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FFICIAL WORD

NEWSLETTER

President's Message



from Joan Powell,
PAVO President

***"Recruiting, mentoring new
officials a part of our job!"***

Each of us has a responsibility to help grow our side of the sport. Someone took the time to guide us – maybe they are still devoting time to foster our career in officiating.

A couple years ago at a Junior National event, I did meet an official that wanted to climb the ladder and asked for some guidance. When I asked who was mentoring her back home she replied, "No one." Flabbergasted, I asked, "Well who helped you get here." She again told me no one. That is impossible, I thought. One does not wake up one day, purchase a uniform and the necessary gear, and go to the USAV Junior National Championships to referee. Someone gave her some assistance, someone assigned her to local contests, someone showed her the ropes and surely suggested how to interpret rules and demonstrate good technique. Yikes!

In the world of junior volleyball, the number of events continues to increase every year, and so, therefore, does the need for more referees. Knowing that, I decided to recruit. The Crossroads Qualifier was in desperate need of more officials for their back-to-back weekends. So I tapped my daughter Ashley's shoulder. She had experience as a player and a junior coach that forced her into refereeing during local tournaments. When I asked her if she wanted to referee, she turned me down without hesitation. I told her how the Qualifier needed more officials and that she could practice at the Showdown in Greeley, Colorado. She said she would go "under." I explained that neither event needed second referees. She finally agreed.

There were many referee friends that helped her throughout the tournament. She was fairly successful in her debut. The officials were placed in groups of three, assigned to two courts – two matches on, one off. By the second day, Ashley was feeling pretty confident

..... Continued on page 3

NOTABLES 2006

May 25

**Boyce Banquet at USAV
Annual meetings**

June 1

**PAVO Dues Deadline
OTP Online Clinic
Registration Begins**

July 1

PAVO Late Fees Begin

World League Matches:

July 14-15

**USA vs Poland
(The "E" Center in
West Valley City, UT)**

July 29-30

**USA vs Japan
(Target Center in Minneapolis, MN)**

August 4-5

**USA vs Serbia and
Montenegro
(Spokane Arena's Star Theater)**

NRT SITES:

Aug 25-26

University of Toledo

Sept 1-2

**University of Hartford
Missouri State University**

Sept 7-9

University of Portland

Sept 14-16

University of San Diego

Sept 15-16

University of Miami

Update



from Glenn Sapp,
Vice President,
USAV Officials Division

I want to begin by thanking all of you that have taken the time to work the multitude of Girls Qualifiers, Boys Bid Tournaments and the many Adult / Junior tournaments within your Region. Your work is much appreciated. I look forward to many of you working the upcoming national events which include Adult Nationals, Girls YJOVC, Boys YJOVC, the Girls Invitational and other post season National events.

I am confident that the Officials Division (OD) is moving in the right direction. We are at capacity for new Junior National and National referee candidates at this year's events! This is definitely good news but we cannot rest. A top concern for the Division and within USAVB is the continued growth of the Officials Division. There are still not enough Officials to accommodate the many and ever increasing number of events. We need to continue to look for and mentor new officials and help those officials to enhance their abilities.

This goal is the number one goal of your Administrative Council and Administrative Assembly. These are probably new nomenclature for all of us so let me explain.

For the past two springs, some members of the Officials Division met to develop planning structures for the upcoming quadrennial. The members were Glenn Sapp, OD VP, Kathy Ferraraccio, AVP –Referees, Sue Mailhot, AVP Scorekeepers, Emi Vishoot, OD Assistant VP and Marcia Alterman, OD Liaison. This group was originally designated as the OD Executive Committee.

Shortly after the OD planning meeting in Denver on March 4-5, the USAV Executive Board informed us that use of the term "Executive Committee" is restricted for

..... Continued on page 10



BOARD WORK . . . TRULY A LABOR OF LOVE

By Verna Klubnikin
New PAVO Board Delegate



It's been a while since I have been a **"Rookie,"** at least in the volleyball world! But as I began my first term on the PAVO Board of Directors as the NEW Director at Large, I was counting on the experience and friendship of this group to guide me through.

Verna Klubnikin

As I prepared for my trip to my first Board of Directors meeting on Feb. 9, I almost forgot to take a jacket (mind you I am going to Wichita, Kan., in February!). In sunny Southern California it was 80 degrees as I was packing my suitcase wearing a t-shirt and shorts. It seemed like something was missing as I walked out the door, so I went through that mental packing list and finally determined that a jacket and umbrella should be added to the suitcase. As I stepped out of the Wichita Airport, I realized why. It was actually winter there.

So Friday morning the annual meeting began with a huge notebook full of papers. It appeared that we would be looking at every piece and I didn't see how we would be able to do that without staying there for at least a week; certainly not in the three days allocated. But methodically we began reviewing each piece with reports of growth and success in working to facilitate, train, and encourage officials. As each Director presented a review of their area of responsibility, it was very evident the countless hours and energy they spent in their position. Each area sparked lots of thoughts, opinions and brainstorming – everything pointing to helping each PAVO member get all the "bang for their buck." Equally interesting to me was how each Director accomplished their tasks so admirably within their budget, making every penny count. Kind of like buying a house with the operative word "Location, Location, Location", -- "Budget, Budget, Budget" was always on the agenda, every area striving to do the most they could spending the least they could all the while trying to provide more and more for the individual member.

The meeting concluded Sunday afternoon as we brainstormed ways to provide more and better things for each local Board and their members – better clinics, better communication, better training, better convention, etc.

The phrase "Labor of Love" has really taken on a new meaning to me after this weekend, realizing how much time and effort is spent by YOUR Board of Directors, some having put in **many years** of service. I am truly honored to serve on this Board and look forward to upholding the dedication of this group.



USAV MEETING SCHEDULE SURVEY RESULTS

By Emi T. Vishoot
USAV Officials Division Assoc. VP

During the 2005 Open Championships in Denver, the Officials' Division Administrative Council conducted a survey to find your scheduling preferences for the social and the mandatory officials' meetings. The workroom staff collected the surveys when people checked out of the tournament (some people checked out before the survey was in place while others may have missed the survey in the check-out rush).

The survey focused on the **mandatory** meetings (i.e., referee and scorekeeper clinics, tournament procedures, and meeting with Championship Events) and the social. Other "optional" meetings (e.g., RVA Chair Assembly, Scorekeeper IRTC, Open competition, Zonal reps) will still be scheduled as usual. Additionally, the order of the meetings will alternate each year. The scorekeeper meetings will be first one year, the referee meetings will be first the following year, and so on.

A total of 185 officials provided responses. Two officials selected more than one option. The survey results are:

- Option 1 (meetings from 4:00 to 8:00; social at 8:00) - 75
- Option 6 (leave schedule as is) - 56
- Option 4 (meetings from 6:00 to 10:00; social on another day) - 18
- Option 5 (meetings from 5:00 to 9:00; social on another day) - 16
- Option 2 (meetings from 6:00 to 10:00; no social) - 12
- Option 3 (meetings from 5:00 to 9:00; no social) 6 - Other 4

We sincerely appreciate your participation in this survey and will use your input to improve the overall meeting schedule. We apologize that we didn't incorporate the majority preference into the 2006 meeting schedule, and we will strive to do so for 2007. Thanks, and enjoy your volleyball season!



PAVO MEMBERS WILL PAY LATE FEE FOR DUES PAID AFTER JULY 1

By Marcia Alterman • PAVO Executive Director

In 2004, the PAVO Board of Directors changed the policy on dues collection for renewing members. Currently, any renewing member whose dues are not received in the PAVO central office by July 1, 2006 will be charged a \$5 late fee before their membership is acknowledged. The PAVO Operating Code and Board Handbook state clearly that dues are payable by June 1 each year. The late fee will only be charged after a 30-day grace period has passed (June 1–July 1). Please note that the late fee is charged based on when the dues are received by the PAVO central office, not by when you pay your board chair. Encourage your board chairs to submit dues on a timely basis, or the individuals involved may incur these late charges. This change does not affect any new member who joins after July 1. The late fee will not be charged any member paying dues after July 1 unless s/he is renewing PAVO membership from the previous year. If you have any questions, please contact Miki in the PAVO central office (pavo@pavo.org or 888/791-2074).



President's Message . . . *Continued from page 1*

with the lower age groups. But, the rotational system broke down and she refereed five in a row. She told me that by the fifth match, she was getting tired and got yelled at by an overzealous coach because she missed a back row attack. I asked her what she did and she told me she beckoned for the next serve! Then, she watched the setter carefully wanting to make sure she called her next infraction. Sure enough, Ashley blows her whistle, and signals loss of rally and illegal back row attack. Then Ashley realized that the setter was in fact in the front row. She administered a play-over immediately. Just as she was beckoning for the next serve, she caught the eye of a fanatical parent sitting in his courtside chair, demonstrating disbelief followed by some irritating gyrations directed at her. I asked Ashley what she did next. She told me, "I took the whistle out of my mouth and pointed to it and asked if he wanted to come up here and ref."

Okay, it took me about 20 years to do something that bold, but it took her only a weekend. Whenever I share the story with fellow referees they say something like, "The apple doesn't fall too far from the tree." (Whatever that means!)

Last weekend Ashley refereed at Crossroads and learned even more. She became better, more tolerant and more resilient. With a head referee like Steve Owen, one cannot help but learn, but with that comes learning to laugh at oneself. Fellow referees were very good to her. She was under the microscope and undoubtedly felt the pressure.

A college coach was coaching his daughter's 12-and-under team at Crossroads, and Ashley had their pool. During the day I checked with her, and she provided the typical response from an entry-level official when being questioned about a call, "He doesn't like me." It is difficult to teach young referees how not to take things personally. We saw the coach near the end of the tournament and Ashley begged me not to say anything. Not wanting to sound like Momma Bear, I simply asked the coach how many times a week his team practiced. He told us two times a week. I said, "Yea, we don't get to practice, it's always for real." He agreed and said, "Ashley did a nice job." She needed to hear that. But moreover, he needed to hear what I was saying.

We are all human, but sometimes it is hard to shrug it off. Because of our position, we are just supposed to "take it." We are not supposed to retaliate or even give an indication

that a coach, player or fan has gotten to us.

As a tournament director for club competition in our region, I invite a parent from each club to attend our coaches' meeting. The parent is charged with taking back this message – "No one is allowed to yell at any line judge, scorekeeper or referee." I tell them that I have been known to replace a scorekeeper that doesn't flip fast enough with the parent that is yelling, "Point, point."

At the Showdown Tournament, I saw a coach on an adjacent court yell at a 14-year-old line judge. She was in tears, but hung in there when asked if she wanted to be replaced. This gentleman is a referee and a police officer, and has a reputation for being volatile. I know him fairly well. The following day I approached him, and he immediately said, "Now what did I do?" I said, "You made a little line judge cry yesterday." Even though I knew the answer, I asked him if he had a 13 year-old daughter. He said he did. I asked if he would want someone his size yelling at his little girl. He said no. He then proceeded to tell me how bad the call was and that he did in fact apologize to her. I asked if the apology was as profuse as the complaint. He fumbled around. I told him that his conduct is directly correlated to the lack of female officials in our sport. Why would any girl want to become a referee and get yelled at by people like him? I think he understood. I don't know if our talk will help modify his behavior in the future, but hopefully I made an impact on him.

As we recruit and mentor new officials, we have to have their backs. Whistle tone, correct signals, knowledge of the rules and mechanics can be learned and tested, but to teach tolerance and resiliency is the most difficult phase of officiating. How do we get across that the coaches', players' and fans' negative reactions and comments cannot be taken personally? But if they cross the line, we as veterans need to stand up for what is right.

As I witnessed the fatigue from the officials at the weekend tournaments, I am proud to be a part of such a giving group of people. We not only need to recruit more tireless souls, but we need to continue to mentor those in the fold. obligation to adhere to the written and unwritten guidelines. We are sometimes enforcers, many times interpreters. We assist coaches and players with protocol and judge volleyball skills according to the rules. And yet it seems we are not abiding by the regulations that oversee our behavior.

At one time or another we have all been guilty of gossip, complaining and lack of communication. During our convention

session, over 100 of our referees referred to these and other behaviors that can cause problems with coaches, teams, partners, families and assigners. It is interesting how cautious we are during rating sessions to perfect technique and remain professional. But as we go about our everyday life as a referee we tend to let our guard down and succumb to unprofessional conduct. It is about doing the right thing, even though you are not being watched.

Let us not forget that being professional is about being trained, certified, proficient, qualified, and an expert; therefore, we have standards and ethics. After all, we are members of the PROFESSIONAL Association of Volleyball Officials. Maybe we need to remind each other of our obligation to continue to make our group even stronger.



CANDIDATES TAKE NOTE

By Nancy Funk
USAV Scorekeeper Director
of Certification & Evaluation

If you have a candidate from your region coming to Nationals they should already have the following information. There will be a meeting of all scorekeeper candidates at 2:00PM.

If they are attending the first session of the tournament and attend the National Tournament Clinic meeting for scorekeepers and the Championship Committee they must see me to check in for credit of attendance. They must attend the clinic at one of these sessions! The National Scorekeeper Candidate meeting on May 30 is mandatory! There will be no exceptions to being at the candidate meeting.

All National Scorekeepers!
Be sure to keep score on matches in your area...review the scorekeeper section of the book and go to the USAV website and download the corrections! The scoresheets that were printed in the Domestic Competition Regulations were incorrect, so you want to have the correct information.

BE PREPARED!



USAV REFEREE TRAINING & EDUCATION PROGRAM - CAMP UPDATE

*Brian Hemelgarn, USA Volleyball
Director – RVA Referee Development
bhemelgarn@buckeye-express.com*

The USAV Referee Training and Education Program (TEP) included four referee training camps during our National Qualifiers this spring. More than 50 referees participated in the camps at the MidEast, Pacific Northwest, Big South and Northeast Qualifiers. We owe our thanks to the tournament staff at each site for being great hosts for the campers, referees and National Training Team members! Special thanks goes to Scott McQueen (MEQ), Margie Ray (PNQ), Mike Carter (Big South) and Bill Stevens (NEQ) for being so supportive of the program.

In addition to the on-court training sessions, a Training Module was also presented at each site, and more than 80 referees took advantage of the opportunity to discuss our “Most Frequently Misinterpreted Rules.” With USAV’s adoption of FIVB rules, this module offered referees the chance to brush up on some of our newer rules, interpretations and officiating techniques.

I’d like to give a big “Thanks and Kudos” to the members of our National Training Team who helped make our camps so successful: Tom Blue, Gloria Cox, Kevin Cull, Larry Dolvig, Eric Hoffman, Leisa Jordan, Hansen Leong, Steve Owen, Michelle Prater, Clark Radcliffe and Carlos Rodriguez.

Also, USAV and PAVO combined resources to offer additional training camps this spring and summer. The NIRSA Collegiate Volleyball Sport Club Championships were the host of a Traditional Camp and an Advanced Camp (April 13-14) in Salt Lake City. And the Girls’ Invitational Championship will host a Traditional Camp this summer (June 29-July 2) in Minneapolis. The camps at NIRSA have filled; however, spots are still available at the Minneapolis camp. Details can

be found on both the USAV and PAVO websites.

Lastly, our plans include additional TEP Camps and Modules at our National Qualifiers next year. Further information will be available later this fall.



THE NATIONAL TOURNAMENTS START SOON!

*Kathy Ferraraccio, USA Volleyball
AVP Referee Commission*

It is hard to believe it is April, and the beginning of the National tournaments is only a month away!! Registrations have been going great, and it appears that there are plenty of officials for the Open Nationals in New Orleans and registrations for all three of the Junior events are going strong.

As is normal, the Boys JOVC is well on the way to being completely staffed with a strong crew of referees. But at this point, we are still on the short side for the Girls’ JOVC event. This tournament is an eight day event packed with great matches each day. The play gets better every year, with the teams playing their hearts out for their teammates, for their parents, and for the collegiate coaches watching on the sidelines for the best recruits.

This tournament deserves great officials, and plenty of them!!! For the past two years, we have covered all the courts, but at what cost? The referees worked 9, 10 and even 11 matches in a day -- for eight days straight!! No matter the level of the referee, the teams at 9pm did not get the same great referee that the 8am match had on day one. And it continued from there.

To those referees who have always felt that the prestige is at the boys’ event, I ask you to re-consider this decision. The girls’ game is more challenging with longer plays, pressures from coaches, money decisions by the parents, and girls trying to get recruited by their favorite college. It is

different than the boys’ game, and one that deserves the best that we can give it.

To the referee chairs reading this, I give you a challenge. As you can see in other articles of the newsletter, the Officials Division is offering an Advanced Camp during the first session of the Girls’ JOVC. This is for those Regional referees who you feel will be going for their Junior National rating in a few years. Let’s give them the best help available. There will be very experienced referees on the training team at this camp, ready to give any official there, the edge on officiating. It is also for those existing Junior National or National referees who want to see their game improve, who want to move to the next level of officiating. I need you to help us fill this camp. There are slots for 48 referees in this camp, some of which are filled already. So get out there and recruit those referees who will benefit from this camp by getting to see some high level ball, and working with some very experienced referees.

I would also like to thank the regional referee chairs for helping us to improve the number of quality referees in our national cadre. You have sent over 60 candidates for the second session of the Girls’ JOVC for this summer. We don’t yet know how all will do, but having this many candidates after a number of years without breaking 40 is a great showing of what the regions can do to help in the recruitment of national-level referees. The candidates will all be busy, and will also be given an enormous amount of information as they strive for their Junior National rating.

Thank you to all referees who continue to attend our National tournaments, including the Qualifiers. Without your dedication and professionalism, these tournaments cannot be run. There are many people on the inside of all these events, striving to improve the working conditions, pay and benefits that go to the referees for all their work. Please know that many are working for you, and will continue to do so, on all fronts.

I look forward to seeing all of you during the summer at one of the National events!!!



2006 REFEREE TRAINING AND EDUCATION PROGRAM USAV TEP – Advanced Camp

The USAV Officials Division is introducing a great training opportunity this year at the Girls' Junior Olympic Volleyball Championship in Atlanta over the summer.

Participants will receive training and feedback on four matches, two as an R1 and two as an R2, from two different trainers from the USAV National Training Team. The training will take place during a half-day at the tournament and will occur during one of the first three days of competition.

Referees will be observed during their matches, but without the added pressure of being rated or evaluated on the match. After each pair of matches, those referees will have the opportunity to meet with the National Training Team member to review the match, ask questions, and to learn rules and new techniques.

This camp will be especially beneficial for those referees who are looking to attain their Junior National or National rating in the next few years, or for those Junior National or National referees who are just looking to hone their skills.

Here is some information you might find useful in helping you decide to apply for a spot at the TEP – Advanced Camp.

- Cost of the camp is \$175
- Registration deadline is May 1, 2006
- Campers will retain all match fees for working the tournament (\$26/match)
- Mandatory meetings will be held on Tuesday, June 27 beginning at 7pm
- Training sessions will be held Wednesday, June 28 – Friday, June 30
- Must be available as a referee for the entire session: Wednesday, June 28 – Saturday, July 1
- Referee Chair signature is required on the application for Provisional/Regional referees, unless the regional referee is a Junior National candidate for the second session of the event
- All housing, transportation, and meals are the responsibility of the camper – discounted rooms are available
- If the camper is a Junior National or National referee, or is a Junior National candidate for the second session, they are eligible for a rooming program for working the entire event

If you are interested in attending the camp, registration forms are available for download on the USAV website: <http://www.usavolleyball.org/RulesOfficials/application.asp>

Space is limited, so act quickly. Please remember that the deadline for registration is **May 1, 2006**.

If you have any questions regarding this camp, please contact Brian Hemelgarn (bhemelgarn@buckeye-express.com) or Michelle Prater (praterm00@yahoo.com). See you on the courts!!



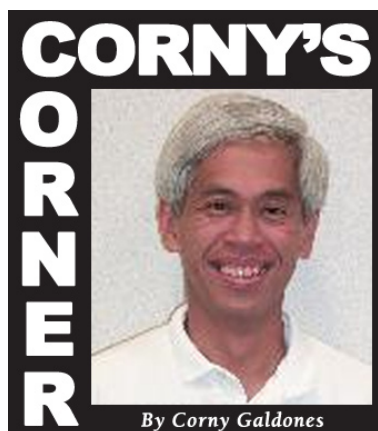
NATIONAL SCOREKEEPERS IN NEW ORLEANS *Call for National Scorekeeper Mentors*

By Nancy Funk, USAV Scorekeeper Certification & Evaluation

I am looking forward to seeing each of our National Scorekeeper Candidates in New Orleans. We have a full class again this year! By the time this newsletter comes out the candidates will have received notification of their acceptance into the 2006 National Scorekeeper Candidate class.

Again this year we will be doing some re-evaluations of present National Scorekeepers. Don't be concerned if a rater comes to your court to observe and give you some hints along the way. I hope that many of you plan to be at the tournament for both sessions.

I am looking for National Scorekeepers who are already registered for Opens and would be interested in acting as mentors to the candidates during the second session in New Orleans. This would be an opportunity to meet new people and welcome them into our National family. Are you someone willing to be available to this person or persons, who would like to take on a couple of candidates, during their two or three days of evaluation? Could you give the candidate someone to talk with for assistance or a shoulder for support? I would ask that you go out of your way to speak to the candidate through out the day to lend them an ear and encouragement, ask how they are doing and offer words of wisdom if needed. Be a new friend! I had some very positive input from the last candidate class about the mentors. Please contact me at my email address to volunteer (NFunk@insightbb.com).



PROFESSIONALISM IN THE HEART

If we referees blow the whistle well, folks will look up to us. Right? Don't bet on it. Too often we overlook another factor that has a bearing — professionalism.

Image is everything. Perception is reality. Clichés these may be. Outdated they're not. How we behave, how we connect, how we dress, how we look, and how we perform determine how professional we are in the eyes of others. Much has been said and written about these. We're not going there since some people are either blind or deaf to this stuff that's to their advantage. They just don't get it. Instead, let's examine what makes us tick. Why do we do what we do? Our hearts hold the answer.

Professionalism can't be stressed enough. Want it! Applause won't occur unless our entire hearts are into it. Turning it on only as seen fit gets us nowhere except in the doghouse. Like it or not, our officiating places us under a microscope, 24 hours a day, seven days a week. Aim with all our hearts to earn an undying trust of always doing the right thing at the right time. One "bad," and it's curtains for us. Build a good name, not a good excuse.

When we claim to be professional, are we sincere? Or are we giving lip service and putting up a front? Being of character is opposite from being a character. Which are we? Trying to fool merely makes us fools for we wear our hearts on our sleeves. Actions that are phony, selfish or plain stupid seem nothing but empty. Our hearts must be in the right place. Mean what we do. Do what we mean.

Respect society. Respect orders. Respect the game. Respect our profession. Respect everyone. With all due respect, take these to heart and more. Respect what others have done for us. Do we remember it? Do we show our gratitude? Do we return the favor? Do we continue to share its rewards? Do we even care? Yes. A thousand times, yes. Proving it does our hearts good.

We're all kids at heart. Forget about the money. We officiate for the fun and games. So live it up to your heart's content, but with common sense. Our antics shouldn't step on toes, question our morals and

judgment, or try anyone's patience. Think about it. Is it proper? What are the consequences? If nothing else, what would Mom think?

Looking out for ourselves is near to our hearts. That's okay, provided we don't break any hearts. The welfare of others comes first. Helping them from the bottom of our hearts helps us, whether it's valuing mediocre matches, watching out for the little guy, doing a Good Samaritan deed, or anything of benefit. What's in your heart? Show the love, the passion.

Sound referees produce sound calls. Classy hearts produce classy actions. Combine everything and what do we have? Me. Hey, stop laughing! After all, every official can turn into a sound class act. Cross my heart.

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USA/INTERNATIONAL SCOREKEEPER COMMISSION

By Janet Blue, AVP

USA/International Scorekeeper
Commission



U.S. OPEN TOURNAMENT

As in the past, attendance at the IRTC Clinic will be mandatory (no exemptions will be given) for all those wishing to be assigned to Open matches. Prior to arrival in New Orleans, I will assign first-day matches to those individuals who have been confirmed to work the first-half, and I will announce these at the Clinic. If you are attending the first-half but know you cannot attend the Clinic, please e-mail me at (JBB4vbirtc@aol.com) and let me know so that I do not assign you to a Saturday match. Clinic attendance is not required (but still recommended) if you wish only to do a practice match during the tournament.

For those wishing to attend the IRTC Clinic for the first time and become qualified to work Open matches and be considered for tour and exhibition match assignments, please bring cash or a check in the amount of \$15 to cover the Clinic fee and an International Scorekeeper Manual. You will not be assigned Open matches at this tournament. Those who became qualified in 2005 also most likely will not receive Open assignments at this tournament.

DATA BASE UPDATES

Thanks to the hard work of **George Egan**, expiration dates for all International certified and qualified scorekeepers have been added/updated in the Officials Data Base on the USA Volleyball web-site. These dates correspond to the last time you were assigned to an Open match or completed a practice scoresheet at the U.S. Open. Though you may have a date in 2007 or 2008, if in attendance as a scorekeeper at the U.S. Nationals, you **must** still do a practice scoresheet at this tournament (if not assigned an Open match) to maintain your qualification or certification.

I have submitted corrections and updates as to International qualified or certified status to George to post to the list of National Scorekeepers on the web-site. As

yet this has not been accomplished, but you should be able to verify your status there as well in the near future. Some of you who assume you are qualified **are not** as you never completed the required two practice matches the year you attended the Clinic or you never completed any practice scoresheets after that time. If you find that to be the case after checking your status, you may attend the Clinic free of charge (unless you need a new manual) and complete the two required practice matches at this tournament to obtain or reclaim your qualification.

WORLD LEAGUE MATCHES

Three U.S. World League sites (each with two matches) have been selected for 2006 and primary scorekeeper assignments have been made to certified International scorekeepers. **Cathy Hoy** has been assigned to Salt Lake City, **Kay Brown** to Spokane and **Sue Mailhot** to Minneapolis. An assistant scorekeeper(s) will be assigned at or following the Open Tournament to qualified individuals living within reasonable proximity to these cities.

GIRLS' HIGH PERFORMANCE TOURNAMENT

Invitations for three qualified scorekeepers to attend this event have been extended but no participants have as yet been confirmed, and some others of you may still receive an invitation. This event will be held in Fort Lauderdale from July 19 through 22. A Scorekeeper Supervisor also has yet to be confirmed.

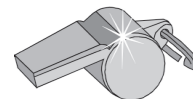
I am so saddened that **Kelli Auletta**, an exceptional scorekeeper and a 2005 participant at this event, is no longer with us and so will be unable to share her experiences with you. I know that many of us will miss Kelli not only for her abilities pertaining to volleyball but especially for her friendship.

GIRLS' YOUTH NORCECA CHAMPIONSHIP

This event is scheduled for Gainesville immediately following the High Performance event (July 23 to 31). At this time I am considering using this as a certification site for two to three currently qualified scorekeepers. I will make this decision sometime prior to the U.S. Open and will have applications for consideration

available at the IRTC Clinic if appropriate. If you will not be in New Orleans and would like an application in the event this is used as a rating site, please send me an e-mail (see address above). At this time only one certified scorekeeper, **Dixie Collins**, has been assigned to this event.

I look forward to seeing and catching up with many of you in New Orleans. Enjoy spring and the conclusion of your regional seasons.



CONVENTION 2006

Ball-handling, professionalism, communication topics for Officials Convention in the Big O!

By Dale Goodwin

PAVO Interim Board Member

Now is the time to start planning to attend the 11th annual PAVO Officials Convention in the Big O -- Omaha, Neb., Dec. 14-16.

Ball-handling concerns, professionalism, partner and participant communication are all areas of concern to officials, and areas of emphasis for the 2006 Convention.

In addition, the Omaha semi-finals and finals are sold out. Registering for the Officials Convention might be your only way to get tickets to this extraordinary event. PAVO has just over 100 tickets for sale to registered convention guests.

Look for more Convention details in the next issue of The Official Word. But pencil in the dates on your calendar. The Convention may be the single most beneficial professional development tool you have at your disposal. Use it. It offers a great chance to meet college assigners from all around the country, and leadership in the volleyball officiating community.

If you have ideas for convention topics or guest speakers, email them to past.president@pavo.org. And pencil in the dates of the 2006 convention -- Dec. 14-16 in the Big O -- Omaha, Neb.



PAVO – OTP CLINIC SCHEDULE 2006

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

PAVO will hold 28 clinics this summer, over five 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 2006, the fees for **those individuals who pre-register and pre-pay online** 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

NOTE: An additional \$10 will be charged to all individuals who do not pre-register and pre-pay. See additional information in this newsletter about pre-registration.

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

<u>Date</u>	<u>Location</u>	<u>Host Name</u>	<u>Host Email</u>
22-Jul	Murfreesboro, TN	Elaine Mitchell	ldsbarbwire@bellsouth.net
23-Jul	Kansas City, MO	Linda Frazier	linfraz@swbell.net
29-Jul	Jackson, MS	Rob Brecheisen	febrkr@bellsouth.net
29-Jul	Lakeland, FL	Eric Vlahov	evlahov@ut.edu
30-Jul	Louisville, KY	Jim Williams	swesky@juno.com
05-Aug	Dallas, TX	Carlos Rodriguez	carlos@austinsportscenter.com
05-Aug	Chicago, IL	Mary Jo O'Donohue	modonohue@bigten.org
06-Aug	Indianapolis, IN	Ed Thornburgh	ethornbu@yahoo.com
06-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
06-Aug	Chapel Hill, NC	Keith Murlless	Kmurlless@bellsouth.net
06-Aug	Bismarck, ND	Sheryl Solberg	sheryl.solberg@sendit.nodak.edu
12-Aug	Hartford, CT	Jung Park	nwvcl@comcast.net
12-Aug	Parkersburg, WV	Karen King	kkingsb@verizon.net
12-Aug	Los Angeles, CA	Norma Carr	carrvb@msn.com
13-Aug	Philadelphia, PA	Michael Albright	michael.albright@rcn.com
13-Aug	East Lansing, MI	Fusako Hines	fusakoh@comcast.net
13-Aug	Birmingham, AL	Pat Martin	riveroaks@msn.com
19-Aug	Minneapolis, MN	Dan Wagner	djwagn@msn.com
19-Aug	Chandler, AZ	Jim Feickert	jwfeickert@aol.com
19-Aug	Portland, OR	Susan Dubickas	sdubickas@corillian.com
19-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
19-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
20-Aug	Sacramento, CA	Kent Kitade	kkitade@cdfa.ca.gov
20-Aug	Spokane, WA	Dale Goodwin	goodwin@gu.gonzaga.edu
20-Aug	Boston, MA	Steve Webster	steve@srwebster.com
20-Aug	Houston, TX	Carlos Rodriguez	carlos@austinsportscenter.com
20-Aug	Lorain, OH	Diane Plas	jplas@prodigy.net



OTP CLINIC REGISTRATION NOW ONLINE!!!

PRE-register online for the clinic of your choice, or pay additional fees at the door

By Marcia Alterman, PAVO Executive Director

PAVO will implement an online pre-registration, pre-payment program for the OTP Clinics that will be held in July and August of 2006. You will save money by pre-registering for the clinic of your choice – those who do not pre-register will have to pay \$10 extra to attend. The pre-registration tools will be available on the PAVO website (www.PAVO.org) by June 1, 2006.

Establishing a pre-registration and pre-payment program has been in the plans for over 3 years, and will now be a reality. Having individuals pre-register has several advantages:

- Hosts will have a better estimate of how many individuals to expect, and can adjust the facility and materials if needed.
- Hosts are relieved of the responsibility of determining whether to charge PAVO-member fees to each registrant. The online registration process will check each registrant's PAVO member status. If current-year dues have not been processed by the PAVO central office, then non-member clinic fees will be charged.
- PAVO no longer has to invoice each host for fees owed. Instead, PAVO will rebate the local fees (if any) due to the host as part of the pre-clinic process.
- The registration process at the start of each clinic should be streamlined. All those who have pre-registered will only have to sign in to verify their attendance. Only "walk-ins" will have additional steps to take to pre-register.

Any individual who attends a clinic who has **not** pre-registered and pre-paid will be charged an additional \$10 at the door, so don't forget to take care of this task **after June 1**. It's important that you pay your PAVO dues in time for your local board chair to submit them to PAVO prior to attempting online clinic registration, so that your membership status will be current in the system.

The 2006 clinic fees are:

CATEGORY	PRE-REGISTERED, PRE-PAID ONLINE	WALK-IN
Current PAVO Member	\$15 + local charges	\$25 + local charges
Non-PAVO member, non-collegiate referee	\$20 + local charges	\$30 + local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$85 + local charges

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*Update . . .
Continued from page 1*

the Corporation. Based on this guidance and to be consistent with other Division structures, we have adopted the following name changes:

The OD Administrative Council (formerly Executive Committee) is comprised of the Division VP, Associate VP for Administration, AVP-USA National Referees, AVP-USA National Scorekeepers, and one at-large position elected for a one-year term by and from the Administrative Assembly.

The OD Administrative Assembly (formerly Administrative Council) is comprised of the Administrative Council, the other AVPs, the Directors, and one elected representative from each of the RVA Development Assemblies.

The OD Administrative Manual will be modified to reflect the revised nomenclatures. This should include the OD Directory with information on how to contact each of the above noted representatives.

One of the accomplishments of this group over the past two seasons was the creation of the OD Administrative Manual (trust me, no easy task given all of the parameters set by USVBA and the pitfalls of the English language). The group has also established and implemented the very successful Training Camps and has negotiated and helped facilitate the housing and increase in payments for the Officials attending USVBA National Tournaments. It has established a fledgling Region Mentoring program as well as a National Recruiting Program. It is trying to diligently move forward with the PAVO Interface. I have already reported on these programs and successes in past articles so will not go into them any further here but if you have any questions, I invite you to contact me. I am always looking for additional input.

Some of the issues we are currently working on include a Policies and Procedures Manual for the OD and the creation of formal Due Process criteria for the OD. The Council and Assembly will also be tackling the issues of Good Standing as pertains to the Regions, PAVO and within the Division itself but must complete the Due Process aspect first. We are working on issues pertaining to back ground screening for officials. Many Regions are already requiring this and it

is something we feel the OD should have some input on in behalf of the officials. There are a number of other programs under development and I would invite any of you who wish or have the inclination; to attend the meetings in May in New Orleans (they should be noted later in this newsletter or on the USVBA web site) or in March, 2007 (those dates will be established later in the year) but of course you will have to do so on your own dime.

The OD, who always seemed to be “going it alone”, is getting significant support from USVBA. In the past, the additional dues we collected had to pay for the administration of the OD as well as the developmental programs. USVBA is now paying the OD’s administrative costs freeing even more money for development of officials. This should help us enhance our infrastructure and do more to help in the development and growth of the Division. Another contribution to which USVBA has agreed is the hiring of a contract person whose sole responsibility with USAV is the OD. This will mean a dedicated person, not a volunteer lay person, to run many of the ongoing programs and administrative tasks that have been handled for so long by volunteers when they could find time away from their families and “real jobs”. I am pleased to announce that Kathy Ferraraccio will fill that position.

I want to take this opportunity to thank Emi, Kathy, Marcia and Sue for all of the hard work they have put in over the past two seasons. The OD is also helped significantly by Margie Mara, George Egan and June Lobeck of the USVBA office (as well as others behind the scenes) and Stew McDole who is the Division’s liaison from the Executive Committee.

Finally I want to thank again all of you Officials for your hard work and dedication throughout the year.



Motivational Quote

by Og Mandino

*Failure will never overtake me if
my determination to succeed is
strong enough.*



PAVO TO HAVE THREE ELECTED POSITIONS OPEN

In October PAVO members will be asked to elect three positions to its Board of Directors: president-elect, board delegate and director at large. 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. Questions? Call Dale Goodwin at (509) 323-6133.

The president-elect will serve 2007 as president-elect, then 2008 and 2009 as president, and 2010 as past president. It is a four-year commitment, and should be filled by a person with longstanding association with PAVO, local board involvement and some involvement on the national level, preferably with the Board of Directors.

Both the board delegate and director at large positions are three-year terms, to run from 2007-2009. Both representatives are required to attend annual board meetings – in February or March -- and foster positive relationships with local PAVO boards, addressing local board and member issues that arise. The board delegate must have held a leadership position in a local affiliated board within the last five years. All three positions require candidates to be PAVO members in good standing.



Volleyball Referee Training Camp June 29 - July 1, 2006 Minneapolis, MN



Fundamentals of Officiating

PAVO has offered volleyball officials training camps for several years, with great results! Some camper-graduates have moved on to become successful Division I referees and/or become Nationally-certified.

The Fundamental Training Camp is part of PAVO's *Officials Training Program (OTP)* and is jointly administered by PAVO and USAV. The camp provides on-court officiating opportunities with constructive feedback from experienced officials. Some of the benefits of participation are:

- *A chance to officiate with officials from other areas of the country*
- *Evaluations without the intensity of a formal rating session*
- *Feedback from seasoned evaluators*
- *An atmosphere conducive to learning and fun!*

The 2006 PAVO/USAV Fundamental Referee Training Camp will be held in conjunction with the USAV **2006 USA Junior Olympic Girls' Invitational Championships** in Minneapolis, MN, from June 29 – July 2, 2006. A pre-tournament classroom session and meeting will take place on the evening of June 28; other classroom sessions are planned as well. Camp participants will work both practice matches and evaluation matches on the first three days of the tournament (June 29-July 1). On the final day of the tournament (July 2), campers **may** be assigned to matches, and are encouraged to stay as long as possible on that day to watch as great players and officials demonstrate their skills!

The camp curriculum will not be rules-specific, and the staff will be prepared to give feedback and answer questions regarding NFHS, NCAA-women, and USAV rules and techniques.

The registration fee is only **\$125** for the tremendous professional opportunity. Hotel rooms will be provided for registered campers from June 28 through July 1.

More details will be available at the PAVO website (www.PAVO.org), or by calling the PAVO office at 888/791-2074 or the OTP Camp Director at OTP.camp.director@pavo.org.

Space is limited – plan now to take advantage of this training opportunity!

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Miki Kennedy, Membership Services

WWW.PAVO.org
1-888-791-2074



USAV Officials Division

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