal charge. One packet of 5 is included with the purchase of the PAVO Line Judge Training Video. The video is the same as last year – there was not a 2004 update.

Submit the corrected examination (signed by the instructor) and \$15 annual dues to PAVO (P.O. Box 780, Oxford, KS 67119).

For those of you who would like to join this elite group, the requirements to obtain line judge certification are:

- Attend a training session where materials developed by PAVO are used, conducted by an approved PAVO instructor. Approved PAVO instructors include any PAVO State or National referee, any NCAA Division I conference assignor/coordinator, and any individual who has been assigned as a line judge to a Division I NCAA Regional or Championship event in the last five years. Additional approved instructors may be listed on the PAVO web site ([www.pavo.org](http://www.pavo.org))
- Pass the current written Line Judge examination (included in the Line Judge Training booklet), corrected to 100%.
- Obtain three written recommendations from any approved PAVO instructor, based on collegiate match performance (recommendation form is enclosed).
- Submit the corrected written examination (signed by the instructor), three signed recommendations, and \$15 in dues directly to the PAVO central office (P.O. Box 780, Oxford, KS 67119).

To be a certified line judge, there is no requirement to join a local PAVO board. The \$15 membership will include the following benefits: line judge certification, generic patch, a subscription to The Official Word newsletter, PAVO member travel discounts and member discounts for the PAVO convention and PAVO training events. PAVO certified referees who already belong to a local PAVO board do not have to submit the \$15 dues, as line judge certification is included in your PAVO membership.

PAVO's aim is to reinforce the need for line judge training at the local board level. The intention is to have local boards and conferences arm themselves with the PAVO training tools (video and training booklets), and hold

training sessions that result in prepared, competent, certified line judges.

Encourage your board or nearby conferences to hold line judge training sessions for the schools in your area – it will help us all be better officials! •

### 2004 PAVO Officials' Guidebook



This invaluable book can be ordered **now** – go to the PAVO web page ([www.pavo.org](http://www.pavo.org)), or call 888/791-2074. Shipments will begin around July 1.

- Updated information for the 2004 season, including techniques covering the new libero serve rules and sanction procedures!
- Summary of rule differences (NCAA/USAV/NFHS)
- New situations in the Casebook section for all the new 2004 rules
- Important new information on PAVO policies and procedures for members and board chairs!
- No price increase from 2003 – an order of 1 to 5 books is \$7.50 per book for PAVO members, \$8.50 for non-members; an order of more than 5 books is \$6.95 per book for PAVO members, \$7.95 for non-members. Shipping and handling is included!

All well-prepared referees will have this book in their bag of tools. Order today! •



## Atlanta Meetings of USA VB Officials Divisions:

### Much Done and Much More to Follow



By Wally Hendricks, Vice President Officials Division

This was a big year for possible change in the OD. We were able to make some significant changes, while others have been put off for further consideration. Here are some highlights.

At the Referee Council meetings, it was decided to eliminate the middle step of the National Referee candidate evaluation. National Referees will now be evaluated entirely at the Boys tournament. Passing referees will receive their patch at the referee clinic prior to the next year's Open Championship. NIRSA will no longer be used as an evaluation tournament. Instead, plans will go forward to use NIRSA as an officials' camp, much like the PAVO camps for collegiate officials. It was also decided

to eliminate the use of Qualifiers as the first step for Junior National certification. Instead, all Junior National Candidates will be evaluated at the Girls championship.

At the Administrative Council Meetings, a number of new initiatives were adopted. We decided to formalize a list of dates that will be posted on the web for all deadlines for officials. It was voted that officials who do not submit dues by February 15 for each year will be sent a letter indicating that their certification will be revoked on March 15 of that year, unless all dues (including late fees) are paid by that time.

We considered the possibility of either eliminating paper copies of the Official Word, or charging an extra fee for a paper copy. Currently, it costs the OD over \$23/person to send out the OW while email is free. This was referred to the PAVO for consideration.

We noted that there is a problem with USA sanctioned events using officials that are not USA certified. It was voted to require that officials must wear the official shirt and official patch at all USA sanctioned events (qualifiers and national championships). We further voted to back a plan for requesting that USA Volleyball increase match fees for officials to \$24/match if housing and food are provided and \$32/match with housing or food (best 2 of 3). We also voted to request that these values be included in any new contracts written with qualifiers and that USA Volleyball plan on future increases in officiating fees on an on-going basis rather than considering it only occasionally.

We decided to offer a voluntary affiliation with the OD to provisional and regional officials for \$10 per year. All OD materials will now be inaccessible except to OD members. We will provide discounted fees for evaluation and training to all OD affiliates and Junior National and National officials. Affiliates will receive the Official Word by email and they will have access to information about tournaments that we are filling.

The biggest item on the agenda, the merger of rating categories for referees, was put off for further study. The Executive Council of USA Volleyball

voted to support the merger in principle. Much of the work has been completed, but there are still a few tweaks to do. In addition, the final form must be passed by both the PAVO Board of Directors and the Board of Directors of USA Volleyball. While we may have the final proposal in place by next spring, a realistic implementation scenario is likely to not include 2005.

The Board of Directors of USA Volleyball was sympathetic to an increase in officiating fees. However, without information about the financial impact on USA Volleyball, the Junior Division and the regions of USA Volleyball, study of the issue was recommended. Staff was directed to consider an implementation program to reach the fees suggested by the Officials Division. My best guess would be possibly a \$4/match increase in 2005 followed by a \$6/match increase in 2006.

The FIVB has informed USA Volleyball that we need to change our approach to providing rules. In the future, the USA Volleyball rulebook will provide the FIVB rules, with commentary where our rules will differ from FIVB rules. The Rules Testing Commission has considered the implications of this change and has decided to support a number of rules changes to conform to FIVB rules. However, for safety and competition decisions, we will still have a number of differences with FIVB rules. Currently, we are planning to keep the USA scoresheet rather than switching to the International scoresheet. We are also planning to change over to international referee technique more slowly than our change to the rule set. More information on the changes that will occur will be provided in the fall, when all the proposed rule changes and commentaries have been written. •



## USA/International Scorekeeper Commission



By Janet Blue, AVP  
USA/International  
Scorekeeper Commission

### IRTC Clinic

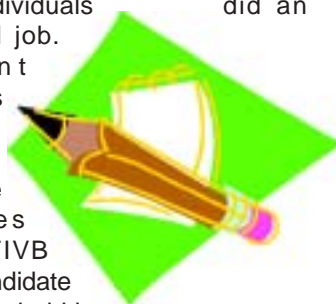
Attendance at the IRTC Clinic in Atlanta on May 28 was a requirement for those hoping to be assigned to work the Open tournament. Sixty-nine people attended. Nine of these individuals were looking to become qualified on the international scoresheet for the first time. Of those nine, five completed the necessary requirements. They are **Leilyn Kauihou**, Aloha; **Debra LaValley**, Western Empire; **Randy Leaver**, Great Lakes; **Michael McNeil**, Iroquois Empire; and **Emily Strickland**, Lone Star. I offer my congratulations to each of these scorekeepers.

Additionally, I would like to recognize **Glo Bailey** of the Rocky Mountain Region. She completed her requirements earlier in the season and was not recognized in this newsletter.

### Open Tournament Assignments

With more than 100 matches to cover in the Open Tournament, I was able to assign many more qualified and certified scorekeepers than in the past. A total of 46 scorekeepers were used. **Lisa Jordan**, Florida, was the primary scorekeeper for the Men's Open Gold Final and **Paul Vink-Lainas**, Iroquois Empire, was the primary scorekeeper for the Women's Open Gold Final. Both of these individuals did an exceptional job.

Assistant scorekeepers for those matches were candidates from the FIVB Referee Candidate course being held in



conjunction with the Open Tournament. My thanks to all!

### Upcoming Tour and Tournament in Texas

The USA Men's National Team will participate in a tour with Russia in Houston during the USAV Girls JOVC Competition in Houston. Scorekeeper assignments for this tour have been made from among those working that tournament. **Lisa Jordan**; **Jeff Hoppen**, Carolina; and **Tim Harlow**, North Country, will be the primary scorekeepers. Assistants will be **DeAnn Korinek**, Great Plains; **Nancy Funk**, Pioneer; and **Joyce Sanderson**, Gateway.

Scorekeepers for the USA Global Challenge to be held in Austin during the USAV Boys JOV Competition also have been selected from those working the tournament. Primary Scorekeepers are **Charles Priebe**, Delta; **Rose Atkinson** and **Paul Hughes**, Keystone; **Jennie Vogt**, Puget Sound; **Kay Brown**, Northern California; **Lyman Johnson**, Southern California; **Emi Vishoot**, Ohio Valley; **Carlos Rodriguez** and **Thang Nguyen**, Lone Star; and **Dixie Collins**, Chesapeake.

Assistant scorekeepers for the Challenge will be **Sonny Fernandez**, Lone Star; **Dan Kitchel**, Michiana; **Cathy Rivera**, Evergreen; **Travis Karlin** and **Jane Gisslen**, North Country; **Jimmy McKinzey**, Ohio Valley; **Dixie Collins**; **Jennie Vogt**; **Kay Brown**; and **Thang Nguyen**.

I am delighted that we are able to give so many scorekeepers from so many different regions the opportunity to work these matches.

### High Performance Tournament

This year's High Performance Tournament will be held in Austin, Texas, from July 20 through 25. I am looking

forward to attending this event as the scorekeeper supervisor. Three scorekeepers will attend this event. They are **Amber Fulk**, Carolina; **DeAnn Korinek**, Great Plains; and **Thang Nguyen**, Lone Star.

This tournament is used as a training event for referees and scorekeepers to become familiar with FIVB/International protocol. Referees are those who are being considered for FIVB referee candidacy or those who are already candidates. Scorekeepers are selected from those who are particularly proficient with the international scoresheet. Attendance at this event, however, does not guarantee that they will be selected as candidates to become Certified USA/International Scorekeepers in the future.

I wish all those who have been assigned to these various summer events lots of luck and lots of fun. •

## Dues Are Due!



By Marcia Alterman,  
Executive Director

Don't forget that there is a new late fee policy in place for PAVO dues this year. Your 2004 dues must be **received** in the PAVO central office by July 1, 2004 in order to avoid an **individual** late fee. Any renewing member whose dues are received after July 1 will be responsible for a \$5 late fee before their membership is accepted.

Get your dues to your board chair on time, and encourage your chair to submit them immediately to PAVO! •



## NCAA Women's Volleyball Rules Committee Update, 2004



By Marcia Alterman, NCAA  
Secretary/Rules Editor

The NCAA women's volleyball rules committee met in February 2004 to review the data collected during the 2003 season, prepare data collection tools for the 2004 season, and determine what rule changes will be implemented for this year. The 8-member committee has again had a few personnel changes announced due to job changes and the rotation of terms that was established in the original committee structure. The committee that developed the 2004 rules included: Division III representatives - Joan Sitterley (SUNY-Cortland) and Kris Russell (University of Wisconsin-Whitewater); Division II representatives - Debbie Hendricks, Chair (Metro State-Denver) and Bren Stevens (University of Charleston); Division I representatives - Cynthia Gannon (Southeast Missouri State University), Susie Fritz (Kansas State University) and Brenda Weare (Conference USA), Sue Medley (University of Maine).

The NCAA again invited other officiating representatives for interaction as the rules and training of officials was discussed. Mike Carter, representing PAVO, attended to gather information for the PAVO OTP clinic program. Steve Thorpe, USAV Rules Interpreter, was also invited, but was unable to attend.

The committee has several tasks besides discussing rule changes for the upcoming season. The group also reviewed the annual report from the NCAA Injury Surveillance System, and established a subcommittee to work with that group to gather information on injuries during the 2004 season that may affect rule development. The data collected in 2003 on number of substitutions used and match length was discussed at length, and it was determined to collect similar data for 2004. The topics to be included on the NCAA annual coaches' survey were

determined; that survey will be distributed in the fall and is intended to stimulate discussion for potential future rule changes.

Finally, the committee determined the changes to the rulebook, including editorial changes, structural changes, and actual rule changes. No structural or organizational changes are planned for this year's book, although further references to the *PAVO Officials' Guidebook* as the source of officiating techniques will be included.

There was discussion about the late date of availability last summer for the NCAA rule book - the book should be available earlier this year. The *NCAA Women's Volleyball Rules* book will be sold on the NCAA web site ([www.ncaa.org](http://www.ncaa.org)), and the *PAVO Officials' Guidebook* will be sold on the PAVO web page or from the PAVO central office ([www.pavo.org](http://www.pavo.org) or 888/791-2074). Both publications should be available for shipment around July 10, and the rule book will again be available for download on the NCAA web page (.pdf format).

A summary of some of the significant rule changes for 2004 is listed below. Of course, the complete implementation of all changes and clarifications, current interpretations, and the NAIA and NJCAA modifications will be discussed in length at the OTP clinics in August - be sure to attend to get the detailed information.

**Media Equipment and Personnel**- Under the old rule, media equipment and personnel were required to be only 2 meters away from the court and were restricted on both sides from the area between the two attack lines extended. For 2004, the rule has been changed to establish the media area as within one meter of the boundary defining the playable area, and at least 2 meters from the court. Also, media equipment and personnel are restricted from being in front of the benches, and cannot be

between the attack lines extended on the **bench** side of the court only. For example, if a facility has bleachers that are 4 meters from the court, and those bleachers define the playable area, media is relegated to the meter just in front of the bleachers.

**Substitutes** - The previous rule language stated that substitutes must be located on the team bench or in the team warm-up area. For 2004, that language will be modified to allow a substitute to go to the training room for medical reasons or to use exercise equipment (such as a stationary bicycle) in a safe area (not near the opponent's bench). As always, substitutes may not use balls for warm-up, except during time outs (off of the court) and between games.

**Designated Coaches** - In many facilities, the score table is longer than 20 meters, and therefore extends into the traditional "bench area". For this season, language will be added to clarify where coaches may stand during play in this situation. Coaches may stand directly in front of and near their bench (as always) or any portion of the score table that extends past the attack line on their side.

**Designated Coaches** - The intent of this rule change is to curtail delays created by discussions about pure judgment issues like ball handling, in/out decisions, touch/no touch, etc. Coaches may not enter the substitution zone to discuss judgment decisions with the referee. Failure to comply with this rule change results in an individual sanction to the coach. Referees will be trained to curtail judgment discussions unless they consider further explanation necessary, in which case the second referee may approach the coach. Coaches may continue to approach the referee without unnecessary delay to request a substitution, lineup check or timeout, to lodge a protest, or confirm the



number of timeouts or substitutions their team has used.

**Sanction Procedures** – A new process will ensure that the team member at fault is aware of a sanction, help eliminate confusion and restore the appropriate atmosphere. When a sanction is given during the game to a player on the court, the new rules language will require the captain of that team to approach the stand when directed to acknowledge the sanction. When a team member on the bench or in the warm-up area is sanctioned, the second referee will clearly communicate the sanction to a coach; the first referee may also communicate this sanction to the captain.

**Uniforms-Failure to comply** – Under the new rule, any player not in a legal uniform will not be allowed to enter the game. The opposing coach will no longer be involved with the protest procedures when the uniform specifications are not met.

**Libero Serving** – The libero may serve in one position designated for the game. Before the game, the coach must still put the libero's number on the line-up sheet (assuming a libero will be used in the current game), just as in the past. However, the coach does NOT need to indicate the rotation where the libero will serve, as that decision can be made at any time during the game. Of course, once the libero serves in a particular position, that is the **only** rotation where she can serve for the rest of that game.

To facilitate the libero serving, an exception will be made to the current rule requiring a rally between two replacements

involving the libero. If the libero is already on the court for a player NOT in the serving position, she may simply "move over" to replace the server. This exception is **only** allowed if serving the ball is the **next** action the libero will take. At all other times, the libero must still sit out for one rally between two replacements. For example, if the libero has served a point, and the coach wants to put the starting-player-server back in to serve the next rally, the libero must leave the court and sit out one rally before replacing another player on the back row.

**Libero Uniform** – The language describing the libero's uniform has been modified to require the libero to wear a uniform shirt or jacket that is immediately recognized from all angles as being in clear contrast to and distinct from the other members of the team. Any color that appears on more than 25 percent of the body of the non-libero team members' uniform may not be the principal color of the libero's uniform. In determining the body of the uniforms, the sleeves and collar are not considered.

**Execution of the Service** – For 2004, the language has been changed to not allow a request for a lineup check, substitution, timeout, etc., between the authorization for service and the contact of the serve.

**Contact With the Ball** – Contact with the ball made only by hair is insignificant contact and will be ignored. This is just a clarification of a ruling that has been in place for several seasons. •



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## The 2004 Sports Officiating Summit is Aug. 7-9, 2004 in Washington, D.C.

The Summit is being conducted by the National Association of Sports Officials in cooperation with the National Federation of State High School Associations (NFHS).

The theme of the Summit is Sportsmanship and Sports Officials. Other topics such as liability, independent contractor status, recruitment, background checks, safety issues and training will be thoroughly discussed in many formats.

Discussion by sport is also on the agenda. Attendees will have the opportunity to sit with officials at all levels to dissect the hot issues in their sport.

General information about the Summit is available at [www.naso.org/summit2004](http://www.naso.org/summit2004). Complete information including the Summit brochure in PDF format, registration and things to do while in D.C. will be up and running the end of March.

For additional information about the 2004 Sports Officiating Summit, please contact NASO Summit Coordinator, Tina Sagal, at 262/632.5448. •

NASO 2004 Summit



## 2004 Junior National Qualifier Ratings



By Charles Ezigbo, National Commissioner Junior National Ratings and Certifications

"This process has not only improved my ability to officiate but more importantly given me more confidence in my ability.... I was provided sufficient information and I had no problems!"

"I feel this was a successful weekend due to the 4 raters making me feel comfortable and relaxed during my ratings and throughout the whole weekend. They were all basically on the same page and didn't vary with their information".

"I just want to tell you that Indianapolis was the best experience that I have ever had. I have learned so much from the raters and the co-candidates as well. [The raters] were just awesome. They are not just there to correct us, they were there to help us anyway they can to achieve our goal".

"Thanks to all of our raters".

These are but a few of the comments received from the 2004 Junior National candidates. Forty candidates completed the first step in earning their new patch and they will complete their certifications in the second session of the National Junior Championships in Houston. In the next Officials Word, their names and regions will be listed.

Because of the activities that have occurred over the last few years, these candidates came well prepared for their experience. Some of these activities are such things like: better training at the Regional level; the positive impact of the Regional Rating Internship Program; better communication of techniques and procedures; the sharing of experiences, advice, and training of

officials who have recently gone through the national rating process; etc.

Of the feedback received from the candidates, some of the most encouraging comments are those which comment on the consistency of the raters' message as well as the approachability to the raters. The rating team has worked on these items as areas for improvement for the past several years and the results continue to show. However, from the raters' point of view, the work in these areas is not complete and the team will continue to be conscious that this is an ongoing process. The goal is to constantly improve so as to be even better than we are today.

Another positive at the four USAV rating sites (Mid East, North East, Lone Star, and Far Western), is the success of the training sessions that occurred prior to each of those events. This year's topic was: "The Consummate R2". Each session was approximately 2 hours in length and as the title suggests, focused on various aspects of the second referee position. This year's program would not have been the success it turned out to be if it were not for the efforts of Gloria Cox. Gloria was instrumental in producing the training material and coordinating the sessions. Also, thank you to the raters who performed the training at the various sites. These trainers were: **Barbara Strome, Cornelio Galdones, Michael Blalock, and Kathy Ferraraccio.**

For those of you looking to take the next step, contact your region leadership to start preparing now. We need more than a few good men and women. •

## New Program: PAVO Offering Scorekeeper Certification



By Marcia Alterman, Executive Director

We have all been in the position of having a great scorekeeper who saved a difficult situation during a match through attentiveness and competence. We've also all been in a position where a poorly-trained scorekeeper was a hindrance rather than a help. Realizing the importance of scorekeeping in today's game and validate the scorekeepers' role on the court, PAVO has developed a certification process for scorekeepers.

With the development of the scorekeeper training video and examination over the past few years, PAVO encouraged the development of scorekeepers across the country. This effort will now be taken one step further as a formal certification procedure is implemented. The intent of the scorekeeper certification program is four-fold:

- To increase the size, knowledge and competency of the scorekeepers' cadre;
- To strengthen the recognition of scorekeepers as professional members of the officiating team;
- To build a database of certified scorekeepers, and promote those individuals to schools, conferences, and the NCAA Championship committees;
- To provide validation for better scorekeeper compensation.

PAVO's aim is to reinforce the need for scorekeeper training at the local board level. The intention is to have local boards and conferences arm themselves with the PAVO training tools (video and training booklets), and hold training sessions that result in prepared, competent, certified scorekeepers and assistant scorekeepers.

The standards outlined by PAVO will be available in the 2004 Volleyball

Official's Guidebook and on the PAVO web page. These standards will allow PAVO affiliated boards to award and renew certification. This certification will be transferable to other boards.

If an individual chooses to be a certified scorekeeper and is not a member of PAVO, there will be a membership fee of \$15, paid to the PAVO central office – there is **not** a requirement to join a local affiliated PAVO board. This membership will include the following benefits: scorekeeper certification, patch, a subscription to The Official Word newsletter, PAVO member travel discounts and member discounts for the PAVO convention and PAVO training events. If an individual who is already a member of PAVO may go through the scorekeeper certification process with no additional membership fee. More details about this certification will be forwarded to all board chairs, and be available soon on the PAVO web site.

The rewards of certifying scorekeepers at the local board level will have a major impact on the game at all levels. We encourage all local PAVO boards to make plans to hold scorekeeper training sessions, and contact the schools in their area and to notify them about that training. Join us in this effort of making our officiating team more cohesive by certifying scorekeepers in your area. For more information, contact the PAVO central office (888/791-2074). •

## Reviews held in Atlanta



By Mary Blalock, National Commissioner Referee Certification & Evaluation

The National Rating team was kept quite busy while in Atlanta at this year's Open tournament. In addition to reviewing and evaluating the 19 new National referees they were also able to review 79 existing National referees. Some of the reviews were of referees who had not been looked at since they received their rating and some were reviewed because their "number" did not reflect their abilities. We are trying to get all National referees to be looked at least once during their term of certification and be sure that their number is accurate. Changes to individual's referee numbers will be made during the summer so if you were reviewed you will receive an e-mail stating that your number has been changed and you can go to the web site to review it.

A big thank you to those members of the rating team who worked at this year's Open tournament: **Mary Blalock, Gloria Cox, Wally Hendricks, Thomas Hoy, Larry Liden and Steve Thorpe.** •

## Nominees for 2004 Honor Award Sought



The PAVO Honor Award pays tribute to individuals who have been exemplary in their service to the association, to their local boards and to the recruiting, training and rating of officials. It also is a ticket into PAVO's Hall of Fame.

Candidates must be at least 30 years of age, and have officiated through PAVO for at least 10 years. Candidates shall be persons of high moral character and personal integrity who by their leadership and efforts have made an outstanding contribution through officiating.

To recommend a candidate for the 2004 Honor Award, submit documentation by Aug. 1 to the PAVO Central Office, P. O. Box 780, Oxford, KS 67119, or e-mail [pavo@pavo.org](mailto:pavo@pavo.org). •

## Long-time National Referee Retires



By Wally Hendricks, AVP Officials Division

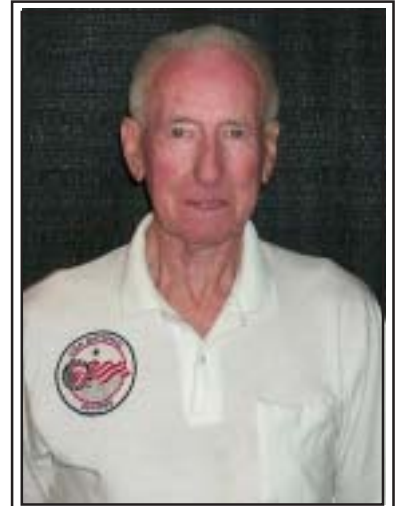
Dick Smith has been an icon in USA Volleyball for many years. This year marks his 50th year being involved with volleyball officiating. He will retire after the USA Volleyball Open Championships in Atlanta.

Dick is a native of Corvallis Oregon and spent his school years in Beaverton, Oregon. From that time on, college and the US Army have made him a much-traveled man. During his career he was located at numerous bases in the United States, Germany, Guam, Korea and Viet Nam; and was active in sports at every assignment except his last.

His earliest contact in volleyball was at the Portland YMCA in recreational play in 1937, although his first serious volleyball, as a competitor, coach, official, started in 1946. Later he was really bitten by the volleyball bug while stationed in the Army Terminal in Oakland in 1955 where he assisted in the training of the All-Army teams.

Since his retirement from the US Army in 1968 with the rank of Major, Dick became more deeply involved with volleyball. He moved into the Chesapeake RVA in 1972 when he first qualified

as a regional Referee. Shortly after he was named Chairman of Referees. In 1976, at Schenectady, NY he was first certified as a USVBA National Referee and shortly after that obtained his scorekeeper's rating. He was responsible for establishing the Chesapeake Region as a leader in referee development at the same time that Nancy Sharpless was doing the same for the scorekeepers' cadre. The Chesapeake Region would soon be a leader with official's development in the USVBA. He was named to the National Rules and Interpretation Committee, which he would chair for several years in the 1980's.



Dick Smith

He and TDD Vice President Joe Sharpless initiated the beginning working relationships with NAGWS, whose office in Northern Virginia, "was just around the corner". Another key player in this development was Karen Johnson, then the executive Director of the NAGWS.

Dick's contributions to volleyball and the USVBA as well as his accomplishments are many. To list a few:

- Commissioner, Chesapeake Regional Volleyball Association
- Chairman, USVBA Rules of the Game Commission 1982-1993
- USVBA National Rules Interpreter
- Editor of the USVBA Guide 1983 to 1997
- Chairman, Chesapeake Referees Committee
- USVBA National Referee at USA Open and other National Championship events from 1977 - 2004
- Official at the Special Olympic World Summer Games, 1999 and 2003.
- Officiated at the Eastern Zone Championships in the 1970's.
- For several years he was the invited clinician for the US Army in Europe. The trust of the clinics was with player skills as well as officiating, and training VB official candidate from the military.
- Certified High School Official for more than 25 years in both Maryland and Virginia.
- Officiated all levels of collegiate competition for 20+ years working major tournaments and championships in the National capitol area.
- USVBA Casebook editors from 1979 to 1981.

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See Dick Smith on page 13

PAVO OTP Camps Draw Campers from 21 States



By Julie Voeck  
OTP/Camps Director

The PAVO Officials Training Program spring camps drew 59 campers from 21 states. There were six camps held at five Division I campuses and one Division III campus across the country. Our fourth annual Advanced Camp again was a tremendous success at the University of Illinois. We plan to maintain different levels of camps that offer opportunities for all officials. Classroom sessions and on-court videotaping with review are the methods of training used at the camps. Camp participants and staff included:

**SUNY Courtland**  
**February 27 - 28**

- Christopher Aiello NY
- Kevin Ball NJ
- Terry Condon MA
- Robin Dewitt NY
- John Drosdak NY
- John Frankl NY
- David Lambert NY
- Don Miller NY
- Eddie Ryan NY

Staff: Kathy Ferraraccio (MA), Steve Webster (MA), Mary Blalock (TX), Michael Blalock (TX), Michael O'Connor (NY)

**University of Michigan**  
**March 26-27**

- Dave Alexander MI
- Paul Fowler IL
- Kim Hagan MI
- Sharon Harris-Higgins MI
- George Jarvis WI
- Gary Hajeck OH
- Martha Leshine LA
- Jay Shaheen MI
- Joyce Skiff MA
- Emi Vishoot OH
- Chad Uebele WI

Staff: Marcia Alterman (KS), Julie Voeck (WI), Brian Hemelgarn (OH), Ann Hutchins (MI), Ben Jordan (FL)

**University of Texas**  
**April 2 - 3**

- Michael Behrens NE
- Brent Dickens LA
- Ben Elder LA
- Terry Fry TX
- Renee Grabert LA
- Ted Lopez TX
- Greg Milam TX
- Nick Ngoc TX
- Chris Tobey TX

Staff: Mary Blalock (TX), Michael Blalock (TX), Linda Fletcher (TX), Dave Spenser (NE), Steve Robb (TX)

**University of Tennessee**  
**April 16 - 17**

- Moti Ben-Ami TN
- Jim Beyer IA
- Clyde Cross AL
- Marie Crowe TN
- Kim Fischer OH
- Kevin Gould NC
- Danny Humbers AL
- Layne Lawley AL
- Robert Miller AL
- Gary Ramsey TN

Staff: Julie Voeck (WI), Donna Carter (FL), Mike Carter (FL), Pat Martin (AL)

**University of Illinois - Advanced Camp**  
**April 16 - 17**

- Scott Catchpool NE
- Erik Fisaga NE
- Michael Holder NC
- Leisa Jordan FL
- Tom Joseph OH
- Randy Leaver IL
- Mark Noble TX
- Bill Stanley NE
- Paul Vink-Lainas NY
- Nicki Werner MO

Staff: Wally Hendricks (IL), Mary Blalock (TX), Tom Blue (VA), Joan

Powell (CO), Marty Prochko (MO), Anne Pufahl (WI)

**Idaho State University**  
**April 23 - 24**

- Yvonne Arguello NV
- Ken Beckham NV
- Gigi Brenay CA
- Charles Howard NV
- Dave Huerta MT
- Curt Lauinger SD
- Milo Moyano MN
- James Mullen WA
- Barbara Twohig WA
- Clayton Wong WA

Staff: Mary Blalock (TX), Eric Asami (CA), Dale Goodwin (WA), Daphne Nelson (UT), Marsha Rupert (NE)

The camp staff came from 16 states, and a "BIG THANK YOU" goes out to all of them. A special thank you also goes out to Mary Faragher who helped with camp preparations and was unable to be on staff due to a family illness.

My gratitude also goes out to all the local boards and conference coordinators who support our camp program. For further information about the camp program, please contact Julie Voeck at 414-607-9918 or [jvoeck@attglobal.net](mailto:jvoeck@attglobal.net).

Dick Smith from page 12

Dick has received at least the following recognitions:  
Leader In Volleyball, Chesapeake region  
Leader In Volleyball, USVBA 1979  
Doc Booth Commissioner's Award  
Glen Davies Referee Service Award  
Special Presidential recognition for service as Guide Editor

Formerly a long time resident of Northern Virginia, he and his wife Azam have relocated to Southern California.

## Great Job by Officials at the Open Championships in Atlanta



by Wally Hendricks, AVP Officials Division

**Joe Sharpless**, Vice President for the National Championship Division of USA Volleyball, wrote the following to **Kathy Ferraraccio**, AVP for Referees and Head Referee at the 2004 Open Championships:

"In order for our Championship Events to be successful all of the components have to perform at a high level, separately and collectively. No tournament can be successful without quality officiating. We received many compliments on this year's USA Open Championship Event in Atlanta. There is no doubt that much of this was due to the fine officiating effort from both the referee and scorekeeper cadre."

"On behalf of the NCD and the Championship staff, I am asking you convey our sincere thanks and appreciation for a job well done to each official. It is a comfort to know we can count on your folks from tournament to tournament, year in and year out."



## On-Line Examinations



By Ben Jordan, PAVO Examination Director

You can, and should opt for on-line testing this year, if you haven't already! The deadline for choosing on-line testing for 2004 is July 6.

On-line testing was highly successful last year, and hopefully even more PAVO members will choose on-line testing in 2004. All you have to do is log on to the online database from the PAVO web page ([www.pavo.org](http://www.pavo.org)) and click on "My Preferences". Then, select "Change My Information", and select the on-line method of test-taking. (While you're in there, select on-line delivery of the Official Word and the Rules Interpretation Newsletters, too!)



When your 2004 dues are received in the PAVO central office, your board chair will be sent a password that will allow you to enter the test site. Then, it's test time!

If you have further questions, please feel free to contact me ([exam.director@PAVO.org](mailto:exam.director@PAVO.org)). I'm here to help! •

## FINAL ISSUE!!



If you are not a USAV National or Junior National official, AND your 2004 PAVO dues have not been received in the PAVO central office by July 20, 2004, this is the last newsletter you will receive (you will NOT receive the Aug. 15 newsletter with updated current season information).

The PAVO office sends out an e-mail or a confirmation card via regular mail when your dues are received. If you have not yet received that confirmation, then your dues probably have not been submitted to the PAVO central office, and you should contact your board chair immediately. Also, please remember that your PAVO liability insurance is not in effect unless and until the central office receives your dues for the current year. The list of 2004 members will be finalized to the insurance company by Oct. 31, 2004.

If you have further questions about the status of your membership, please contact Miki Kennedy at (888) 791-2074, or [pavo@pavo.org](mailto:pavo@pavo.org). •

## BREAKING NEWS!

### PAVO Offers Fundamental Training Camp

PAVO will again hold a fundamental training camp targeted at high-school referees, new college referees, USAV provisional/regional referees, or anyone wanting expert instruction and practice on fundamental officiating skills.

- Friday, July 23 – Sunday, July 25
- Butler University – Indianapolis, IN
- \$120 camp registration fee includes OTP clinic on Sunday

For more details, go to the PAVO website, call 888/791-2074, or contact Director Julie Voeck ([jvoeck@attglobal.net](mailto:jvoeck@attglobal.net)). •

## PAVO - OTP Clinic Schedule 2004

FINAL

NOTE: Some of the information below differs from the TENTATIVE schedule that was in the last newsletter – please review it carefully.

PAVO will hold 27 clinics this summer, over six weekends. The planned sites and hosts are listed below. For details regarding locations, times, and costs, please contact the host directly. Hosts are responsible for submitting a registration fee to PAVO for each participant. For 2004, those fees are:

- PAVO current member (dues received in PAVO central office) \$15.00
- Non-PAVO member, non-collegiate referee \$20.00
- Non-PAVO member, active collegiate referee \$75.00

Hosts may charge additional amounts to cover the cost of facilities, materials, etc.



<u>Date</u>	<u>Location</u>	<u>Host</u>	<u>Email</u>	<u>Phone</u>
July 24	Fargo, ND	Milo Moyano	<a href="mailto:moyano@moorheadcity.com">moyano@moorheadcity.com</a>	218/233-2629
July 25	Indianapolis, IN	Ed Thornburgh	<a href="mailto:ethornbu@yahoo.com">ethornbu@yahoo.com</a>	317/259-0273
July 25	Boston, MA	Steve Webster	<a href="mailto:steve@srwebster.com">steve@srwebster.com</a>	617/489-6678
July 25	Birmingham, AL	Pat Martin	<a href="mailto:riveroaks@msn.com">riveroaks@msn.com</a>	256/494-0450
July 31	Chicago, IL	Mary Jo O'Donohue	<a href="mailto:modonohue@bigten.org">modonohue@bigten.org</a>	847/696-1010
Aug. 1	Louisville, KY	Jim Williams	<a href="mailto:swesky@juno.com">swesky@juno.com</a>	270/782-0712
Aug. 1	Albuquerque, NM	Cecil Lynn	<a href="mailto:cecildene@mac.com">cecildene@mac.com</a>	505/872-3964
Aug. 1	Dallas, TX	Carlos Rodriguez	<a href="mailto:losref@aol.com">losref@aol.com</a>	512/444-2559
Aug. 7	Tampa, FL	Eric Vlahov	<a href="mailto:evlahov@ut.edu">evlahov@ut.edu</a>	813/908-7218
Aug. 7	St. Paul, MN	Dan Wagner	<a href="mailto:djwagn@msn.com">djwagn@msn.com</a>	651/275-1960
Aug. 7	Chapel Hill, NC	Keith Murlless	<a href="mailto:kmurlless@bellsouth.net">kmurlless@bellsouth.net</a>	828/299-8877
Aug. 8	Harrisburg, PA	Trevor Zahniser	<a href="mailto:trevorz@paonline.com">trevorz@paonline.com</a>	717/238-5000
Aug. 8	Murfreesboro, TN	Elaine Mitchell	<a href="mailto:ppamisue@aol.com">ppamisue@aol.com</a>	615/355-1786
Aug. 8	Denver, CO	Alan Suzuki	<a href="mailto:asuzuki@wac.org">asuzuki@wac.org</a>	303/741-3565
Aug. 14	Oakland, CA	Karen Gee	<a href="mailto:ka.gee@sbcglobal.net">ka.gee@sbcglobal.net</a>	510/595-8583
Aug. 14	Gulf Port, MS	Doug Couvillon	<a href="mailto:dac121460@aol.com">dac121460@aol.com</a>	225/336-0296
Aug. 15	East Lansing, MI	Fusako Hines	<a href="mailto:refme@icqmail.com">refme@icqmail.com</a>	586/778-0490
Aug. 15	Mesa, AZ	Peter Meyer	<a href="mailto:ktnpt@msn.com">ktnpt@msn.com</a>	928/380-1491
Aug. 21	Austin, TX	Carlos Rodriguez	<a href="mailto:losref@aol.com">losref@aol.com</a>	512/444-2559
Aug. 21	Kansas City, MO	Wally Hendricks	<a href="mailto:wally-h@uiuc.edu">wally-h@uiuc.edu</a>	217/352-1520
Aug. 21	Springfield, MA	Pat Demers	<a href="mailto:coachdemers@aol.com">coachdemers@aol.com</a>	413/786-7676
Aug. 22	Tacoma, WA	Marc Blau	<a href="mailto:blaumarc@qwest.net">blaumarc@qwest.net</a>	253/848-1360
Aug. 22	Baltimore, MD	Brenda Gelston	<a href="mailto:whistlepass@aol.com">whistlepass@aol.com</a>	410/329-5335
Aug. 22	Wichita, KS	Linda Frazier	<a href="mailto:linfraz@swbell.net">linfraz@swbell.net</a>	316/686-3013
Aug. 29	Avon, OH	Diane Plas	<a href="mailto:jplas@prodigy.net">jplas@prodigy.net</a>	216/533-7521
Aug. 29	Albany, NY	Mara Wager	<a href="mailto:mara_97@hotmail.com">mara_97@hotmail.com</a>	518/439-8682
Aug. 29	Spokane, WA	Dale Goodwin	<a href="mailto:goodwin@gu.gonzaga.edu">goodwin@gu.gonzaga.edu</a>	509/448-7319

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## PAVO Board of Directors/Staff

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**Marcia Alterman**, Rules Interpreter  
**Mike Carter**, Nat'l Rating Team Director  
**Fono Fisaga**, Director at Large  
**Dale Goodwin**, Interim Board Member  
**Karen Gee**, Finance Director  
**Ben Jordan**, Director of Examinations  
**Crystal Lewis**, Board Delegate  
**Anne Pufahl**, OTP - Clinic Director  
**Lisa Paull**, Director at Large  
**Julie Voeck**, OTP - Camps Director  
**Mara Wager**, Board Delegate

### Staff

**Marcia Alterman**, Executive Director  
**Miki Kennedy**, Membership Services

[WWW.PAVO.org](http://WWW.PAVO.org)  
1-888-791-2074

## USAV Officials Division

**Wally Hendricks**, Vice President  
**Crystal Lewis**, AVP-Administration  
**Barbara Van Pelt**, AVP-Accounting & Finance  
**Tom Blue**, AVP-USA-Int'l Referee Comm  
**Janet Blue**, AVP USA Int'l Scorekeeper Comm  
**Kathy Ferraraccio**, AVP - Referee Comm  
**Sue Mailhot**, AVP - Scorekeeping Comm  
**Steve Owen**, AVP - Outdoor Referee Comm  
**Dennis Lafata**, Nat'l Comm Scorekeeping Admin  
**Mary Blalock**, Nat'l Comm Referee Cert & Eval  
**Cathy Hoy**, Nat'l Comm Scorekeeper Cert & Eval  
**Brian Hemelgarn**, Nat'l Comm RVA Referee  
Development  
**Steve Crane**, Nat'l Comm RVA Scorekeeper  
Development  
**Charles Ezigbo**, Nat'l Comm Jr Referee Cert &  
Eval  
**Jeff Hoppen**, Nat'l Comm for Scorekeeping  
Evaluation at Junior National Competition  
**Emi Vishoot**, Nat'l Comm Outdoor/Beach  
Scorekeeping