



by Julie Voeck
President

PRESIDENT'S MESSAGE

Here's your off-season to-do list

Ahh, the middle of summer - time for sun, rest, relaxation. But fall will be here before we know it, so between the rounds of golf and trips to the pool or beach, be sure to take time to prepare for the upcoming volleyball season.

By now you should have registered with your local PAVO affiliated board, and followed-through on the NCAA Central Hub as well. If you haven't done this yet, do it ASAP. Registration is easy – just go to the PAVO website and click on the E-Store to register online.

In early July, registration will open for this summer's NCAA/PAVO clinics. The clinics in various parts of the country are listed on the PAVO website (www.pavo.org). PAVO members are expected to attend a clinic annually, so be sure you take care of meeting all deadlines for pre-registration to avoid the \$50 walk-in fee.

Preparing for the NCAA/PAVO exam is key to getting a good score. For those of you who get exam anxiety (like me), PAVO offers tools to help you prepare. My favorite way to prepare is to take the practice exam questions on RefSchool. It's available to PAVO members for \$10 per year and is a great way to study by answering practice test questions.

Now is also the time to go back and review the rulebook and focus on areas where you answered questions incorrectly on the RefSchool quizzes or areas where you may have been challenged last year.

The iREF on-line training modules are also another

great tool to use to prepare for the upcoming season. Each module focuses on a particular area of the game, so even if you only have a few minutes you will have time to get through a module or two.

The new 300-level iRef courses are being finalized now, and will provide detailed in-depth training on a wide range of topic, including pre-match protocols and referee responsibilities. The iREF modules also provide many examples with photos and videos for sometimes challenging decisions such as back-row faults and position faults. The iREF 100- and 200-level courses are also great tools to use for review before the start of the season.

June and July are a good time to make sure your uniforms are in "ready" condition. To compliment your supply of the traditional white shirt, you may also purchase the newly-approved blue and grey uniform shirts. Conference coordinators will determine which shirts can be worn during conference matches, and what the guidelines are for their specific conference. The current white uniform can also be worn through August 2018, so don't hesitate to purchase another white uniform shirt or two for the upcoming season. Our vendors still have a good stock of the current white uniform shirt with the retro logo available.

There is your checklist and to-do list for the upcoming season. Take the time now to prep and be ready for your season opener.

See you on the courts!



PAVO NATIONAL RATING TEAM SITES ANNOUNCED

*by Mara Wager
NRT Director*

The University of North Texas, University of Denver, North Carolina State University and Marquette University have been chosen as the National rating sites for 2016, PAVO has announced.

Officials seeking a National certification can apply to attend any of the four sites by July 7. Line judges seeking certifications can apply to attend sessions at the University of North Texas and Marquette University only. Dates for each site are listed below.

Application forms and other required documents plus the application fee (\$150 for referees/\$50 for line judges) must be submitted to the PAVO Central Office. Forms can be found on the PAVO website under the CERTIFICATIONS tab.

Selected applicants must also meet certain examination requirements, explained on the PAVO website; be sure to familiarize yourself with that criteria.

Applicants will be notified of their acceptance by mid-July.. NRT applicants who are not accepted will be fully refunded.

NRT sites for referee candidates:

Dates (2016)	Host University	Location	Type of Site
August 26 - 27	University of North Texas	Denton, Texas	Referee + Line Judge
September 2 - 3	University of Denver	Denver, Colorado	Referee only
September 9 - 10	North Carolina State University	Raleigh, North Carolina	Referee only
September 16 - 17	Marquette University	Milwaukee, Wisconsin	Referee + Line Judge



NCAA/PAVO CLINICS 2016 – SOMETHING FOR EVERYONE

*by Anne Pufahl & Joan Powell
Clinic Co-Directors*

Modules covering the Challenge Review System (CRS) will be offered at all 30 NCAA/PAVO pre-season clinics offered in July and August, since the NCAA voted to allow any school to use the rule that allows coaches to challenge officials' calls in certain situations.

The optional module will be presented at the end of each clinic and attendees won't be required to stay for it. But it behooves officials to take in the information as any school in Division I, II or III can opt to institute the video replay rule which allows coaches to ask officials to review calls that involve possible service foot faults, touches, in-and-out calls, and net faults.

Many schools and conferences are still uncommitted on their decision to implement CRS. And, nothing prevents a school from deciding in mid-season to implement the use of CRS. In 2016, NCAA Division I will use CRS at the final round of the Championship (Division II and III will not).

In addition to instruction on CRS, the 30 clinics will feature modules for officials of all experience levels. Topics include: rule and technique changes for 2016, managing media timeouts, deescalating techniques and "Retraining the Second Referee." Clinic

registration is scheduled to begin around July 5 on the PAVO website, www.pavo.org.

"Pre-season training will begin soon for collegiate coaches, players and officials," said co-clinic directors Anne Pufahl and Joan Powell. "Part of our charge as officials is to be as prepared as possible for the coming season. We owe it to teams, coaches, and our officiating partners."

Before attending a clinic, officials are highly encouraged to read the NCAA Rules and Interpretations book and the PAVO Officiating Manual. They also are encouraged to pay registration and membership dues to PAVO and their local boards.

A schedule of this year's clinics is published in this newsletter and on the PAVO website. To avoid a \$50 walk-in fee, register by 11:59 pm PST on the Tuesday before the date of the clinic of your choice.

Officials who receive online vouchers from local boards or conferences must register online by the corresponding deadline. An online voucher will be provided for you in the PAVO E-store to reduce or cover your registration fee, based on the information provided by your board chair or coordinator.



2016 PAVO OFFICIAL'S CONVENTION IN COLUMBUS:

"Discover it – You deserve this!"

*by Katrina Meyer
Executive Director*

PAVO officials, get ready for four days of fun. Columbus is going to be a fabulous location for our annual official's convention.

As PAVO's executive director, I want to encourage and entice you to start making plans to participate in 2016 convention, to be held Dec. 14-17 in conjunction with the NCAA Division I Women's Volleyball National Championships. Details about the convention will be posted on the 2016 Convention page on the new PAVO Website as they become available.

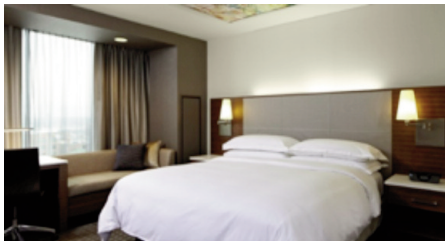
A scout team composed of PAVO staff and members of the American Volleyball Coaches Association (AVCA) recently visited Columbus. We enjoyed our visit to Ohio's capitol city, using it as a reconnaissance mission to see what you'll see, stay where you'll stay, eat where you'll eat, and experience what you'll experience when you arrive in December.

The downtown area is teeming with places and activities that should enhance your 2016 convention experience (On our visit, we didn't have time to experience everything that you and your family might enjoy.) The Greater Columbus Sports Commission, local PAVO Affiliated Boards, and the Ohio Valley Region of USA Volleyball – all in collaboration with PAVO - have a level of commitment to ensure that the 2016 PAVO Convention experience will be unforgettable!

So, save the dates, Dec. 14-17. Start thinking about how you'll get to Columbus, and when the time comes, make your room reservations.

PAVO Convention host hotel – The Hilton Columbus Downtown

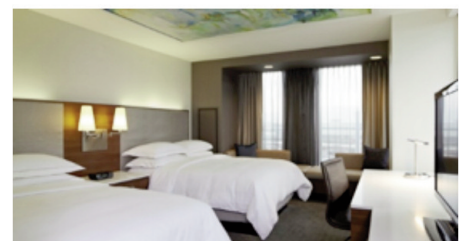
Located in the Arena District in downtown Columbus, this modern and welcoming four-star hotel is connected to the Greater Columbus Convention Center by a spectacular glass walkway and is within easy walking distance of Nationwide Arena. I encourage you to visit both of the above links. Once the hotel site is open for reservations, rooms are very likely to sell out quickly. Room rates will be \$129 per night (excluding taxes and fees) for either a Standard King or a Standard Double/Queen:



Standard King



A look down the hallway...



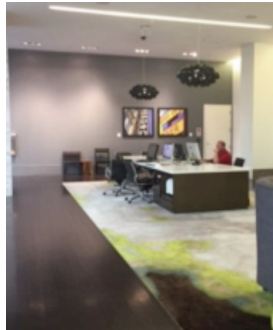
Standard Double/Queen

Room amenities include a 42 inch HDTV, high-speed internet access (complimentary to HiltonHonors member), Peter Thomas Roth bathroom amenities and original local artwork.

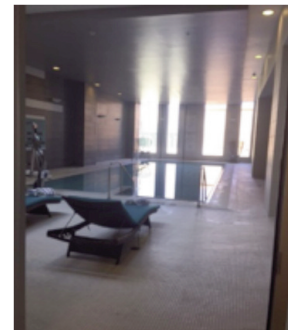
This Hilton is a pet friendly hotel and is generously apportioned to meet your needs as a conventiongoer and business traveler with a spacious Business Center, a well-equipped fitness center, and pool. Please note the hotel cancellation policy: Attendees who reserve rooms at the Hilton will have their credit card charged for one night room and tax in the event of reservation cancellation.



Fitness Center



Business Center



Pool



WHITE UNIFORM POLO WITH 'RETRO LOGO' TO BE PHASED OUT BY 2018

by Marcia Alterman
Former PAVO Executive Director

White shirts with the traditional "Certified Volleyball Official" logo on the left sleeve are headed for retirement.

PAVO and USAV have adopted guidelines that will allow officials to wear the shirts with the "retro" logo until August 2018. By then, a new version of the white shirt is expected to be available to go along with the blue and gray shirts that debuted last fall and during the 2015-16 USAV season.

Approved vendors will continue to sell shirts with the "retro" logo, and officials will be allowed to wear them for two more seasons.

The new blue and gray uniform shirts were introduced to give volleyball officials an updated look, simplify the accounting process for the royalty vendors paid to use the logo and provide a reasonably-priced uniform of good quality. The goal has apparently been achieved.

"The comments on the look of the new shirts have been very positive," said Marcia Alterman, PAVO's former executive director.

With the switch to the new uniforms, manufacturers now pay royalties at the wholesale level. Previously, vendors owed royalties on each sale, resulting in a higher cost per uniform. In the new arrangement, there is no "middle man" allowing for lower costs for officials.

These changes did not restrict the current vendors from continuing to be part of the process. The original Request for Proposals (RFP) was sent to a number of potential providers, including all current vendors. The intent from the outset was for several retail vendors to

be approved – the current vendors have the opportunity to sell the new shirts and gear as they always have.

A new version of the white shirt is in development, according to the USAV/PAVO Interface Committee, which met in Orlando during the USAV Open Championships in May. Members will soon receive an opportunity to participate in a survey about the characteristics and features of the new shirts so that they can meet the needs of the constituency.

As officials now have three uniform colors available, referees need to stay abreast of criteria established by schools, conferences, regions and assignors that govern which shirt color will be worn; those criteria may override the PAVO Guidelines. PAVO Guidelines for collegiate officials state that:

- The referees' shirt color should match.
- Line judges should wear the same color shirts; they may either wear a white shirt or the same color shirt as the referees.
- Scorers should either wear white shirts or the same color shirts as the referees.

Outerwear has also been a topic of discussion. Jackets that mimic the trim styles used on the new shirts are being considered. In the meantime, the current approved outerwear (1/4 zip fleece and polyester white jacket) are appropriate, based on specific guidelines from the hiring entity. Outerwear should only be worn over white shirts, and if one referee wears outerwear, the other should also wear outerwear or a white shirt.



*by Brian Hemelgarn
Director of Examinations*

2016 NCAA/PAVO EXAMS

This year's NCAA/PAVO exam will highlight recent rule changes and draw attention to specific points of emphasis from the NCAA Women's Volleyball Rules Committee. The required exams, which are part of an official's pre-season preparation, also will focus on collegiate rules, techniques and procedures.

Officials must score 90 percent or higher for Form A (or Form B is the mandated score is not attained on Form A) to be considered for post-season play. The exams will be available to PAVO members who have registered on NCAA Central Hub. Corrections to missed questions should be sent to the local board chair.

The Form A/B exams will be available online until Oct. 15. However, the exam must be completed by Sept. 1 to be eligible for post-season play.

The PAVO Form C rules exam, intended for new and less-experienced referees or for veteran referees seeking to brush up on collegiate rules before the season starts, will be available online through the PAVO website or from your PAVO Affiliated Board Chair. Officials can access Form C by logging into their PAVO account.

In addition, the PAVO Line Judge and Scorer exams are available from the local board chair.

Referees may consider taking these two exams to ensure they are current with NCAA/PAVO practices and rules related to line judging and scoring.

RefSchool, one of PAVO's most popular tools for studying NCAA rules, contains nearly all of the 2016 exam questions. A subscription (\$10 for PAVO members and \$15 for non-PAVO members) allows officials to take short quizzes that cover specific NCAA rules, or 25- or 50-question practice exams. Feedback is immediate and includes rule references so you can learn as you go. RefSchool is a great benefit for referees by allowing you to brush up on NCAA rules in preparation for the season. RefSchool is available a link on the PAVO website under "Rules and Tools".

Lastly, a sincere "thank you" to the PAVO-USAV rules exam review committee for the countless hours they spent preparing this year's exams! Without their contributions, our exams wouldn't be of the high quality we've come to appreciate.

Good luck with your exams and the 2016 collegiate season!



WHY ARE PAVO OFFICIATING CAMPS ANNOUNCED SO LATE?

There are many reasons

*by Suzanne Dodd
Camp Director*

For the first time, PAVO offered an officials camp specializing in training for the second referee, one of five camps for referees and line judges attended by 61 officials.

The new camp added to the 2016 offerings was designed to meet the need to elevate the role of the second referee in collegiate officiating.

"The R2 focused camp at Emory University was a remarkable and productive experience," said camp attendee Josh Tharp, of Elkins, W. VA. "It was like actually going to school on how to officiate the R2 position. This would be the perfect camp for any official wanting to get better."

In addition to camps for referees, a line judge camp allowing participants to meet requirements for 2016 initial certification was held in Indianapolis in conjunction with an advanced referee camp. At the advanced camps in Houston and at Georgia Tech and Gonzaga University, officials were challenged by high-level play featuring teams from major Division I conferences. Some campers got to see Division I play for the first time.

With aid of video reviews of tough calls such as back-row blocks and attacks and reaching over the net faults, referees learned how and when to make those decisions. Well-trained and experienced observers also provided immediate feedback on campers' performances and provided evaluations to each camper's conference coordinators. Camps also featured sessions on new referee techniques and a session on the power of demonstrating a strong presence on the court.

"Evaluators were personable and professional," said Tony Hill, of West End, N.C. "They made the whole experience enjoyable. The videos they took along with the debriefing were eye opening for a lot of us."

With feedback from camp staff and participants in hand, planning for 2017 camps is already underway. Planning them is not an easy task, said camp director Suzanne Dodd. While PAVO would like to schedule and announce camp dates well in advance, "we are

often at the mercy of the potential host before schedules can be finalized," she said.

"We recognize that our membership has other commitments with work, family, officiating, and many other responsibilities," Dodd continues. "It's in PAVO's best interest to announce camps as early as possible, as we want to fill all of our camp rosters."

A number of factors play into when and where camps are held. To best meet camper's needs, PAVO needs a tournament with a minimum of 15 matches on two courts with a challenging level of play to meet camper's expectations and make it worth their time and expenses.

Schools don't put the same emphasis on setting up spring tournaments as they do regular-season contests. Coaches are tied up with recruiting, conference meetings and job transitions, and thus spring play has a lower priority. Additionally, since there are rarely contractual agreements in place, teams often withdraw or sign up at the last possible moment. That throws a big monkey wrench into planning quality camps.

Timing is everything, and with a short spring season many tournament often overlap. With limited technology resources and camp staff, PAVO can't cover more than two tournaments on a single weekend. To give campers flexibility, camps are spread out over several weekends when possible. Another concern is to offer camps in a variety of geographic locations.

With three levels of camps, PAVO must also identify tournaments that will be suitable for various levels of officials. PAVO offers a Referee Training Camp (for less experienced referees), Collegiate Referee Camp (for referees working at any level of collegiate competition), and Advanced Referee Camp (for campers working at a high level of collegiate competition).

Of course, money is an issue, both for PAVO and camp attendees. PAVO's costs are only partially covered by registration fees and heavily subsidized by PAVO.

But campers, too, have expenses, and if camps are announced and then have to be changed to a different date or location, campers incur additional expenses. Or they may register for a camp, only to find out there is one closer to home that could be more suitable.

The goal is to announce camp locations by mid-February, but for that to happen all the pieces must fall into place, Dodd said. To meet diversity and geographic goals, all camps must be confirmed before the entire camp schedule can be announced.

Camps are a great way to improve officiating and to advance up the career ladder. In addition, many of our members have benefitted from the experience by earning a spot on another assignor's roster after a strong camp showing. The program is constantly evolving, so if you have any ideas—or any specific leads on spring tournaments—please feel free to pass them on to Dodd.

If you haven't attended a camp yet, plan now to fit it into your schedule for next year!



HONOR THOSE WHO HONOR YOU WITH THEIR SERVICE

PAVO is accepting nominations through Aug. 1 for two special awards given to those who go above and beyond expectations to help members with officiating, training, board organization, problem solving, recruiting, marketing and sundry other things.

Honor Award – Recognizes a PAVO member who exceeds expectations, contributes to PAVO and its members, exemplifies integrity and high moral character. Through leadership, committee work, writing or research, speaking or teaching, officiating or rating, or efforts to promote PAVO, the Honor Award recipient promotes PAVO to the volleyball community. Honor Award recipients are enshrined in the PAVO Hall of Fame. Written nominations should be sent via

email to past.president@pavo.org. Questions may be directed to Dale Goodwin at the above email address, or by phone at 1-509-990-6824.

Excellence in Service Award – Honors a PAVO member who demonstrates dedication, commitment and service to PAVO and/or its members, on a local, regional or national level; a person who has served in a local or national leadership position in the past 12 months, and continues to actively demonstrate support to his or her board. To nominate a worthy candidate, submit a written nomination to PAVO at pavo@pavo.org. For more information contact Miki Kennedy at the aforementioned email, or call 1-888-791-2074.



WANTED: A FEW GOOD MEN AND WOMEN TO BE BOARD MEMBERS

PAVO will have two positions open on its board of directors in 2017, and it's looking for qualified people to fill them. Nominations for president-elect and board delegate will be accepted through July 20. Nominations must be submitted by email to goodwin@gonzaga.edu. The Board of Directors will review nominations, select appropriate candidates and hold an online election from August 1-15.

Julie Voeck is the current PAVO president, and has one more year (2017) in that position. The election for president will take place this summer with the successful candidate serving as president-elect in 2017 and take over as president in 2018.

This is a process established several years ago by PAVO to insure a smooth transition. The individual who is elected will serve a four-year term; the first year (2017) as president-elect, the middle two years (2018-19) as president, and the final year (2020) as past president. The president-elect or past president chair the Honor Award nomination and selection process, address new local board applications and

coordinate story assignments for the Official Word. The president leads the organization and serves as liaison with several national organizations.

Board delegates must be a PAVO member in good standing. The board delegates solicit PAVO membership input, serve as a liaison with local boards, write articles for the Official Word, and participate in all activities of the Board of Directors. That includes attending the annual board meeting (usually in March) and participating in board conference calls. This position also may help coordinate planning for the annual officials' convention. This position is for a three-year term, 2017-2018, and is currently held by Chuck Fleet.

To nominate a suitable individual (or to self-nominate), submit an email outlining the rationale for the nomination and a volleyball resume.

For questions or to apply by July 20, contact election chair Dale Goodwin, goodwin@gonzaga.edu, or call 1-509-990-6824 by July 20.



USA Volleyball.

NATIONAL INDOOR REFEREE EVALUATION AND CERTIFICATION

*by Michelle Prater, Director
Michael O'Connor, Assistant Director*

This season's rating sessions took place at the Girls' & Boys' Junior National Championships.

For the 22 national referee candidates, the rating session occurred during the BJNC at the Kay Bailey Hutchison Convention Center in Dallas from June 29-July 1.

For the 60 junior national referee candidates, the rating session took place during the GJNC at the Indiana Convention Center in Indianapolis from June 29-July 1.

Look for further information on the list of new national and junior national referees in future editions of the Official Word.

In other news, the national rating team was able to successfully complete 20 reevaluations at the 18 Girls' Junior National Championships in Milwaukee. A big THANK YOU to Paul Albright (SO), Kathy Ferraraccio (NE) and Steve Webster (NE) for offering their time and expertise.



INAUGURAL NCAA NATIONAL COLLEGIATE BEACH VOLLEYBALL CHAMPIONSHIP PROVIDES MEMORABLE EXPERIENCES.

by Ray Mink (Referee) and Kevin Finneran (Line Judge)



The Referee Perspective: Ray Mink

Let me start by saying that officiating at the inaugural NCAA National Collegiate Beach Volleyball Championships this spring was the biggest honor of my officiating career; a career that began on the beach in 1988. It was hard to believe that the sport has evolved to include the student-athlete. We were all excited to hear that the NCAA added its 90th championship on the beach! Each of my fellow referees has been involved in the sport for decades. I know that I speak for the entire officiating cadre when I say that the NCAA put on one of the best events in the history of beach volleyball. Every person I spoke to, fans, coaches, and athletes, were overwhelmed by what they experienced.

As one of the 15 referees selected to work the championships May 6-8 in Gulf Shores, Ala., I was part of a family that has been built through years of dedication and a commitment to professionalism. Some may say that professionalism has been lacking on the beach. I can tell you that as we begin a new era in beach volleyball this is far from the truth. Many of my fellow referees are responsible for bringing professionalism to the beach. These outstanding individuals have fought hard for four years to keep the game pure and great, and this is their reward. You knew that each of us felt a deep satisfaction and a sense of pride in being selected and then refereeing. What a great thing to know the NCAA is a partner in presenting beach volleyball as a force for the United States domestically and internationally. How great that a 10-year-old girl playing in her first beach event can now dream of becoming a NCAA Champion!

Family is the term I think of when reflecting on the 2016 beach volleyball championships. Every referee, line judge, scorer, staff member, administrator, and volunteer made a difference in what I experienced. The whole crew viewed each other as peers no matter what their role. This was fostered by Katy Meyer, the championship's head official. She encouraged us to be a part of making the event something everyone could be proud of. She made us feel welcome and made sure we took a breath and cherished the experience. I can tell you I have never been prouder to represent my peers and the NCAA than at any point in my career, and I know each of the officials felt the same.

In closing, it is my hope that each player who participated in the championships felt that they were able to give it their best. I and my peers have and always will strive to do everything we can to make the athletes, and the play on the court, the most important thing. Wow what a great game!

The Line Judge Perspective: Kevin Finneran (a.k.a. Finn)

Wow, the dedication and effort of scores of people culminated in one incredible event. As line judges, we were one of the instruments in trying to make certain that the correct team was rewarded for their efforts on each rally.

The camaraderie amongst beach officials is something akin to family. You work hard all day in a wonderful beach environment and when the day is done you go home to an evening with your volleyball family. We spent entire days in the hot sun, and even though we were a little worn out by the end of the day, everyone had nothing but smiles and kind words for each other. We culminated every day by having a wonderful group dinner where we shared the day's events, laughter, and looked forward to the thrill of another day of play. Doing something that we love to do, especially with others who feel that same way, is what really makes it an incredible experience. We got to witness, up-close and personal, some of the country's best female collegiate athletes as they soared thru the air for a powerful attack, an incredible dig, or play an

unbelievable “cutty” or “big shrimp.” It was both an honor and a privilege to serve and observe.

The 2016 NCAA National Collegiate Beach Volleyball Championships will be something that we will reflect on in years to come. When we reflect back it will be with a warm smile as we recollect those that we shared the moments with.

Editor’s note: The 2016 NCAA National Collegiate Beach Volleyball Championships debuted May 6-8 on the white, sandy beaches of Gulf Shores, Alabama. The 2017 Championships will again play out in Gulf Shores on May 5-7. Just as in 2016, the host institution for the event will be the University of Alabama at Birmingham.



Breathe!

by Corny Galdones

As strange as it may seem, officiating and the Lamaze method share one thing in common. You're probably wondering what blowing the whistle has to do with giving birth. If you think about it, both are subject to duress. When the pressure's on, relaxing helps a great deal in setting the stage for everything to come out okay. How is it done? Breathe! Breathe!

Stress is induced many ways, some internal, others external. As an official, control what you can control to prevent inflicting unneeded anxiety upon yourself. Commit to studying the rulebook and case book in their entirety to be on top of what to call and how to call it. Be in peak, alert condition for a match, getting a good night's sleep instead of carousing late at night. Devote your attention to the match at hand, leaving your domestic worries at home and business concerns at the office. Arrive on site in plenty of time to avoid being in a frenzy getting ready. Once at courtside, tend to every little detail so none of it becomes urgent.

Even if you're working a challenging match that tests your abilities, always look like you know what you're doing. Dress like a professional, act like a professional. Although you might be a bundle of nerves with your stomach doing somersaults, don't let it show. Look the part by exuding confidence and decisiveness in your body language and mechanics. The persona you project determines how you'll be perceived, treated and trusted. Being correct and consistent in your decisions won't be enough to convince people how good you are. You must also radiate an influential presence, a strong, polished appearance, a business-like authority, that invites respect and credibility. Sell your calls. Sell your aura. Put everyone at ease believing in you.

If at the end of a rally a coach stands up and shouts toward you, don't jump to conclusions. For all you

know, the coach may be yelling in your direction at a player who messed up. On the other hand, you may have done something wrong or the coach may think you did. Stay calm. Let the coach have his or her say and be done with it. Use your wiles to alleviate the tension in the air. If all else fails, issue a sanction to settle a coach down. The same applies to players as well. Maintain peace and order for the good of your psyche and comfort.

Regardless of how much we prepare, Murphy's Law will inevitably raise its ugly head to haunt us. Anything that can go wrong will go wrong. Problems arise. Mistakes happen. Try as we might to steer clear of these occupational hazards, we do encounter them. Keep your cool to think straight. Take care of matters then forget about it. What's done is done. Move on, remaining positive. Dwelling on a glitch, letting it bother you, is sure to muddle your mind and affect your performance. Let it go. Get a handle on your poise and concentrate on the present. Otherwise, not being fully focused and composed is a sweet setup for things to go sour again.

During a match, the demanding play could be nerve-racking or the spirited atmosphere may be on edge, making your palms all sweaty, your antiperspirant useless, your heart race and your blood pressure go sky high. Relax. During breaks in action, collect your thoughts and take a deep breath. Take your time. No one is going anywhere without you. Slowly draw in as much air as you can through your nostrils. Feel the oxygen go down past your lungs, down to your diaphragm until it stretches to the max. Hold it. Hold it. Now exhale all of it through your lips, taking as long as possible. There, isn't that better?



PAVO ENDS FISCAL YEAR IN THE GREEN

*by Jung Park
Finance Director*

PAVO ended its 2015 fiscal year with a \$39,623 surplus. It was the third consecutive year the organization has achieved a positive balance.

An NCAA grant of \$65,000 along with higher-than-expected income from merchandise sales combined with more than \$11,000 in late fees wiped out a projected deficit of \$7,287 for the period between March 1, 2015 and February 29, 2016.

PAVO staff and program directors kept a tight watch on their budgets, which also contributed to the positive bottom line, according to PAVO Finance Director Jung Park.

"This is crucial for us as we are undertaking some major projects (a newly designed website, iRef program, reviewing/updating our operating documents, including by-laws) and staff changes," Park said.

PAVO program directors (NCAA/PAVO clinics, training camps, NRT programs, Exams and Membership Development) and the national office staff continued their excellent effort in cost containment and enhancing revenue, he said.

On the revenue side, PAVO generated modest \$12,294 (2.87 percent) more income than was projected. Merchandise sale (training videos, guide books, Refschool, etc.) continued to be strong. Our membership held steady, but sadly many paid their dues late. That resulted in more than \$11,000 being collected.

"As much as we appreciate your generous donations, this is one area where we do not want to generate income from," Park said. "If you haven't done so already, please go and register for 2016 membership today."

Expenses also came in under budget, with just 99.3 percent of appropriations spent. The big line items were membership insurance, camps, clinics, rating teams, convention and professional services (attorney fees, web development and maintenance etc.). PAVO also took on a number of new initiatives, including design of a new website.

PAVO investments had a modest return of 3.68 percent, an improvement from fiscal year 2014 when they saw a loss of 1.27 percent. (PAVO liquidated one of its struggling money market accounts in January 2015.) In total, investment accounts have gained 30 percent since their original investment dates. PAVO's cash position continues to be in good shape at \$212,306 (increased from \$193,000 last fiscal year), which includes \$100,000 in operating reserve.

At the annual PAVO Board of Directors meeting in March 2016, directors approved the adjusted fiscal year 2016 (March 2016 – Feb. 2017) budget with a projected income of \$435,291 and expenses of \$464,017, leading to a projected net total loss of \$28,726. PAVO's cash reserves will be used to balance the budget.

"In projecting our budget, we often assume the worst on the expenditure side and stay very conservative on the income side," Park said. "The one reason for a big bump in our spending for the 2016 fiscal year is the addition of an additional permanent staff position. This additional personnel was much needed and is a great step towards making PAVO even more efficient and active in carrying out its on-going and future projects."

Below are the numbers from FY 2015 (final) and FY 2016 (budget) for your review. If you have any questions, feel free to contact me or our Executive Director, Katy Meyer.

PAVO BUDGETS
FY 2015 Final and FY 2016 Projection
FY 2015: March 1, 2015 – February 29, 2016
FY 2015: March 1, 2016 – February 29, 2017

REVENUE	FY 2015	FY 2016
Convention	45,615.00	59,440.00
Merchandise Sales	16,326.51	11,000.00
NCAA Grant	65,000.00	65,000.00
NRT	23,015.00	18,346.00
Membership Dues	202,930.56	203,550.00
PAVO Camps	20,800.00	12,920.00
PAVO/NCAA Clinics	52,975.00	51,250.00
Other Income	14,541.09	13,785.00
Total Income	\$441,203.16	\$435,291.00
 EXPENSE	 FY 2015	 FY 2016
Board of Directors meeting	12,016.36	12,595.00
Convention	53,728.40	55,925.00
Examinations	1,500.00	1,500.00
Executive Director (salary & expenses)	65,664.91	*5,875.00 (salary moved to operations)
Merchandise Expense	7,689.24	14,500.00
Newsletter (Officials Word)	1,600.00	1,600.00
NRT	16,559.03	19,060.00
Operations	146,851.85	*243,567.52
PAVO Camps	38,763.71	37,725.00
PAVO/NCAA Clinics	47,477.40	55,600.00
President's expense	7,030.39	10,700.00
Membership Development	2,698.39	5,370.00
Total Expense	\$401,579.68	\$464,017.52
 NET INCOME/(LOSS)	 \$39,623.48	 -\$28,726.52

* Executive Director salary was moved under Operations with the hiring of the new Ex. Dir.

* Website maintenance and New Deputy Director's salary have been added under Operations.



I WORK FOR...BE TRUTHFUL

*by Joan Powell
Pac 12 Conference Coordinator*

Fudging resumes is a losing proposition, and so is submitting misleading information when applying to be accepted into a training camp or rating certification site.

The hiring entity, league, school or conference coordinator expects the information provided to be accurate, not embellished.

In short, state the facts, ma'am, because honesty is the best policy.

Just because you had the opportunity to referee a spring tournament for Conference or League A, it is misleading to submit that you "work" for that conference or league.

Just because you work as a scorer during the collegiate season does not mean you are on that conference's roster, unless you are quite clear that your role has not been as a referee, but as a scorer.

Just because you worked the Texas-Oklahoma match at a spring event, it does not mean you are a Big XII

official. If you worked the high school state tournament as a scorer, it doesn't mean you worked as a referee.

When submitting information about your officiating experiences, be explicit and truthful about the roles you've had and the entities you have "worked for." If you are assigned during the collegiate season as a referee, then you are legitimately on that conference's roster. Alternatively, in most cases, the school hires the score crew and line judges, not the conference. To then check a box that insinuates that you are on the conference roster is providing false information.

In an attempt to impress others, the name-dropping game will not serve you well. Your officiating partners rely on your on-court performance, not who you have worked for last week or last year, how many conferences you work for, or that you worked the 17-Gold final at a juniors tournament. Drop the grandstanding and concentrate on the task at hand.

When you complete the sentence, "I work for..." make sure your words are accurate.



2016 NCAA/PAVO CLINIC SCHEDULE

by Anne Pufahl & Joan Powell
NCAA/PAVO Clinic Co-Directors

PAVO will host 30 clinics over five weekends in July and August. The clinic sites and host contact information are listed below. You may contact the site host directly to get clinic start times. The clinic schedule is posted on the PAVO website as well, and clinic details will be available there and on the PAVO E-Store.

As in previous years, clinic registration will be handled online. Online registration will be available only on the PAVO website, beginning around July 5. The registration fees for 2016 have not increased. The fees are detailed below. **Please note – there is a “walk-in” charge of \$50 for those who fail to pre-register!!** That includes those whose clinic fee is paid by a conference or their affiliated board – pre-registration is still required to avoid the walk-in fee. Clinics are not required to accommodate attendees who are not pre-registered, and will do so on a space-available basis only. Please remember that the registration period for each clinic closes at 11:59 pm PST on the Tuesday before the clinic date.

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

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

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

2016 NCAA/PAVO NATIONAL CLINICS

Date	Site	Host	Email
23-Jul	Rochester, NY	Jeff McKinney	jeff.mckinney@gmail.com
23-Jul	Covington, LA	Angelle Simms	angellesimms@yahoo.com
23-Jul	Birmingham, AL	Dawn Dismukes	dawndismukes1968@gmail.com
23-Jul	St. Louis, MO	Joe Flanigan	hofvbref@yahoo.com
24-Jul	Harrisburg, PA	Steven Cooper	cooperef@comcast.net
24-Jul	Savannah, GA	Lester Hayman	lesterhayman.svoa@comcast.net
24-Jul	Murfreesboro, TN	Elaine Mitchell	elainesports@att.net
24-Jul	Minneapolis, MN	Tim Harlow	tim3407@msn.com
30-Jul	LA/Orange, CA	Verna Klubnikin	vernaref@aol.com
30-Jul	Chicago, IL	Janelle McDaniel	jmcdaniel@bigten.org
31-Jul	Santa Clara, CA	Ray Mink	raymink@aol.com
31-Jul	Tulsa, OK	Tracey Harrison	volleyballref4life@gmail.com
6-Aug	Chapel Hill, NC	Mike O'Connor	boty007@gmail.com
6-Aug	Pensacola, FL	Kim Wishum	kimwishum@gmail.com
6-Aug	Omaha, NE	Bill Stanley	hopsinc@cox.net
6-Aug	Kansas City, MO	Lisa Kresha	chair.gkcbvo@gmail.com
7-Aug	Louisville, KY	Nancy Funk	nfunk@twc.com
7-Aug	Lakeland, FL	Eric Vlahov	evlahov@ut.edu
7-Aug	Austin, TX	Carlos Rodriguez	losref@aol.com
7-Aug	Phoenix, AZ	Norma Carr	ncarr47@gmail.com
13-Aug	Cleveland, OH	Brian Hemelgarn	hemelgarn@ovr.org
13-Aug	Baltimore, MD	Bill Kearney	billk21093@gmail.com
14-Aug	Denver, CO	Glo Bailey	bailey.glo@gmail.com
14-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
20-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
20-Aug	Bismarck, ND	Dorothy Lick	dorothy@ndba.com
20-Aug	Chicopee, MA	Wade DuBois	coachdubois@gmail.com
21-Aug	Tacoma, WA	Marc Blau	mhblau@comcast.net
21-Aug	Boston, MA	Steve Webster	steve@srwebster.com
21-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com



USA Volleyball

*by Donna Wigton
Director, International Indoor Scorers*

2016 OPENS RECAP

Scorers who officiated the men's and women's Premier Volleyball League (PVL) and the men's AAA divisions at the USA Volleyball Open Championships in Orlando stepped up to the challenges posed by rules using the experimental 6-U sub rules and allowing the Libero to serve. And without missing a beat, conquered a tournament first when a storm dropped water on the court and forced the men's PVL final to be moved in mid-match.

Primary scorers on two courts used the E-score program as did assistant scorers on a third court. Challenging situations provided valuable learning moments for both referees and scorers, sometimes as cameras caught the action as a few courts were live streamed on the web.

A number of folks play pivotal roles in ensuring everything ran smooth at the table. Among those were Jane Dong, who coordinated the E-score training sessions and spent several hours developing the training program that included including a video that provided real time scoring. Dong also visited with many scorers to bring everyone a step further in their expertise and comfort level with the program.

Thanks to Maureen Barbosa (SC) and Rachael Stringer (FL) for their assistance in that training. Also, thanks to those who typed rosters into the program late Friday night - Ronnie Kaase (LS), Margo Juergens (OK), Marcie Schaap (AZ) and Rachael Stringer (FL), and all the others who came by to offer their help. Finally, thanks to those who spent time learning, practicing, and helping others. This was a time of transition and getting everyone ready to eventually use the e-score on all courts possible. Those who are, or will become competent, will be the leaders in the future.

Congratulations to the following scorers who were assigned finals: Men's AAA – Kent Haggard (RM), assisted by Margie Mara (RM); Women's PVL – Joe Aguilar (SC), assisted by Rachael Stringer (FL); and Men's PVL - Maureen Barbosa (SC) assisted by Ronnie Kaase (LS). Great job by all!

Nine National Scorers fulfilled the requirements to become Qualified on the International sheet: Bruce Albert (PR), Fran Bentley (FL), Michael Chandler (OV), Ryan Feickert (AZ), Kevin Finneran (FL), Stephanie Hinkle (PS), Alyson Parry (AZ), Perry Sutherland (LK), and Alyssa Tate (AZ). I was very happy to see so much interest in the program!

High Performance Championships

In Ft. Lauderdale, FL, Becky Brockney (RM) will be head scorer and Amber Fulk (CR) will be on the training court, supervising Tina Stanley (GP), Ronnie Kaase (LS), and Ross Erickson (NO). Kim Williams (PS) will assist in both of the above staff positions. Assignments are being finalized for the regular courts at this time.

International Scorer Information

To access the information to practice on the international sheet, go to www.VolleyballRefTraining.com, click on Resources, then Indoor Scorer Materials, then the buttons at the bottom for the manual, the power point presentation, and the 6-U rules and instructions. I think you will find this resource easy to navigate, and very informative.



MEMBER PROFILE

Civil rights run deep in Lyman Johnson's life

*by Bill Thornburgh
Board Delegate*



Through all of Lyman Johnson's life experiences, volleyball has always held a special place in his heart.

His first exposure to the sport came in a junior high physical education class. Then, he took courses in college and was a member of the inaugural men's club volleyball team for the University of Louisville Cardinals. Johnson played against the first men's varsity team east of the Mississippi River (Ball State) and other teams that would eventually become the present-day MIVA conference. His fascination with the sport grew even more with the first Olympic games featuring volleyball in Tokyo (1964).

After serving in the United States Army and Vietnam War, Johnson returned stateside and settled in Philadelphia. There he played on his company's industrial league team and eventually at the local YMCA, earning his spot on an advanced team that would compete in USAV tournaments.

It was his YMCA experience that introduced him to the Keystone Region and led him to become a member of the officiating cadre as a scorer in 1978. In a few short

years, he began refereeing in addition to scoring and playing. By the mid-1980s he was officiating local Division I schools.

Through the years he has played on "age group" teams multiple times at several events, including the USAV National Championships, the Huntsman Games, and the National Senior Games. Furthermore, he has officiated for more than 25 years at junior girls and boys and adult national champions such as NCAA volleyball, NIRSA/NCVF Championships, and even showing off his skills in the MTV movie called 'All You've Got' (2006)!

In 2001, Johnson packed up and headed to Los Angeles with his wife and one daughter (recent high school graduate and Drexel class of 2021) to help take care of his in-laws. Although his other daughter stayed in Philadelphia to finish her degree at Bryn Mawr College, he and the family weren't sad to leave the snow and ice behind. Southern California is known for many things... snow and ice are not on that list!

Over the next few years, Johnson got his feet wet by picking up high school and beach volleyball certifications, as well as becoming a member of the prestigious Pac-10 and MPSF conference officiating cadres. Furthermore, the popularity and expansion of collegiate sand volleyball extended his reach in the volleyball community in recent years. He retired his PAVO National patch in 2008 and stopped refereeing in the MPSF in 2014, Johnson remains actively involved as an observer and scorer for matches.

The Johnson Volleyball Files:
1985 - USVBA National Scorer
1988 - USVBA [FIVB] International Scorer Qualification
1989 - USVBA Junior National Referee Certification
1990 - USVBA National Referee Certification
1992 - NAGWS [ABO] National Referee Certification

There is another side to Johnson beyond volleyball, which created quite a buzz recently. Many in the world of Facebook learned of his family background and the role his father played in the civil rights movement. For those not on Facebook, here's the story.



Lyman Tefft Johnson (1906-1997) led a full life – bachelors of arts degree from Virginia Union University (1930), master's degree from the University of Michigan (1931), a veteran of WWII as a member of the United States Navy. He was a teacher and school administrator, and he was a leader in the Louisville chapter of the National Association for the Advancement of Colored People. Lyman T. Johnson was responsible for challenging and winning a landmark legal case that contributed to racial desegregation in the Commonwealth of Kentucky and

opened the doors into all colleges and universities in Kentucky for African American students by 1950. His drive for racial equality left quite an impact and legacy concerning social justice issues in Kentucky – educational opportunities for students at all levels, social and civil development, and his is a name associated with inclusivity for all Kentuckians. The University of Kentucky named a post doctoral fellowship after him (awardees are known as Lyman T. Johnson Postdoctoral Fellows), a UK alumni club for African Americans is named after him (Lyman T. Johnson African American Alumni), and in 1980 a Louisville middle school was named in his honor (Johnson Traditional Middle School). He is memorialized in Freedom Park on the campus at the University of Louisville (image below), and in 2015 a dormitory at the University of Kentucky was renamed to recognize his accomplishments.

“Personally, I have known Lyman for many years and have talked to him at a countless number of tournaments. I have always thought he was such a nice guy, very personable and always kind to others,” Bill Thornburgh said. “In fact, I’m not sure if I’ve ever seen him not smiling. But when I learned of Lyman’s background through Facebook and read more about his father... I was shocked! It prompted me to reconsider how I interact with others and realize that there is much more to us than volleyball.”

The next time you are sitting in the workroom or you're out with colleagues, take a break from volleyball and get to know the real story... you may be surprised!



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