

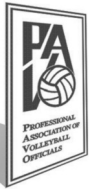
Vol. 16 No. 5 • October 2014

T
H
E



FFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

Are you meeting your goals?

*by Julie Voeck
President*

I hope you are all having a great season. I wanted to share a few thoughts as we finish up the 2014 collegiate season.

How are you doing on the goals you set for yourself for the season? Did you make progress in achieving them?

Based on feedback from observers and input from my partners, I've been focusing on several personal goals this year. I am working on my positioning as a second referee – specifically how I am positioned at the end of a rally and between rallies – making sure my position is in balance with feet about shoulder width. I am also working on the timing of how long I hold the fault signal as a first referee. The feedback I have received is that I have the appearance of rushing through this portion of the signal sequence. I've also been working on whistle timing – so that the length of my whistle is consistent at the beginning and end of the rally.

These were goals that I set to help me become a better referee. And, I had a significant amount of control on whether or not I would be able to achieve them. My actions and commitment to work on them was completely within my control and based on my motivation to focus on them.

But what about other goals we aspire to or accomplishments that we don't control? Most of us have goals to grow as an official by receiving stronger assignments, working at higher levels of volleyball, or receive championship or post-season assignments. And when these opportunities arise – it is certainly exciting!

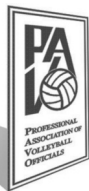
However, are we entitled to these opportunities? Once we get that national rating, should we automatically be given Division I assignments or be selected for championship matches? Well, no, we aren't entitled to work any particular conference, championship or assignment.

Once we are selected to work a championship, shouldn't we get asked back next year or get to go to the next round if we perform better? No, there are no guarantees that any individual performance is going to punch our ticket for another opportunity. Many factors go into the selection process. What we as officials need to do is focus on what we can control (our performance, our training, our knowledge) and avoid focusing on what is not within our control – being selected.

If we are not chosen for a championship, it is not appropriate to solicit or ask an assignor or a coordinator to be assigned for a particular championship or post-season assignment. Asking the individuals who make these assignments puts them in an awkward position to respond and often hurts your chances for receiving an opportunity. So – don't do it.

What is appropriate is to continue to improve your skills as an official so that you can be considered for opportunities. It is also appropriate to indicate your availability when asked and express your enthusiasm for being considered. By always focusing on being your best, you will increase the likelihood that opportunities will be offered to you.

See you on the volleyball courts!



INSIDE EDITION

*by Joan Powell
National Coordinator*

The most enjoyable part of my job is traveling to college campuses, watching others officiate volleyball and then debriefing after a match. The trials of travel are not necessarily that enjoyable. Chicago's O'Hare airport seems to know when I am connecting through that facility!! If it is not a mechanical issue or crew availability, then weather seems to play a factor in my schedule.

But, once I arrive on campus, the joy begins. I miss the butterflies felt prior to every match I worked. I miss the adrenalin rush once the first whistle for serve sounds. I long for the camaraderie of working with different partners from all over the country. And yes, I even miss the challenging coaches!

Luckily, I can live vicariously through all of you, working in the trenches. It was such a pleasure to make an east coast swing during my second weekend of travel. I went from Philly to Hartford and then on to three New York schools – all in one day. And I even endured driving in “the Big Apple” with my outdated GPS. The traffic was unreal, and of course, streets were closed due to the President's attendance at the United Nations. Traffic was even crazier that night because it was Derek Jeter's farewell appearance in Yankee Stadium. It took me an hour to drive 7 miles. But, I made it to all of the sites.

I try to enter the arenas during introductions and attempt to sit so to blend in with the crowd. Then, between sets two and three, I introduce myself to the scorers and ask for the names of the line judges if they are unfamiliar to me. I greet the referees with a short hello as they return to their duties for set three. I like to see if there are any distinct changes in mechanics or demeanor once the officials know they are being observed. I am happy to report, almost all officials continue with their normal routines.

In the debrief sessions, the feedback has been extremely well received for the most part. Many officials have not been observed, rated or evaluated in some time and are unaware of some unwanted

mechanics that have become habit. Assisted by video and still photos, the officials are able to visually recognize their idiosyncrasies and observe their presentation style.

I purposely did not start with my first trip this volleyball season, because it may have read as a travelogue and you would have moved onto the next article in this newsletter! I was fortunate to travel to the islands of Oahu and Hilo. The officials on both islands have never had an NCAA/PAVO clinic on their turf. In the past, they have had to spend a large amount of their earnings to attend a pre-season clinic on the mainland or receive the annual clinic through special technological means. These officials agree that nothing can replace an in-person clinic.

Those in attendance in both locations were engaging and appreciative. I am pleased to report that thanks to the Hawaiian leadership, we were able to pull off this endeavor and touch many officials. A special note of thanks goes to Elroy Osorio, who is the grandfather of volleyball on Hilo. He has dedicated his life for the betterment volleyball on the island and leaves an indelible mark on everyone he meets.

I was able to evaluate officials in Hilo at a Division II inter-squad scrimmage, as there were no pre-season tournaments scheduled during my visit. Prior to and following the Honolulu clinic, I was able to observe two pre-season tournaments at the University of Hawaii, along with a Division II tournament played at two sites, Chaminade and BYU-Hawaii.

Traveling from the furthest west coast schools to the east coast schools, I can safely say that officials are working to maintain consistency in their delivery of both the rules and techniques. However, there were times in some debrief sessions that I found I was repeating myself about issues that were covered in the clinic or posted on the NCAA Central Hub. But for the most part, officials are diligent, conscientious, and are

Continued on page 3



USA Volleyball.

by Steve Robb

Chair - Indoor International Referees Commission

USA INTERNATIONAL REFEREES SHINE IN 2014

The 2014 Indoor International competition season has been very busy with World Championship Qualification competitions, World League, Grand Prix, Age Group Continental Championships, Pan American Cups, USA Cup, Micronesia Games and both the Men's and Women's World Championships. I am very pleased to report that we had over 30 recommendations, and subsequent nominations, for this season.

With so many events, and certainly I did not mention them all, it is best to summarize our involvement from the commission.

USA Volleyball hosted many events, including World League and the NORCECA Continental Championships, where we provided excellent support with not only FIVB Referees, but all other staff inclusive of referee managers, reserve referees, international scorers, court support staff such as line judges and ball retrievers, and numerous additional staff to ensure very successful events. Reports from the FIVB regarding the USA events were all very positive.

Our commission, once again, hosted an International Referees Seminar at the Open Championships, which was well attended by all, as well as foreign guests.

We had great representation with two referees

selected for each of the following international events: Montreux, Grand Prix, World League, and both the Men's and Women's World Championships. Kevin Cull, Paul Albright, Ron Stahl, and Pati Rolf were the referees for these events. In all the events, our USA International Referees received excellent scores for the events and represented USA Volleyball well at the highest level.

This season also provided the opportunity for our three current candidates (Robyn Filimaua, Michelle Prater, and Nathan Mahaven) to complete their match requirements which will enable us to request their confirmation as International Referees in January.

Finally, we had the opportunity to send two candidates to the International Referees Candidate Course in Serbia, and I am extremely happy to report that both Devonie McClarty and Bill Thornburgh were very successful in completing the course.

As we move forward we expect a very busy season in 2015, and we anticipate the opportunity to recommend, and successfully receive, nominations of our USA International Referees for many events.

Congratulations are in order for all of our USA Indoor International Referees, their nominations, and their substantially successful performances.

Inside Edition

continued from page 2

extremely pleased to be able to discuss their performance with someone who is genuinely interested in their efforts, body of work and their presentation.

To all of you, referees, line judges and scorers, thank you for your sacrifices, for your continued efforts and for your commitment to making improvements in your personal growth. A friend of mine, outside the world of volleyball asked what I do – I simply explained that I am attempting to make a difference – one official at a time.

A NEW LOOK FOR THE OFFICIAL WORD

A new year, a new look! The *Official Word* will sport a new, sleeker look for 2015, and will be published every other month. Keep an eye out for the new, more readable format!



USA Volleyball.

by Bill Kauffman
USA Volleyball

PATI ROLF IS JUST "ONE OF THE REFEREES"

Elite women athletes were not the only individuals under the spotlight of the 2014 FIVB Volleyball Women's World Championship Italy 2014 Final Round in Milan. A record four women were selected to handle referee duties during the 10 matches in Milan featuring the top six teams from October 8-12, 2014, and joined eight other male referee colleagues to call the action on the court.

Joo-Hee Kang of Korea, Heike Kraft of Germany, Susana Maria Rodriguez Jativa of Spain and Patricia Rolf of United States are among the world's best referees and earned the right to continue blowing the whistle during the most prestigious stage of this World Championship.

The foursome has a combined 41 years of experience as international referees. Pati Rolf, who has served as a volleyball coach and teacher at various universities, has been an international referee since 2003.

"It is such an incredible honor to be even working in the international game of volleyball and to be here at the World Championship Final is a gift," Rolf said. "As

a young person who loved to play the game of volleyball, to coach, to referee, and then to be able to continue with my passion and work at the highest level of this game with such incredible colleagues is a dream for me. Not only working with the most amazing female referees in the world and to be watching our numbers grow, but the support we are receiving from our male peers is fantastic. I believe the game is better for all us representing the community of volleyball."

Rolf, who has been a USA Volleyball registered national referee since 1990 and is a member of the United States' Professional Association of Volleyball Officials Hall of Fame, first gained international officiating exposure at the 1996 Summer Olympic Games in Atlanta as a line judge. Since then, she has worked FIVB World Cups, the FIVB Women's U20 World Championship, 2007 Pan American Games, Pan American Cups, the 2004 Boris Yeltsin Cup - where she met Yeltsin, and was a reserve for the FIVB World League.

PAVO RefSchool

The 2014 version of *RefSchool* is up and running! The feedback from those who have used *RefSchool* in the past few years has been extremely positive!! Use *RefSchool* to both improve exam scores and increase officiating confidence.

Once again, nearly **all** 2014 Form A/B examination questions have been included in the bank of *RefSchool* questions.

Select brief study quizzes that cover specific NCAA rules, or take a complete 25-question practice examination. Get immediate feedback and rule references.

Subscription fees: PAVO members - \$10, non-members - \$15.

A subscription allows unlimited access from now until April 1, 2015.

Subscribe now, so you don't forget! Look for the link on the PAVO home page to navigate to *RefSchool*!





NEW UNIFORM OPTIONS

Updated Uniforms Project Moving Forward

by Marcia Alterman
Executive Director

In the future, officials will have options other than white for the uniform shirt. The process to determine the colors, style, and manufacturer of these alternative shirts is in process. As it turns out, it is not a fast process, but it will happen!

Recently, a "request for proposal" (RFP) was distributed to the known manufacturers and distributors of officials uniforms in many sports. The RFP described the basic specifications for the shirts that a committee determined would be offered - a medium blue and a silvery gray, with some piping on the sleeve seams. The RFP requested fabric swatches, as the hope is to get a "Dri-Fit" type of fabric, that is of a sufficient weight to be appropriate.

Interested manufacturers/distributors will respond with their ideas and bids on the shirts, and the committee will select someone to provide the shirts - it could be

that the manufacturer will also be the vendor for these shirts, or it might turn out that our current approved vendors will sell them - that is yet to be determined.

The plan is for the shirts to be available for order for the 2015 collegiate season. As a reminder, these new shirts are an option, not a requirement. All officials will still need to own a white shirt, as that is the default. The referees must be in the same color, and if either referee opts to wear white, both will wear white. The rest of the uniform will not change - navy pants and white shoes/socks will still be worn. Line judges and scorers can either wear the white shirt, or match the color worn by the referees.

This update will be an exciting change for the professional "look" of the officiating cadre. Stay tuned for more information!

THE REF SHOP

P.O. Box 3694
Seminole, FL 33775
727-392-7294
727-392-4050 fax
therefshop.com



Featuring the
"NEW"
approved Long
Sleeve Shirt

Bags Uniforms Supplies



"Everything a Volleyball Referee Needs!"



MEMBER PROFILE:

Jung Park – Taking ‘Don’t Suck’ to a Whole New Level

by Bill Thornburgh
Board Delegate

For those who have been around volleyball and have attended national events over the past decade, Jung Park should be someone that you know, or get to know.

Why? For no other reason, Park has a great sense of humor, and [sometimes] brutal honesty. He can blow the whistle pretty well, too. Maybe you have seen him on some big matches.

His skills on the court are just a small part of what makes him unique and special to our cadre. Park has impacted many officials, new and old, by actively officiating, training, and rating throughout the year, whether in high school, USAV, or NCAA.

Park began officiating volleyball in 1997 and has climbed the ranks by putting in the time and effort needed. Thanks to numerous mentors and role models, he earned his USAV National patch in 2004 and his PAVO National patch in 2005. When asked about these mentors, he gave a few names. Then some more. And then he kept sending text messages adding even more names. Some of the people, but not all, that he says, “thank you” to are at the end of the article.

On the USAV side, Park has done both the Men’s and Women’s Open Finals. He is on the National Training and Rating Teams, and was sent to an International Referee Candidate Course in Argentina. He completed his International certification by attending a Men’s Senior event in Puerto Rico where he had the honor of officiating a high-level match between Cuba and Canada. At that moment, he recalled, “this is why I got into this.”

In the collegiate ranks, Park works in multiple Division I conferences and really made a huge splash on the scene last year. Although he has been nominated and has worked the DI tournament multiple times, Park was selected to work all rounds of last year’s women’s

championships for his outstanding abilities as an R2. You may remember his performance in the championship match between Wisconsin and Penn State. If not, you may remember that great photograph of him and the Wisconsin coach discussing whether there was a touch or not. A wise man once said, “sometimes we need to be brave.” In that match, with that call, Park was brave! His run did not end there though - only a few months later he was selected to work the NCAA Men’s championship match as the first referee.

The volleyball highlights have accumulated for Park, and while they have, he continues to be the same guy and the same official that he was before. A native of Korea and a U.S. Army veteran, Park has matchless life experiences that make him who he is today. He loves ‘free hugs’ and his best (and most famous) advice to others is, ‘don’t suck’. When pressed to provide more advice, Park said, “keep working hard and don’t advertise yourself. If you are good at something, you will be noticed. Just be good and do the right thing!”

He does not like to be corny or cliché, but this is solid advice, especially for young officials wanting to move up the ladder.

Park is thankful for the time others have given to him and he is grateful for where he has gotten because of those relationships. His mentors include: Kathy Ferraraccio, Steve Webster, Neill Luebke, Mary Blalock, Steve Robb, Michael O’Connor, Dave Carson, Rick Rowey, Scott Atkinson, Tom Blue, Marcia Alterman, and Corny Galdones (and in his words, “everyone else who I forgot that will now be mad at me”). In recent years, new friendships and a support group that includes a small group of officials (you know who you are!) has been beneficial.

Continued on page 7



USA Volleyball.

by Dave Spencer

Associate Chair, Indoor National Officials–Referees

NOTES TO USAV NATIONAL INDOOR REFEREES

TIME TO REGISTER

The USAV season is underway! At least in the parts of the country where sanctioned boys' and other tournaments are already occurring.

Most of you may now register with your regions and USAV at webpoint.usav.org. For those of you in regions that do not use online registration, follow your region's instructions. Remember to submit a background check application if it is due. After you have registered, please pay your National Officials Commission (NOC) dues and national-level referee clinic fee--\$60 for national-level indoor referees.

By the time you receive this newsletter you should have received emails with notification and instructions for accessing the national-level curricula and exams.

A new casebook including current interpretations was posted to VRT at volleyballreftraining.com the first week of October. Thanks to Denis Bergstedt for updating this useful resource!

IMPORTANT DATES

November 15

- Late fee of \$40 assessed if NOC dues are still unpaid.

December 31

- Deadline for national-level referees to register with their regions and USAV.

January 2

- Deadline for viewing national-level referee pre-season information.

March 1

- Deadline for attending national-level referee clinic. You may view it online for credit this season if you have not done so previously in your current term.
- Deadline for completing national-level referee exam. This is not the Form A & B exams.

2015 USAV Championships

- May 22-27 –Open National Championships – Detroit
- June 23-July 2 –Girls' Junior National Championships – New Orleans
- June 28-July 5 –Boys' Junior National Championships – Columbus
- July 21-25 –High Performance Championships – Des Moines

RETIREMENTS

The following referees have retired their indoor national-level referee certification in the last few months. Please thank them for their years of service to their regions and USA Volleyball next time you see them.

Rebecca Carstenson	Rich Pillar
Donna Carter	Garicke Rubin
Kelly Daniels	Kevin Sipple
Tom O'Connor	Bob Willis
Tony Padro	

COMMENTS & SUGGESTIONS?

Please let us know how we can improve your experience as a USAV referee.

Member Profile

continued from page 6

"It is important to have volleyball friends that can help you and support you," he said. "Friends that you can turn to for help and that will listen to you." The group discusses rules, matches, on-court performance, and what-if situations, and they share funny and personal stories with each other.

If you know Jung Park, give him a hug and enjoy his company. If you don't know Jung Park, make it a point to introduce yourself at the next tournament, and then give him a hug!



PAVO CONGRATULATES NEW NATIONAL REFEREES AND LINE JUDGES

by Christina Fiebich
Board Delegate

PAVO would like to announce the addition of eight individuals to the National Referees roster for the 2014-2015 season. The following referees were successful in receiving their PAVO National rating:

Robert Boggs, Summerfield, NC
Wade DuBois, Granby, MA
Tracey Harrison, Cheney, KS
Chris Haworth, Whitefish, WI
Kelly Peterson, Seymour, TN
Pati Rolf, Pewaukee, WI
E.J. Swartz, Vincennes, IN
Eric Wernke, Davenport, IA

PAVO also conducted two National Line Judge rating sites and the following candidates were successful in receiving their National Line Judge certification:

Mark Berman, Madison, WI
Glen Kilgore, Dickson, TN
Ron Kolash, Appleton, WI
Jeff Sears, Appleton, WI
John Sutton, Topeka, KS
Phillip Whitcomb, Lake Odessa, WI

The rating team members for 2014 were: Donna Carter, Mike Carter, Dave Cooper, Kathy Ferraraccio, Donnie Goodwin, Brian Hemelgarn, Leisa Jordan, Tom Joseph, Andy Martin, CJ McAbee-Reher, Michael O'Connor, Michelle Prater, Julie Voeck and Stacey Weitzel.

PAVO would like to thank all of the coordinators who suggested tournaments in their respective conferences as potential PAVO National Rating sites for this year. Through the collaborative efforts of the coordinators and PAVO, we were able to offer four competitive rating sites this year. Special thanks to our hosts for 2014, University of Central Florida, University of Kentucky, Missouri State University and Northwestern University for their assistance and support of the PAVO National Rating program.



CORRECTION:

The August edition of the *Official Word* incorrectly reported that the police officer who arrested two Louisiana high school football officials for seeking help from law enforcement in controlling unruly fans who made their way onto the sideline was fired. The police officer, in fact, retired following a departmental investigation into his actions.



Find us on
Facebook

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

2014 PAVO Officials' Convention – December 17 - 20

REGISTRATION-OKLAHOMA CITY

Your Name _____

PAVO Board Name _____

Your Address _____

City _____ St _____ Zip _____

Cell Phone _____

E-Mail Address _____

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

	PAVO Members Before 11/15/14	PAVO Members After 11/15/14	Non-PAVO Members Before 11/15/14	Non-PAVO Members After 11/15/14	Amount You Are Paying
Convention Registration *	\$175	\$225	\$200	\$225	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					//////////
"Mini" Convention Registration *	\$100	\$125	\$100	\$125	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					//////////
Extras and Options:					--
NCAA Championship Match Tickets **	Tickets are not included with convention registration. Matches are on Thursday, Dec. 18 and Saturday, Dec. 2. All tickets sold in sets for both days, and are all in the lower bowl of the Chesapeake Arena. Limited quantity available – maximum 4 per registrant . Non-registrants may not place ticket orders. \$80 x _____ (No. of tickets)				
AVCA/Jostens Coaches Honors Luncheon	Thursday, Dec 18-noon-2:00pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
AVCA All-America/Players-of-the-Year Banquet	Friday, Dec 19-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
Guest attendance	Friday 12/18. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) \$ 40 x _____ (No. of guest tickets)				
TOTAL DUE					
Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800					
Visa MasterCard Discover (circle one) Credit Card Number _____					
Expiration Date: _____ Security digits (3) on back of card _____					
Signature _____					

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

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

FROM:_____

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



USA Volleyball.

by Keith Murlless

Director, National Beach Officials Training and Certification

NEW CERTIFIED BEACH OFFICIALS

The USAV Beach Officials' Commission is very pleased to report that six officials recently earned their USAV National Beach Volleyball Referee certifications in Chula Vista, California.

Congratulations, to all!

2014 Beach-National Certification recipients:

Kathy Blaise (SC)	Sharon Pierce (GC)
Stephanie Cruz (SC)	Calvin Richardson (SC)
Ray Mink (SC)	Rachana Tan (SC)

The 2014 USAV national rating session was conducted October 2-5, 2014, at the Olympic Training Center in Chula Vista, California. The event was hosted by USAV, in concert with Stop #9 of the NORCECA International Beach-Volleyball Tour.

These successful NATIONAL Beach Referees above join many other successful beach officials, who improved their certification levels in 2015. Our congratulations to the Zonal and Local beach officials as well!

2014 ZONAL certifications:

Brad Aaberg (NO)	Ronald Lumagui (GC)
Clint Barnes (IM)	Rene Marcellus-Simon (SC)
Michael Brown (GC)	Calvin McGill (NT)
Wade Brence (CR)	Andy Miller (SO)
Michael Chapman (AZ)	John Nguyen (SC)
Allan Chinn (PS)	Daniel Paula (FL)
Donetta Conn (NT)	Michelle Prater (SO)
Tim Evans (SC)	Jeff Peters (LS)
Christina Fiebich (NO)	Alan Standiford (FL)
Johnny Guterwill (CR)	Felicia Sardella (SC)
Jaden Hedman (PM)	Angelle Simms (BR)
Phillip Hoffman (NT)	Tyrone Toloy (NC)
Helen Kelchner (GC)	Liz Wilson (NT)
Matthew Levoe (SC)	Eric Zender (NT)

2014 LOCAL certifications (as of this printing):

Mark Arthur (SC)	Kelsi Jurik (IA)
Eddie Carruthers (CR)	Kent Kocour (IA)
Ellen Colley (GC)	David Mabe (CR)
Rajan Dosaj (SC)	Darlene Morris (SC)
Glenn Horton (CR)	Dan Reilly (CH)
Daniel Jampole (PM)	



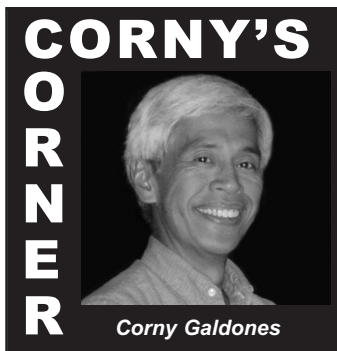
2014 PAVO Convention

December 17th-20th
Oklahoma City

Registration now open at:
<https://pavo.org>

In conjunction
with the





Criticism should instruct, not destruct

by Corny Galdones

Go forth and perpetuate. Enrich and ensure our officiating future by giving your knowledge and wisdom forward.

As you advise fellow officials to help them grow, bear in mind that a crude block of granite is honed into fine sculpture with chisels, not sledgehammers. Beating up people leaves them in rubble. Even if you need to hit them over the head with a 2x4 to get their attention, feed them a carrot or two afterwards. Build their confidence while arming them with the skills and acumen to mature. Understand they may have no idea of what they're doing. Never forget you were once in their shoes. Look at you now. You're a star, and hopefully, with a gift of not feeling and acting like one.

Not everyone will possess the makeup and talent fit for the top. Who cares! We can't afford to be snobbish or discourage anyone in our ranks. Every able body willing to blow a whistle is valuable. Let's make every single person feel wanted, finding a useful niche for each one. Many of us, dead tired at bedtime after surviving one contest after another from early morning through late evening, can attest to a referee shortage. Granted, the extra pay is nice, but there's more to life than money.

Our profession's lifeline is in the hands of all of us. No one is exempt from being active in assisting officials who might not be as sharp as we are. Show you care by looking out for them and not yourself. Every effort, big or small, counts.

Thanks to others, you own a wealth of information. Be generous in sharing your expertise like they did with you. Open up minds. Open yours, too. You may know it all after seeing and doing it all, but this doesn't mean you're always right. You may also be good but you're only as good as how you treat everyone else. Open up your arms, your heart and your head so others will want to seek you out for guidance.

Everyone has flaws and makes mistakes. How you address these goes a long way in determining the morale of those under scrutiny. A peace of your mind soothes. A piece of your mind doesn't. Getting hung up on being critical, strict, mean or superior is sure to cause friction, tension and resentment. Breathe. Surely, something was done right. See the glass as half full not half empty. Be firm and frank in pointing out errors, yet flexible and sensitive in judging or correcting them. Less static yields better reception. Step on toes so that anyone discomforted will smile. You've won them over then.

Come up with practical solutions. Study up so you can explain in detail the proper actions to take, what conditions to anticipate or be aware of, and most important, the reasons and benefits for doing things as such. Too often the latter is omitted, resulting in sound advice being ignored even when repeated over and over again. Make sense? Those in the dark on what and how have to be told why to see the light. We're not little kids anymore. "Because I said so" isn't good enough.

If you're the recipient of a formal debriefing in a graded evaluation, realize it's a monologue, meaning there's only one speaker, and it's not you. Listen, take notes and bite your tongue. Not being open to critique and being defensive makes you deaf if not dumb. In an informal officiating dialogue, feel free to speak up. Ask questions. Pick every brain around. If something doesn't seem right or isn't in line with prior training, bring it up. This could be a moment of revelation for you or perhaps a veteran with an idiosyncrasy. The big dogs are never too old to learn new tricks from young pups.

Whether we're in the dawn, middle or twilight of our career, criticism can be of help. If you offer any to us, be constructive and considerate about it. Otherwise, chances are we won't want to hear it even if we must.



'AMERICA'S MILLIONAIRE SCHOOLTEACHER' TO KEYNOTE 2014 OFFICIALS CONVENTION

by Christina Fiebich
Board Delegate



At 30 years old, Clay Staires was a single parent, high school teacher and coach, and living in his car. Today, "America's Millionaire Schoolteacher" is an authority in leadership training and has taught scores of people how to navigate safely through the dangers of life, leadership and personal development.

Staires, who has been ranked as the No. 1 motivational speaker in his

home state of Oklahoma and shared the stage with top CEO's and a New York Times Best Selling author, will be the keynote speaker during the 2014 PAVO Officials Convention. The annual convention is held in conjunction with the NCAA Division I Championships in Oklahoma City. He will share his story and present "Taking the Stand - How to Lead With a Whistle" as the opening speaker of the Dec. 17-20 event.

This year's convention also will feature attorney, speaker, and author Alan Goldberger. His session is entitled "Law and Order on Your Volleyball Court", and will feature a discussion of officiating liability issues. Goldberger is frequently retained by major insurance companies and serves as counsel to PAVO and many other national, state and local officiating and sports organizations. He conducts seminars and workshops for officials, coaches, athletic administrators and attorneys throughout the country. He is sure to provide pearls of wisdom that has the potential to save you from costly litigation.

The convention will feature two new sessions, a SafeSport overview by USAV SafeSport Coordinator Quintiya Miller and a panel of FIVB indoor, FIVB beach, and WorldPara Volley officials who will discuss "The International Experience". Back again this year are the ever-popular video rules interpretations session, the semi-final analysis, and the coaches panel. Complete schedule details are available on the PAVO website under "CONVENTION".

Convention registration is underway on the PAVO website under E-store.



USA Volleyball.

by Michelle Prater
Director Referee Evaluation & Certification

REFEREES' TECHNIQUE CHANGE

Last year a technique was implemented for the second referee to assist in identifying Liberos; while checking line-ups, the second referee verified the Libero on the line-up sheet by pointing with an open hand to the Libero for each set. **This technique will no longer be used.** The second referee still needs to be very diligent in making sure the number of the Libero entering the court matches one of the Libero

numbers entered on the line-up sheet.

Before the match, the first referee must verify the number of Liberos being used for the match. If one or zero Liberos are used in the first set, and there is a question in the second or third set, it would be a good idea to call the second referee over during the line-up check to verify the Libero number.



USA Volleyball.

*by Donna Wigton
Director, International Indoor Scorer*

ACTIVE SCORERS ARE PARTICIPATING EVERYWHERE

Congratulations to **World League** scorers this summer: Terry Lawton (SC), Jane Dong (SC) with Russia; Debbie Reed (CH), Felix Madera (GL) with Serbia; and, Becky Brockney (RM), Travis Karlin (NO) with Bulgaria. Not only did they use the new method of the primary scorer operating the eScoresheet (and giving the eye contact and hand signals to the second referee) with the assistant completing the paper sheet as a back up, but they also experienced the new video challenge system. The scorers at the **NORCECA Boys Youth Championships** in Tulsa were Cathy Hoy (LS), Amber Fulk (CR), Carlos Rodriguez (LS), and Margie Mara (RM). Many thanks to Terry Lawton and her wonderful crew of Southern California scorers - Jane Dong, Rosie Sintop, Maureen Barbosa, Diana Johnson, Lyman Johnson and Cathy Fischer - who worked the **Men's and Women's USA Volleyball Cups** (with a couple of matches in Hawaii with local scorers Irene Kobayashi and Lei Kauihou). Additionally, and right before Open Nationals, scorers working the **NORCECA World Cup Qualifier** in Colorado Springs, CO, were Donna Wigton (RM), Becky Brockney, (RM), and Kim Williams (PS).

The **High Performance Championships** in Tulsa, OK was a success. In addition to the staff and training court scorers (announced in the June *Official Word* issue), I want to thank the following qualified scorers

working the regular courts: Roy Benasaraf (KE), Amber Ellis (RM), Chuck Ellis (RM), Ross Erickson (NO), Nancy Funk (PR), Vickie Hinkle (PS), Diana Johnson (SC), Margo Juergens (OK), Ronnie Kaase (LS), Dan Kitchel (LK), Virgie Mallett (LS), Dale Obermeyer (GW), Roger Ozima GL), Joyce Sanderson (GW), Tina Stanley (GP), Milka Steiner (AZ), and Kathie Toth (LK). Special thanks go to certified scorer Emi Vishoot (OV) who worked the HP regular courts and served as a mentor. Everyone got valuable experience on the International sheet and learned so much overall.

As we approach the USAV season, remember to plan some practice time on the "big sheet" to keep your skills sharp. To access all of the information you need, go to www.volleyballreftraining.com, click on Resources, then Indoor Scorer Materials tab, then the tabs at the bottom for the manual and the power point presentation. I think you will find this resource easy to navigate, and very informative! Also, visit www.dataproject.com for training materials on the eScoresheet. As you can see from reading this article, competence in this area is extremely necessary for future assignments.

Enjoy the holiday season and see you next year!



CAMP DIRECTOR POSITION AVAILABLE

PAVO is looking for a new Camp Director beginning Jan. 1, 2015. The Camp Director is part of the PAVO board of directors and is responsible for the PAVO camp program. If you are interested in being considered for this position, please send me an email (president@pavo.org) expressing your interest along with a listing of your experience in training volleyball officials and organizing volleyball training events.



GOODWIN AND VOECK RE-ELECTED TO PAVO BOARD OF DIRECTORS

by Marcia Alterman
Executive Director

Julie Voeck was re-elected as PAVO President and Donnie Goodwin won a second term as a director-at-large in an online election held in August.

With Voeck winning another term as president, the position of president-elect will remain unfilled for 2015. PAVO's Operating Code calls for an interim board member to be appointed to fill that open slot.

Voeck, who ran unopposed, will complete her current term as president through 2015, and will begin her new two-year term on Jan. 1, 2016.

Goodwin will serve a three-year term beginning Jan. 1, 2015.

Voeck, of Wisconsin, said she is looking forward to continuing to lead PAVO through a number of significant upcoming initiatives, including staffing

changes, the continued development of the iRef program, and a website/database revision. Voeck has served as PAVO president since 2012, and has served the board since 2001 in the positions of camp director and director-at-large.

Goodwin, of the Louisville, KY area, will begin his second term as director-at-large. Goodwin said he looks forward to continuing to represent the membership as the board tackles issues such as the testing process, uniform changes, and re-examination of the point renewal system for national officials.

Directors-at-large also have the responsibility of building relationships with, and assessing the needs of the local boards.

A total of 537 ballots were cast in the election. PAVO has approximately 2,400 eligible voters.

ROOF SPORTSWEAR

CERTIFIED OFFICIAL VOLLEYBALL CLOTHING & ACCESSORIES



Including Many Accessories:

Whistles, Gauges, Pumps,
Cards, Bags, Flags, Jackets & Much More

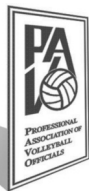
**Look at Colors, Styles, and Varieties
then use our Easy Online Ordering**

CHECK OUT OUR ONLINE CATALOG AT
WWW.ROOFSPOWTSWEAR.COM

Toll free: 888-830-8374 • E-mail: roofsport@aol.com

Office: 562-927-2267 • Fax: 562-372-7800

12138-1/2 Woodruff Ave • Downey CA 90241



MEYER SEES FIRST-YEAR ASSIGNMENT TO LISTEN, LEARN;

A Q&A with the person behind the whistle shows personal charm

by Dale Goodwin



The Official Word sat down with the new PAVO deputy executive director and asked Katy Meyer about things both professional and personal in an effort to better acquaint you with one of PAVO's new leaders. We think you'll find a woman of great passion, clear vision, and warm collegiality. We'll also tell you about her travels around the country in a motor home, her love of high-country life in Arizona and what her plans are for her first year on the job.

Official Word: What about this job thrills you the most?

Meyer: The opportunity to have an impact on what PAVO does, particularly in educating and training officials. What also is exciting about this is that it's a job that requires a person at the helm who continues to bring vision, can complement the members of the board of directors, and to be a part of that group in an administrative role.

Official Word: Before this job was advertised, did you ever imagine the possibility of leading our volleyball referees training arm?

Meyer: No, not specifically. In the past 10 years, I have envisioned myself in a more executive role, but always hands-on working with people. I love sharing my experiences with people who will listen. This is just more than what I had envisioned. I'm really looking forward to the professional journey, the relationships, and truly seeing if I can bring additional positive change to the field of officiating, training and educating.

Official Word: What do you do for fun?

Meyer: First of all, I love to officiate volleyball. I have always found comfort in a gym, as an athlete, coach

and official. When I'm not officiating, I love to be outside, mountain biking, kayaking, hiking and sitting on the back porch. I enjoy life most when I'm around friends and family.

Official Word: You've recently taken up traveling the country in a motor home?

Meyer: What a B-L-A-S-T! That motor home has either given us the opportunity or excuse to get out and pursue something that (husband) Peter and I have long talked about, seeing the country, visiting friends and reffing volleyball along the way. Two years ago when we bought the motor home (we lovingly refer to it as Ariel), we looked at each other and asked, "Are we really going to do this?" We've been very blessed to combine travel, fellowshiping and volleyball.

Official Word: What do you like about where you live?

Meyer: I love living in Prescott, Arizona (100 miles northwest of Phoenix) because it's in my native state, it's home for me. More so than the Phoenix metro area where I grew up. Here we have four seasons, and I can enjoy all the outdoor activities I love. Prescott is not as hot as Phoenix in the summer, and not as cold at Flagstaff in the winter. Prescott was the first place that Peter and I built a home and it has become a place where we envision living for a very long time. On a side note, one of the pleasures of this position is that I am expected to do much of my deputy executive director work from home. This is ideal since Peter and I share a home with his parents...Peter and Betty. I love Prescott's proximity to Phoenix. I don't have to live in a major metropolitan area to have the convenience of a big city. The drive from Prescott to Phoenix is just an hour and a half.

Official Word: What about refereeing volleyball turns you on the most?

Meyer: Getting better at it year after year. What drew me to it was the challenge of it. What has kept me going is getting better at it. Peter kept encouraging me

Continued on page 17



2014 NCAA/PAVO CLINICS

Record attendance numbers highlight the clinic season

by Anne Pufahl
NCAA Secretary-Rules Editor

Record attendance and a first-ever clinic in Hawaii highlighted the 2014 PAVO/NCAA pre-season officials clinics, with more than 2,000 officials getting the latest information on rules, techniques and professional development at sessions held in 31 locations.

For the first time, a clinic was held in Hawaii with more than 40 officials attending sessions led by National Officials Coordinator Joan Powell in Hilo and Honolulu.

Feedback from the attendees was excellent. But PAVO will continue to work to improve based on that feedback and evaluation forms. Each and every evaluation is reviewed and those ideas become part of the preparation phase for next season's clinics.

I personally want to thank all the clinic hosts for putting in the hard work to organize and run the individual clinics. This is a demanding job, so make sure you give your clinic host an extra pat on the back for their efforts.

I also want to give a big shout out to Miki Kennedy. She solely handles all the questions, issues and complaints about online registration. She works tirelessly behind the scenes with little or no credit. Please let Miki know how much she means to PAVO the next time you talk to her on the phone.

My gratitude is extended to the clinicians who gave up their valuable summer weekends to travel across the country to conduct clinics. This year's clinicians were: Marcia Alterman, Mary Blalock, Mike Carter, Brian Hemelgarn, Joan Powell, Anne Pufahl and Julie Voeck.

One last kudo to CJ McAbee-Reher. She took on the role of creating the clinic PowerPoint presentation. She also had to ensure that all the modules were formatted correctly and looked professional.

Start making your plans now to host or attend an NCAA/PAVO clinic in 2015.

*Meyer First-Year Assignment
continued from page 16*

to officiate. I like that I have to be a decision maker and a teammate, and have been able to enhance my ability to work through issues as a result of my experiences as a referee, both indoor volleyball and beach. These are constants in the obsession (or perfection) of being a referee.

Official Word: What's the most fun you've ever had officiating?

Meyer: Being a part of the team, the stuff that happens off the court. Good times doing things with other officials. As a sand or (Internationally-rated) beach official I'm having the most fun now because I'm more comfortable than ever knowing and applying the rules. Just when you think you'll never be surprised by something on the court, something does surprise me. But I'm comfortable in my own skin as a referee now, more than ever in the past. That's taken a long time.

Official Word: Where can PAVO improve its services to officials?

Meyer: By expanding education and training opportunities for our 3,000 plus members. I stand firmly of the belief that PAVO should have a beach/sand training element. But I'm still learning what that would take. I believe I owe it to the membership to bring my vision and skills to the table. I believe leadership is always looking for ways to improve benefits to our members, as Marcia Alterman (current PAVO Executive Director) has done so skillfully for the past three decades. I'm still developing an answer to that question.

Official Word: So what's next?

Meyer: I am really looking forward to the journey, the challenges, the work that needs to be done to move things forward. I have a husband who is in complete support of my work with PAVO and a big advocate of PAVO. I'm grateful for this next year to be able to do a lot more listening than talking, and learning as much as I can from our members, the board and Marcia. PAVO is comprised of many working parts. I have a great deal to learn, but have just as much to offer.

The Official Word
P.O. Box 780
Oxford, KS 67119

Address Service Requested

PRSRT STD
U.S Postage
PAID
Wichita, KS
Permit No. 84



PAVO Board of Director/Staff

www.pavo.org
1-888-791-2074

Julie Voeck , President	Donna Carter , Member Development Dir.	Doug Darling , Camp Director
Christina Fiebich , Board Delegate	Chuck Fleet , Board Delegate	Dale Goodwin , Interim Board Member
Donnie Goodwin , Director-at-Large	Brian Hemelgarn , Examinations Dir.	Jung Park , Finance Director
Anne Pufahl , NCAA/PAVO Clinic Dir.	Bill Thornburgh , Director-at-Large	Mara Wager , National Rating Team Dir.

Staff

Marcia Alterman , Executive Director	Miki Kennedy , Membership Services	Katy Meyer , Deputy Executive Director
---	---	---



USAV Officials Commission/Assembly

www.usavolleyball.org

Michael McPoyle , Chair, National Indoor Officials Comm	Devonie McLarty , Chair, Officials Assembly
Steve Robb , Chair, Int'l Indoor Officials Comm	Nancy Funk , Associate Chair, Nat'l Indoor Scorers
Donna Wigton , Director, Int'l Indoor Scorers	Jennifer Williams , Director, Nat'l Indoor Scorer Cert & Eval
Dave Spencer , Associate Chair, Nat'l Indoor Referees	Ric Washburn , Director, RVA Indoor Scorer Development
Chad Klunck , Director, RVA Nat'l Indoor Ref Development	Lynne Updegraff , RVA At-Large Scorer Representative
Thomas Hoy , Director, Indoor Camp Development	Steve Owen , Chair, Int'l/Nat'l Beach Officials Comm
Brian Hemelgarn , Director, Nat'l Indoor Ref Clinic Development	Keith Murlless , Director, Beach Ref Cert and Eval
Michelle Prater , Director, Nat'l Indoor Ref Eval & Cert	Steve Kenyon , Director, RVA Beach Officials Development
Michael O'Connor , Asst Director, Nat'l Indoor Ref Eval & Cert	Ryan MacDowell , RVA At-Large Beach Representative
Marcia Costley , Director, RVA Nat'l Indoor Jr Official Development	Marcia Alterman , Member Organization Liaison
Donnie Goodwin , RVA At-Large Ref Representative	Kathy Ferraraccio , Indoor Officials Consultant