

Vol. 12 No. 3 • June 2010

THE OFFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

Setting Priorities - What's important to you?

by Crystal Lewis
PAVO President

It was once said that a priority is not what you say is important, but becomes evident in what you actually do. In other words, a priority is something afforded or deserving attention before other things. Every day we have choices to make and priorities to set. Do we put family first? Do we put work first? Do we put volleyball first? The importance we place on these areas of our lives and others might change as we go through different seasons of our lives, but the question is always there. What are my priorities?

With summer upon us, and hopefully you are enjoying it, I encourage you to take a few minutes to tackle that question, one that we don't devote much time to. When it comes to volleyball, often we just sign up for all the tournaments we can work without stopping to give consideration to other areas of our lives. Before we know it, our schedules are full and our family is placed on the back burner and we have no time left for other things we say are important, but can't get to. We may advance up the volleyball ladder and improve our skills, but with priorities, there are always costs involved. Not everything can hold first place in our lives; something will have to move down in the pecking order.

So how do we set priorities? Set two or three things and keep them as your primary focus. If family is a priority, keep a calendar of family days and don't let volleyball interfere with them. If it is work, don't accept matches that will make you compromise in that area or get you in trouble with the boss. If it's time to do a favorite hobby, block your schedule to keep time for yourself.

I know I have traveled so much these past years that I missed celebrating my anniversary every year,

because I was on the road going somewhere to a volleyball match. My saint of a husband, Randall, would travel with me those weekends so we could be together, but I should have closed that date off to spend with him to show him that he is important to me! That should have been a priority of mine each year. We all need to keep it simple so that our priorities are realistic. We can't just write it on paper ... we need to be sure we live them so we can truly focus.

By prioritizing your life will be so much more effective of your time and reach your goals with less effort instead of saying "YES" to everything someone asks you to work. We need to constantly keep our priorities before us and never give up on them! Become the person you want to be by living your priorities.

Some of the most successful people in life are those who prioritize their life. Manage your time well and live stress free! With all that said it's time for you to look at your fall calendar and decide what's important to you!

Have a wonderful season!

NEXT OFFICIAL WORD
PUBLICATION DATE:

AUGUST 15, 2010



PAVO FALL ELECTIONS

Nominations for president and board delegate due Aug. 15

*by Joan Powell
PAVO Past-president*

Have you been involved in PAVO leadership on a local, regional or national or level? Are you a member of the National Rating Team or an OTP camp or clinic clinician? Why not run for president or another position on the Board of Directors? Serving on the Board of Directors offers a great opportunity to connect with some of the game's outstanding leaders.

This fall PAVO members will be asked to elect a president and a board delegate (the position currently held by Peggy Schaefer). While it is highly recommended that all presidential candidates have some PAVO leadership experience, the board delegate position requires only that the candidate has held a leadership position in a local PAVO affiliated board within the past five years. Both positions require the candidate to be a member in good standing.

The newly elected president will serve for a four-year term. In the first year, 2011, the successful candidate

will serve as president-elect, then as president in 2012-2013, then as past-president in 2014. To run for the position, the candidate should have previous board experience or have served in leadership positions on their local PAVO boards.

The Board Delegate will be elected to serve a three-year term, from 2011-2013. The director is required to attend annual board meetings usually held in February or March, foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and undertake other assignments as directed by the president.

Please consider nominating yourself or a member you know who would serve the organization well. All nominations must be received by Aug. 15. Address nominations to past.president@pavo.org. For more information, contact Joan Powell at 1-719-488-2745.



USA-INTERNATIONAL SCOREKEEPER SUB COMMISSION

*by Donna Wigton
Chair, Int'l Scorekeeper Sub-Comm*

Success in Phoenix

Another U.S. Open has come to an end. We successfully trained many people on the new e-scoresheet and I thank James Wilroy of DataProject USA for his tireless efforts and excellent teaching. We added four new members to our qualified list: Jane Dong (SC), Amber Ellis (RM), Eloise Hiemke (GP), and Samuel Montalvo (AH) – congratulations! We were able to assign all certified and qualified scorekeepers that were accepted at the Opens both a primary and assistant position, all the new '09 qualified to be an assistant, and many that were not approved for assignments (some staff like me and some players) were able to do a practice sheet. (I will be adjusting the criteria for maintaining qualified status due to the more restricted Opens attendance policy, and the fact

that schedules were so full, it was difficult to squeeze one in. If you were in Phoenix, and weren't able to do a practice match, email me to discuss this.) And finally, congratulations to the following who were assigned men's and women's finals respectively: Rose Atkinson (KE), assisted by Travis Karlin (NO), and Jennifer Gale (FL), assisted by Mike McNeil (IE).

Summer Events

In addition to the Certified scorekeepers announced in the previous Official Word, the following qualified scorekeepers are assigned to the World Championships of Sitting Volleyball in Oklahoma this July: Margo Juergens (OK), Carlos Rodriguez (LS),

Continued on page 3



NEW INFORMATION FOR PAVO MEMBERS

by Marcia Alterman
Executive Director

The PAVO Board of Directors has taken several steps that affect PAVO members in various ways. You may have already been exposed to some of these changes – in a constant effort to communicate and provide transparency to the membership, some of the changes are explained in more detail here.

- After the June 30 *Official Word* is distributed, all members' records will be modified to reflect the default of "email delivery" of the *Official Word* in the future. PAVO members can still opt for print/mail delivery by changing their member profile (log in and click on VIEW MY CURRENT INFORMATION"). However, please consider the environment, and PAVO's budget, and consider leaving your preference as email delivery. You can always print part or all of the newsletter if you need to refer to it while away from your computer.
- The NCAA/PAVO *Rule Interpretation Newsletter* will ONLY be available electronically beginning with the 2010 season. When a new document is available, all current members with emails in the system will receive an email with a link to the newest newsletter. Those members without an email in the system will be contacted by their board chair to arrange delivery of the newsletter. **All members are encouraged to maintain a**

current email address in the PAVO database to ensure timely delivery of communications.

- Last year, the PAVO risk management advisors recommended the implementation of the *Conditions of Membership* as a part of the dues-paying process. This year, the risk management experts asked us to go one step further, and include a "general waiver" and "media release" as part of becoming a PAVO member. Please review the information in the *Conditions of Membership* carefully, and follow the instructions included if applicable. All three documents must be agreed to before your PAVO dues can be processed. The "general waiver" and "media release" are standard documents for many associations – most of you sign very similar documents every year as you join your USAV region.

Changes like these are always adopted only after a great deal of discussion and consideration by the PAVO Board of Directors. PAVO membership and certification indicates a level of professionalism and competence to the rest of the volleyball community, and getting the most current information delivered to members in a timely fashion is part of meeting that charge. Thanks for your compliance and cooperation.

USA-International Scorekeeper Sub Commission
continued from page 2

Roger Ozima (GL) Jenny Vogt (PS), Steve Crane (LS), and Lynne Updegraff (IA). Assigned to the High Performance Championships in Wisconsin are: on the training court – Roger Ozima (GL), Mike McNeil (IE), and Rich Richardson (LS); certified scorekeepers and mentors – Dixie Collins (CH) and Becky Brockney (RM); and regular courts – Jennifer Gale (FL), Lyman Johnson (SC), Margo Juergens (OK), Roger Thinnies (GL), Ronnie Kaase (LS), Gordon Morrison (LS), Owen Nakamura (LK), Cathleen Rivera (EV), Verneda Thomas (AH), Kent Haggard (RM), Rob Shewmaker (DE), Bill Jones (KE), Scott Master (CH), and Virgie

Mallett (LS). If I can help any of you with your preparations for these events, please let me know!

Thanks!

Thank you to all of the above and the previously announced World League scorekeepers who stepped up to the plate and accepted these assignments. I appreciate your time and efforts, value your commitment to excellence, and look forward to reading your reports. Have a great summer!



RE-CERTIFICATION EVALUATIONS & STRENGTH RATINGS

by Brian Hemelgarn

Director - National and Junior National Referee Certifications & Evaluations

What exactly is the strength rating, how is it used, and how can I get it increased? These are common questions that all national-level referees have asked us during the past few years. I hope to shed some light on this mysterious subject here.

Referee strength ratings are a measure of a referee's ability within the range of referees having the same certification. The goal of the strength rating system, which was designed quite a number of years ago, is to assist with match assignments at our national championship events. Strength ratings are based on a scale of 0 to 100. Similarly, matches at the US Open Championships and the Girls' and Boys' Junior National Championships are, in theory, assigned a "quality rating". When matches are assigned a quality rating and referees have up-to-date strength ratings, the computer assigning system should be able to assign referees to matches that are appropriate for their skill and experience levels. This removes some of the time-consuming processes that the assignors and head referees currently employ when making match assignments.

For Junior National referees, the minimum strength rating is 40, and for National referees, the maximum is 92; hence, all national-level referees will fall somewhere within this range. International referees have a strength rating of 96. Ideally, all referees of a given certification level will be equally skilled. Since that is not always the case, this system was devised as a sub-rating within the national certification levels.

When referees receive their initial Junior National or National referee certification, they are given a strength rating based on feedback from the National Rating Team. All new National referees will have at least a 60, and all new Junior National referees will have at least a 40. If they performed exceptionally well, that

rating may be higher. Ideally, the National Rating Team re-evaluates each referee every three years unless the referee requests a re-certification evaluation sooner. During these re-certifications, if the referee performs quite well, her/his strength rating will be raised; if she/he is meeting standard expectations, the strength rating will not change; and if her/his performance is below accepted standards for that certification level, the strength rating may be lowered.

In that regard, I'm happy to say that the National Rating Team completed re-certification evaluations for more than 50 National referees at the US Open Championships in Phoenix! We have plans to complete similar re-certification evaluations for referees at the Girls' and Boys' JNCs this summer. By logging into your USAV Webpoint account, you should be able to find your current strength rating. Please note: Strength ratings in the PAVO database are not current.

Having said all of this, we know the system is somewhat complex, and it isn't perfect (or completely up-to-date yet)! That's why there is still a substantial amount of assignment review by our head referees and assignors at our national championship events. Our biggest challenge is using the three-year cycle to re-evaluate all National and Junior National referees. With the help of the National Rating Team, I'm doing my best to make that happen so that ratings are as current as possible, which allows referees to reach their fullest potential, and to be challenged at higher levels of play when appropriate.

In a subsequent newsletter article and via email to our national cadre of referees, I will publish a complete listing of strength ratings and their corresponding match levels. In the meantime, if you have any questions don't hesitate to drop me a note!



PAVO FINANCIAL NEWS

Increased income helps put PAVO in good financial health

by Jung Park
PAVO Finance Director

As current tough economic times continue, the PAVO Board of Directors (BOD) is doing its best to watch how it spends its money while continuing to increase the quality services it provides to its members. The BOD has made some changes in its line item budget process in order to be a more efficient in its transactions. In addition, after consulting an accounting firm, an internal audit will be performed by a committee three times each fiscal year. The audit committee members will be the finance director, a BOD senior member-at-large, and another PAVO member who is not on the BOD.

For the 2009 fiscal year (March 1, 2009 to February 28, 2010), instead of the projected \$83,000 deficit, a number of factors contributed to the eventual net income of \$7,907. PAVO program directors and the national office staff (Marcia Alterman and Miki Kennedy) again did an excellent job in terms of cost containment and enhanced revenue. On the income side, membership dues brought in 14 percent more than projected as PAVO membership continues to grow (It was up by 180 members in fiscal 2009). PAVO OTP camps and clinics brought in 15 percent more than budgeted while merchandise sales exceeded budget by a hefty 35 percent. Out of 13 major expense categories, PAVO was well under budget in 12 categories. The only line item that went over budget was convention expense. With the record 245 attendees at our annual convention in Tampa, this actually was a good thing.

PAVO investments performed better than expected after a rough 2008; they were up 12 percent. However, the BOD decided not to make any additional investments for fiscal year 2010. PAVO's cash reserves continue to be in excellent shape (at \$271,000). It currently comprises 79.5 percent of its financial holdings. This gives PAVO a comfortable cushion for its operations while continuing to provide existing and new quality services to members.

After BOD adjustments, the 2010 budget projects a deficit of \$63,000. That might be an uncomfortable number for some members, but that projected figure was calculated before it was balanced from our current

cash reserves. The "final" figure is projected to be \$0. The BOD made a conscious decision to continue focusing our efforts to increase overall service to its membership. Some of these efforts will include providing incentives to attract new members, providing more on-line training materials to local boards and individual members, continuing educational and scholarship programs, updating video training equipment and computers, and renting out a new office/storage space. Be assured that the BOD is doing its best to ensure the financial stability of PAVO. The BOD will continue to work hard to keep any direct costs to our members as low as possible.

Below are the current numbers for your review. If you have any questions, feel free to contact any of the BOD members.

PAVO Financial Information

REVENUE	FY 2009 ACTUAL	FY 2010 BUDGET
Convention	40,376	43,478
NCAA Grant	60,000	60,000
Membership Dues	124,875	119,910
NRT	22,615	22,580
OTP Camps	24,637	28,065
OTP Clinics	50,018	41,250
Merchandise Sales	20,642	13,500
Interest and Dividends	1,637	3,000
Other Income	6,352	16,670
Total Income	\$351,152	\$342,453
EXPENSE		
Board of Directors meeting	10,442	10,830
President's expense	7,296	9,395
Convention	45,650	46,137
Examinations	2,100	2,100
Executive Director (salary & expense)	56,073	59,150
Merchandise Expense	7,724	19,000
Newsletter (Official Word only)	12,293	6,475
NRT	16,198	18,220
OTP Camps	39,496	50,588
OTP Clinics	41,531	44,610
Rule Interpretation Newsletters	206	0
Operations	104,182	135,274
Capital Expenditures	688	4,500
Total Expense	\$343,245	\$406,279
NET INCOME/(LOSS)	\$7,907	(\$63,826)
NET INCOME/(LOSS)	\$7,907	\$0
after cash reserve adjustment		



NEW USAV NATIONAL SCOREKEEPERS

by Nancy Funk
Director Scorekeeping Certification & Evaluation

I wish to welcome our 18 new National Scorekeepers that received their patches in Phoenix, AZ at the 2010 USA Volleyball Open Championships.

I want to thank all the raters who worked hard getting the candidates through the process. Also, thanks to all the GREAT National Scorekeepers who helped mentor and showed the candidates the ropes (or what not to do) and let the candidates take over their 3rd set to complete their candidacy.

This group of candidates was very inventive making their own signs when they needed to get their 3rd set to complete the rating process.

Congratulations to them all and when you see any of this group please welcome them to our cadre of National Officials!

Daniella Bragg	Florida
Nora Carter	Sun Country
Victoria Hinkle	Puget Sound
Jim Kirkpatrick	Southern
Colleen Madera	Great Lakes
Jackie Martin	Florida
Hayden Mitchell	North Texas
Russell Rodriguez	Garden Empire
Marcie Schaap	Intermountain
Rosie Sintoplertchaiyakul	Southern California
Carlos Tamez	Lone Star
Nathaniel Wagner	Great Plains
Nathasha Claxton	Chesapeake
Chris Hairston	Old Dominion
Alecia Hairston	Old Dominion
Carly Kerr	Arizona
Andres Lopez	Arizona
Matthew Larsen	North Country



USA Volleyball Girls' Junior National Championships
June 24-July 3, 2010 -- Reno Sparks Convention Center, Reno, NV

USA Volleyball Boys' Junior National Championships
June 30-July 7, 2010 -- Austin Convention Center, Austin, TX



SCOREKEEPER AND LINE JUDGE CERTIFICATION PROCESS TWEAKED FOR 2010

Training videos are now available online

by Carlos Rodriguez
PAVO Director-at-Large

The PAVO Board of Directors at its March meeting revised the requirements for line judges and scorekeepers as it continuously tries to make the certification process better and more efficient. All the changes may be found on the PAVO web page (www.pavo.org) under the Certifications tab.

New/updated training materials

A new *Line Judge Training Video* with updated and more complete information on techniques and rules has been created and is strongly recommended for use at all certification clinics.

The *Scorekeeper Training Video* for 2010 has had minor updates. The 2009 version is sufficient if it is used in conjunction with the 2010 NCAA rule changes and points of emphasis.

Accessibility to videos

The Board of Directors has approved online access to both the *Line Judge Training Video* and *Scorekeeper Training Video* for fully-paid referee members (those who pay \$45 dues to PAVO). The online *Line Judge Training Video* also will be available to nationally-certified line judges.

On the PAVO web page where the videos can be watched, the *Line Judge and Scorekeeper Training Manuals* can be downloaded. The line judge and scorekeeper examinations may be copied for submission; originals are no longer required.

The intention of these changes is to make the training

materials accessible to all those who are approved clinicians, so that training clinics can be easily arranged. Viewing the video online is **not** intended to replace clinic attendance! The basic certification steps remain the same: (1) attend a clinic; (2) submit of an examination corrected to 100 percent, and (3) submit the required form with recommendation signatures.

Insurance coverage and dues increase

All fully-paid PAVO members (referees who pay \$45 dues to PAVO) have always had professional liability insurance coverage as a member benefit. Line judges and scorekeepers who do not join a local PAVO board have not been provided insurance in the past. A dues increase of \$5 allows the important member benefit of liability insurance to be extended to members who are a line judge or scorekeeper. The previous dues amount of \$15 for either line judge or scorekeeper has been increased to \$20. This fee applies only to line judges or scorekeepers who do not join a local board and pay full dues of \$45.

Procedural changes

The requirements for signatures to complete the initial certification for line judges and scorekeepers have been clarified. The three required signatures must come from at least two different individuals, and the observations must be on at least one complete 25-point set.

For questions about any of the changes, please contact the PAVO central office at www.pavo.org.



HAVE YOU PAID YOUR 2010 PAVO DUES?

PAVO LATE FEES BEGIN JULY 1!!



2010 NCAA WOMEN'S RULES CHANGES AND CLARIFICATIONS

What constitutes a completed rally, and what is and is not allowed

by Marcia Alterman
NCAA Secretary/Rules-editor

In the April newsletter, the complete list of rule changes for 2010-11 was reviewed. For a complete discussion of all of the rule changes as well as the Points of Emphasis and technique changes, you should attend an OTP clinic later this summer.

There is one change that has a number of related issues – implementing the change regarding the *completed rally* has had something of a “domino affect” that you’ll need to process in order to understand the change.

First, it is important to understand the definitions of all related terms. Rule 8.1.3.1 now reads “*A rally is the sequence of playing actions from the moment of the service contact by the server until the ball is out of play. A rally is completed when the playing actions result in a point awarded to either team.*”

In addition, Rule 11.1.1.1 has been added to provide a definition for “interruptions”: “*Regular game interruptions are timeouts and substitutions. An interruption is the time between one completed rally and the first referee’s whistle for the next service.*”

Notice that a lineup check is not included in the definition of interruptions. That becomes important when the two concepts above are merged. Basically, interruptions and libero replacements can only occur after a completed rally. After a contacted serve (which is the beginning of a rally), if the referees stop play and a replay results (for example, due to external interference such as an extra ball on the court),

requests for interruptions are not allowed. But, a request for a lineup check by either team would be permitted.

There are some exceptions to the rule requiring a completed rally before an interruption request. Most can be remembered easily through common sense. The rules are quite clear about the actions allowed when play is stopped due to an injured player. Rule 11.3.5.1 allows the injured player’s team to request a substitution for the injured player, or to legally replace the injured player with the libero. That team can also request a timeout.

As you can see, this rule change will take a bit of re-education. Be sure to listen carefully at the OTP clinic of your choice, and consider taking the practice exam in the *PAVO Officials Guidebook* or enrolling in *RefSchool* to make sure you understand the implementation of this rule.

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PAVO-OTP CLINIC SCHEDULE-2010

by Anne Pufahl
OTP-clinic Director

PAVO will host 29 clinics this summer over five weekends. The clinic sites and host contact information are listed below. The clinic schedule is posted on the PAVO website now, and clinic details will be available there. You may also contact the site host directly for clinic start times and other detailed information.

As in previous years, clinic registration will be handled online, through the PAVO e-store. Online registration will be available on the PAVO website around June 30. The registration fees for 2010 have not been increased, and are listed below.

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

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

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

See next page for complete schedule

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2010 OTP SCHEDULE

DATE	SITE	HOST	HOST EMAIL
24-Jul	Los Angeles, CA	Verna Klubnikin	vernaref@aol.com
24-Jul	Birmingham, AL	Pat Martin	riveroaks@msn.com
25-Jul	Murfreesboro, TN	Elaine Mitchell	earl_warpool@bellsouth.net
25-Jul	Pass Christian, MS	Angelle Simms	iwiltouchu@aol.com
25-Jul	Bismarck, ND	Dorothy Lick	dorothy@ndba.com
31-Jul	Tampa, FL	Eric Vlahov	evlahov@ut.edu
31-Jul	Minneapolis, MN	April Sutor	aprilsutor@yahoo.com
1-Aug	Chapel Hill, NC	Brian Jones	umpjones@aol.com
1-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
7-Aug	Phoenix, AZ	Norma Carr	carrvb@msn.com
7-Aug	Newark, NJ	Alan Sowa	vbref@msn.com
7-Aug	Lansing, MI	Ann Hutchins	annhutchins@hotmail.Com
8-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
8-Aug	Harrisburg, PA	Trevor Zahniser	trevorz@paonline.com
8-Aug	Louisville, KY	Nancy Funk	nfunk@insightbb.com
14-Aug	Chicago, IL	Jennifer Mahler	jmahler@bigten.org
14-Aug	Omaha, NE	Bill Stanley	hopsinc@cox.net
14-Aug	Rochester, NY	Jeff McKinney	jeff.mckinney@gmail.com
15-Aug	Springfield, MA	Pat Demers	coachdemers@verizon.net
15-Aug	Dallas, TX	Carlos Rodriguez	losref@aol.com
15-Aug	Boston, MA	Steve Webster	steve@srwebster.com
21-Aug	Tacoma, WA	Marc Blau	blau marc@qwest.net
21-Aug	San Antonio, TX	Carlos Rodriguez	losref@aol.com
21-Aug	Cleveland, OH	Diane Plas	jplas@prodigy.net
21-Aug	College Park, MD	Charles Ezigbo	charles.ezigbo@chrva.org
22-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
22-Aug	Wichita, KS	Linda Frazier	linfraz@swbell.net
22-Aug	Hartford, CT	Jung Park	nwvcl@comcast.net
22-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com



"NOTES FROM THE BEACH"

by Keith Murlless, Director, National Beach Officials Certification and Evaluation & Steve Kenyon, Director, RVA Beach Officials Development

The USAV Beach season is upon us, and this summer is proving to be a great time to "get started officiating beach!" More players... more tournaments... more fun in the sun! You can expect more and more opportunities for gaining officiating experience... It's a great time to get outdoors!

The really great news is that the Regions are getting their Beach programs going! Many Regions are naming a new "Beach/Outdoors Official's Chair" to organize training events and manage certifications. Events are popping up all over the place!

How can you get involved? Here's a review:

You may have read in the Official Word last month that USAV "Beach" now offers three levels of certification.

Your home Region will help you earn your "Local" certification. While each Region will set its own specific requirements, you can expect home study, in-class clinics, and on-sand experience as you achieve your first level of outdoor certification. Get started by logging into volleyballreftraining.com and working

through all the "Beach" materials that are posted there. Our materials are listed under both "Training Presentations" and "Resources."

"Zonal" Certification (previously called "Certified") will be offered by our USAV Beach Commission at select events across the country. This year we are offering three Zonal training events. The first is in Milwaukee, WI on July 10-11. The second will be in Long Beach, CA on July 24-25, followed by Hollywood, FL on Aug 14-15. Each Zonal site will be run by our Beach Training team members. Look for a good challenge to test your skills at these events!

"National" certification is also administered by our Commission, and specifically by our Chair, Steve Owen. National Candidates will be invited to work at AVP events and/or USAV National Tournaments. It takes several years to get there... but it's worth it!

So... Come on out to the beach! If your Region doesn't have a program going just yet... contact us directly, and we'll get you in touch with neighboring Regions who do! It's all a big team effort... See you on the sand!



NOMINATIONS SOUGHT FOR HONOR, EXCELLENCE IN SERVICE AWARDS

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

*by Crystal Lewis
PAVO President*

PAVO is accepting nominations for its Honor Award, the organization's highest accolade. Candidates must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years. Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding contribution through officiating. Honor Award recipients are enshrined as members of PAVO's Hall of Fame. Written nominations should be submitted via e-mail to

president.elect@pavo.org by Aug. 1. For more information call Crystal Lewis at 1-850-277-4558.

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



Little Birdies Go Tweet, Tweet, Tweet

by Corny Galdones

Isn't mod technol gr8? Googl, gps, ipod & utube + u can twitr 4 140 chars or <, share ur life wid facebk buds or txt ne1 netime.

Yes, there's no denying. Modern technology is wonderful. With personal computers, cell phones, Internet, broadband, routers, browsers, search engines and revolutionary devices, we're connected every which way like never before. Back in the day, all kids needed were two empty, salt boxes linked by a long piece of string to talk. If you're too wet behind the ears to picture this, you missed out on the simple joys of being up and about using imagination to create fun without batteries in lieu of spending free time glued to an apparatus. Today, we're flooded with ever-changing, newfangled electronics for daily use, which is a blessing and a curse. These innovations add to our lives but programming them to work can drive us crazy. With such novelties here, there and everywhere, our way of life is much improved despite coach potato tendencies. Yet are we better people for it? On the contrary. Automation emphasizes human contact less and less, eating away at our devotion and quality in core values and social mores. It's more so for spelling and grammar, but them's ole news. LOL.

Getting caught up in the high-tech web of instant transmission is easy. There are a few who want to make known what's going on every moment of their dull day. Oh, please! Have mercy on us. Others have the urge to gab about the deeds of fellow officials, in short, gossip. When a working official makes a mistake or gets out of line, these magpies, particularly ones in the stands, can't wait to contact a cohort near or far and carry on back and forth poking holes in our fallen comrade. With a cell phone to call or text, they're in business. Likewise, a peer who receives a choice assignment or advances is a prime target for those among the less fortunate who are quick to carve

up this decision by text, email or word of mouth. Hey now, ease up. After all, we're a fraternity, one big team. Picking on each other divides us. Pick each other up instead. Look for the good in one another and not openings to put a colleague down. What's with being negative anyway? Envy? Ill will? Insecurity? Boredom? Ridicule? Whatever the motive, it's uncalled for. Unless "Saint" precedes your first name, hold off casting those stones for all it does is break windows, hurt feelings and make a fool out of you, IMHO.

Nowadays, everything online is public record even if it's supposed to be confidential or private. What we post via text message, email, Twitter, YouTube, Facebook, MySpace, blog, chat room, rest room or any social network site can and will reach an unintended audience, including unhappy bosses and total strangers. Because we're detached and not face-to-face is no excuse to throw caution to the wind. Clean up the dispatch content before hitting "Send." If Mom or Dad saw it, and they might, what would they think? Is it clear what you mean? Is it sexual, harassing or discriminatory? Do you appear harsh, bitter or dumb? Are you inviting trouble, shame or bad blood? Are you revealing something you shouldn't? TMI, perhaps? Is anyone being smeared, belittled or humiliated? Are you putting yourself, somebody or the outfit in jeopardy? Is there cause for you to be torn up or chewed out? Play it safe. Once in cyberspace, a posting is permanent and could circulate and land in anybody's hands. Regrets won't help. Sooner or later, repercussions will catch up with you for sure. Cross your fingers that a boo-boo doesn't lead to the calling for your head. OMG, you'll be history then. It's happened elsewhere. Scary, isn't it? You bet. Be aware, technology comes with a price.

TTFN. BCNU. ;>)



KANSAS CITY - SITE OF THE 2010 PAVO OFFICIAL'S CONVENTION

KC'S Power and Light District a hot-spot of activity

by Peggy Schaefer
PAVO Board Delegate



you know you have a winning combination!

Kansas City, Mo., home of the Power and Light District and the site of the NCAA Division I Women's Volleyball Championships, is where the action will Dec. 15-18. You won't want to miss the city's Country Club Plaza of Lights, which consists of more than 80 miles of lights outlining the beautiful Spanish-influenced architecture in the downtown shopping and restaurant area. In addition, the nation's top collegiate volleyball teams will battle to determine the national champion. Pulling these two events together will be our annual Officials Convention, designed to hone your officiating skills by providing you with great speakers, interesting topics, and opportunities to meet assignors and network with friendly officials from all over the country.

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- o The Crowne Plaza is about 2 blocks from the **Power & Light** District, which is Kansas City's new entertainment area - check out more about this exciting area at <http://www.powerandlightdistrict.com/>
- o To learn more about Kansas City in general, visit: <http://www.visitkc.com/index.aspx>.
- o Feel the spirit of the season when you visit the Kansas City Plaza area decorated with thousands of Christmas lights. You might be able to get some of your Christmas shopping done there!

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FROM THE DESK OF KATHY

USAV National Indoor Referee Sub-Commission Meeting Summaries

by Kathy Ferraraccio
Chair, National Indoor Referee Sub-Commission

The Adult Open Nationals are behind us and we're heading into the Girls' and Boys' Junior National Championships. The May meetings are also behind us, but they have left us with a lot of work to do, both in the regions and within the national commission. Here is a quick summary of our discussions from the meetings held a few weeks ago.

The National Indoor Referee Sub-Commission met on Thursday, May 27 from 8am-12noon. Following are the items that were discussed.

- o Replacement for Glenn Reid as the Director, RVA Referee Development. There are four people under consideration and a decision will be made mid-June.
- o Steve Webster gave an overview on the referee training website.
- o A discussion was held on the organizational flow chart for the Officials' Assembly. The referee sub-commission would like to see the chart unified with one indoor officials' commission, combining the referee and scorekeeper sub-commissions. A motion was made and passed that recommended to the Officials' Executive Council that there is only an Indoor Officials' Commission, which will consist of both the referees and scorekeepers.
- o There was discussion on the attendance requirements for national level referees to national tournaments. The sub-commission set new preferences for officials accepted to work the events:
 - o For the Open Nationals - must attend to maintain certification; dual certification; strength rating; dedication to USAV events.
 - o For the BJNC - consistent with preferences for the Adult Nationals. Similar to being invite only. A motion was passed specifying that referees who attain their JN rating must attend the GJNC before being considered for assignment at the BJNC. This ensures

that referees have previous national championship experience before working the higher level of play found at the BJNC.

- o For the GJNC - it is difficult to set priority lists for this event since it is often challenging to staff the event with referees. Instead of listing priorities, a number of suggestions were discussed to make the tournament more attractive to referees. The commission hopes to implement some of those suggestions this year, and even more in the future.
- o The maintenance requirements for National-level referees are being developed by the zonal reps. Larry Dolvig reported on the progress of this committee with some highlights being that both the National and Junior National referees will have the same term length (i.e., either 3 or 4 years); a point renewal system is not popular with our constituency so we will instead maintain our current attendance requirements. The next step will be for the zonal reps to formulate a certification maintenance document and then submit it to the Officials' Commission for review and editing.
- o Attendance at the NCVF tournament will be accepted under the current maintenance requirements as a national-level tournament, beginning with the 2010 attendance. NIRSA will not be accepted beginning in 2011.
- o The scorekeeper sub-commission joined the group and a discussion was again held on the possibility of combining the two sub-commissions into one entity, the Indoor Officials' Commission. This concept was revisited at the Executive Council meeting two days later.

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*From the Desk of Kathy
continued from page 14*

The Referee RVA Development meeting was held on Friday, May 28 from 8-10am. The following items were discussed:

- o Steve Webster offered a quick summary of the referee training website.
- o Gloria Cox discussed the exams for next season. Brian Hemelgarn is the PAVO Exam Director and Gloria will work closely with him to make sure the exams are available in a timely manner. It was discussed that Form B would be offered online but referees who did not do well on Form A would only be able to access it at the discretion of their referee chair. If the chair wishes to administer the exam in person, that is still an option. Both Form A and B would be timed exams. Form C is being developed now with emphasis on being a training tool for new and junior referees.
- o A discussion ensued as to whether the exam for National and Junior National referees should have a time limit of 90 minutes instead of the current 60 minutes. After much discussion, a vote was taken and the recommendation of a 90-minute time line was passed. Since the maintenance requirements for National level referees is set and voted on by the Referee Sub-Commission and the Officials' Commission, this recommendation will have to go to that group for a final vote.
- o The next discussion was on the use of Exam B in the regions for Provisional and Regional referees. The referee commission will put together a set of MINIMUM standards for the regions. They can choose to use them or set higher standards if they wish. This will help tournament directors to assess the minimum capabilities of a referee coming from another region to work events.
- o Brian discussed the requirements for becoming a National/Junior National referee candidate; where we are this year and where we are going in the future.
- o Gloria Cox discussed the camp program and the goals for the future. In general, the camp program will focus on regional-level camps to help grassroots referee development. The commission will work with any region wishing to host a camp in their area - to make it financially feasible for both campers and trainers.
- o The 30-hour good standing policy was discussed to allow regions to get a feel for how other regions are administering this.
- o Michael McPoyle discussed the Train the Trainer program and asked the RVA Referee Chairs for suggestions and improvement ideas. Some great ideas came up, one being that we host a Train the Trainer seminar at one of the national events in the future.
- o Michael also discussed the National clinic and asked for sites and dates for next season. We need to get them on the calendar now.
- o The priorities for working the national events were discussed next. The rationale for what goes into the decision-making process was presented; a point being made that no other championship event would accept officials who did not qualify to work the event. The Open and Boys will remain fairly stringent, while incentives to work the GJNC will be brought into practice so that the tournament is as attractive as the others.
- o The Beach Commission introduced themselves and shared beach referee clinic sites/dates.
- o The topic of contrasting Libero jerseys was brought up and ideas were given on how to ensure that Libero jerseys are contrasting before coming to the national events.
- o The referee chairs were thanked for their hard work and dedication, and the meeting adjourned.

As you can see, a lot of discussion went on during these two meetings, and a complete summary will be sent to all regional chairpersons in the near future - likely after the JNC tournaments.

Thanks to all who attended and contributed to the discussions. This is the way we will continue to grow and improve as a commission.



A TRIBUTE TO THE WORKER BEES OF VOLLEYBALL

by Joan Powell
PAVO Past-president

Traditionally, each *Official Word* contains a “Member Profile”, highlighting one person. In this edition, I would like to instead highlight the membership in general - for several reasons.

There are many members who never get mentioned in the newsletter, who work very hard locally, sometimes regionally and even nationally. They are the worker bees who simply work - they not only officiate their assigned fall high school and collegiate matches, but they work to better their local board or region by mentoring, giving clinics and participating in study sessions. Normally their plates are full with family and work obligations, but they always find the time to squeeze in one more match or to help one more grassroots official. Many of them travel to tournaments where they may referee nine or ten matches a day. By the end of the day, they admit to feeling like zombies - their last match may pretty much consist of signals for “Bring it...terminate it. Bring it...terminate it.” Those folks are gluttons for punishment. But without them, tournaments would not exist.

Recently, at the USAV Adult Championships, I had the pleasure of working with some of these folks. They had already spent a great deal of time (and money) this calendar year traveling to Qualifiers and other Junior tournaments, but they came to Phoenix to referee or keep score or even both. Many are also going to AAU's or one of the Junior Olympic Championships and maybe the Festival as well.

Phoenix was a great venue - hotels were in walking distance to the beautiful convention center and there were plenty of places to eat. Some complained about how cold it was in at the playing site, but were quickly reminded of “Holy Toledo” in the good old days when we had to ask all the spectators to leave the gymnasiums to help reduce the temperature. Yep, players, coaches, officials and work teams only - it was hot, but it was heaven without the parents!!

So a tribute to the worker bees . . .

And a few random thoughts about the Phoenix Championships . . .

- o How cool it was that Mary Blalock was able to get Bob Stanek on Skype - all the way from Afghanistan - AND - to surprise him with the presentation of the Gold Whistle Award!
- o And how special to remember Ben Jordan, as Leisa accepted the Glen Davies Award on his behalf.
- o And how about Travis Karlin working Opens after recently undergoing a kidney transplant - and the donor was his wife?!
- o How extremely moving to be on the Armed Forces Team's court at 8 AM to hear Rich Richardson sing the National Anthem, and see the team at full attention on their end line. (By the way, all had spent time in either Iraq or Afghanistan.)
- o Then, even better to end that day with the 75-year-olds on Court 1 and inquire how many of them were Korean veterans - 12 of the 16. (After my inquiry, one of the men wanted to know if I was getting a team of vets together for next year.)
- o While helping the scorer pre-match with the 75 and under's roster, I approached a gentleman in a sweatshirt. I asked if he was #9 or #13; he told me that he was #9 and that he had his jersey underneath. I told him that I needed to see his number. While lifting up his sweatshirt, he asked, “Need to see anything else?” It SO reminded me of the little old guy on “Laugh-in” that would ask Ruth Buzzi if she wanted a Walnetto!
- o And how about the 75-year-old player that entertained Marcia Costley and Phyllis Coleman at the score table after a match with his harmonica. He admitted that he couldn't play volleyball very well, but told them to stop

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Tribute to the worker bees of volleyball
continued from page 16

by the pool at the Quality Inn for a little more music.

- o Kudos to the 75's wives who offered banana bread to the officials before their matches.
- o And yes, I was over-ruled as a line judge by Roger Ozima in the 75 and under Gold Finals. And yes, the play was way too fast for me. People warned that it was a "CEC" (Career Ending Call) for both of us. I was able to redeem myself in the 70s Gold Final, however.
- o Thanks to Ray Mink for helping folks with hotel rooms and for replenishing the cooler in the work room with cold drinks for 50 cents (soda/pop/coke - depending upon where you live!)
- o Kudos on the \$5.00 voucher from USAV's events department for the convention eateries - even though you could blow it on a bottle of water and a banana! Should have gone to Ray's cooler!
- o By Tuesday, it was so nice to delve into the snacks from our Island friends - nothing like a bag of Hawaiian macadamia nuts to hold you over until dinner!
- o Opens allows for some bantering between players and officials. One guy blocked a ball,

but it remained on his side and he attempted to kill it. He launched it two courts away. His teammates were relentless with the razz. As the ball was being chased down he took his position under my stand with his head down. I couldn't resist and asked, "Didn't like the set?"

- o Volleyball is a very tolerant culture - the world could learn from us!
- o Amber Ellis is the winner - 47 matches as a scorekeeper at Opens - and only 20 years old.
- o I learned that high definition TV has its drawbacks. According to Dan Apol, his wife, Bonnie, was watching him referee beach on HDTV and texted him right away, "Where the **** is your wedding ring?" (Dan said he was playing golf that morning and had taken his ring off and forgot to put it back on!)
- o Thanks to Crystal for my new Nano, Corny for all my new tunes and Linda Lawrence for my gorgeous handmade messenger bag.
- o Two suggestions for the future - double curtains for the officials' changing area, uh girls? And, don't ever involve me in the assigning aspect of a tournament.
- o And last but not least . . . Have you heard? Clark is in love!!!



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!!!!

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