



PRESIDENT'S MESSAGE: WE NEED MORE OFFICIALS

by Julie Voeck
President

With more than 486,000 participants – boys and girls - volleyball was the sixth most popular sport during the 2014-15 school year, an increase of more than 5,000 players from the previous year, according to statistics from the National Federation of State High School Associations.

And with many of those participants also playing club volleyball through USAV, the sport continues to boom. That's good for officials who want to work and develop their skills, but the downside is, there is of shortage of referees.

As the sport continues to attract new players, it's imperative that the sport also attract new officials. In 2017, make it a goal to recruit an official.

It goes without saying, new officials need individual attention to learn, develop and succeed. Experienced officials can provide that through mentoring, which is a way of teaching and training others. A side benefit is that it helps those already in the game sharpen their skills and learn the game better.

A mentor is someone who instructs, provides guidance and direction for a less-experienced colleague. If you are interested in helping someone new learn about officiating and share in the fun – you can be a mentor!

Mentoring does take time. However, someone likely spent time with you when you entered the officiating ranks. Now it's your turn to pay that forward. What an opportunity to pass on lessons learned and share experiences.

Sometimes recruiting new officials can be difficult. A common concern for new officials is making mistakes - too much pressure! Providing mentoring and being a resource for new officials can provide confidence and the skills to handle mistakes that come with the learning process.

PAVO also offers tools to help new officials with a firm footing in the basics. PAVO's newest online training tool – *iREF* – continues to grow in scope, and now has 100-, 200- and 300-level modules that provide online training and education for referees of all certification levels – a great member benefit.

iREF provides current training on the basics of volleyball officiating, and also covers many topics beyond the rule book. Among them are communication, professionalism and tips on dealing with coaches.

You probably use *iREF* as part of your continuing education and training goals each year. And, be sure to let new officials know about this on-line training tool to help them learn officiating skills needed above and beyond reading the rule book and blowing a whistle.

Good luck to all in meeting your officiating goals this year. And remember to recruit a friend to share in the fun and growth of volleyball.

See you on the volleyball courts!



SHE SET THE STANDARD

Verna Klubnikin recognized with Honor Award, induction into PAVO Hall of Fame

*by Dale Goodwin
Interim Board Member*



Officials know her by just one name – Verna. But the volleyball world knows her by her devoted allegiance to the sport of volleyball, her care for the game, its players, and fellow officials. And for her penchant for helping the officials everywhere appreciate their roles in facilitating the matches.

At the 2016 PAVO Convention in Columbus, Ohio, Verna Klubnikin was bestowed the organization's highest recognition, the Honor Award, and became the 26th member inducted into the PAVO Hall of Fame.

This phenomenal woman is a role model for aspiring and veteran volleyball officials, alike. Klubnikin has been at the top of the volleyball officiating world for decades. What makes her so important to the sport are her numerous contributions behind the scenes – recruiting, training, rating and supporting officials throughout the country.

She was born, raised and has lived her entire life in southern California. She was an avid volleyball and softball player. Over the course of her 40-year officiating career and still counting – she claims she started when she was 5 (wink) –she was fortunate to be mentored by some of the game's best, people such as Wink Davenport, Sue Lemaire, Ann Fruechte and Bobby Clark, to name a few. She is always open to critique from others, a sign of the consummate professional.

Always learning

"The biggest mistake officials make is telling a coach they're wrong," Klubnikin said. "Giving them the opportunity to voice their views without criticizing them is often all they're looking for. They want to be heard. This is a lesson I'm really working to share with up-and-coming officials."

Klubnikin practices what she professes.

"I've always tried to be easy to work with, relaxed on the stand," she said. "When you take just one play at a time, and not jump ahead of yourself, as a player or a referee, that's an asset."

Always the picture of composure on the stand and floor, her biggest challenges over the years have been flipping the coin and measuring the net, which she politely asks her partners to facilitate.

"I've had wonderful partners who were always willing to flip for me," said Klubnikin, who stands 5-foot-4. "If players and coaches see you awkwardly flipping the coin before the match, they wonder how good your calls are going to be. But by the fifth set, if I have to flip, they know how I work. It's not such a big deal."

Marty Prochko knows that story. He and Klubnikin worked three NCAA Division I National Championships together. He was always impressed with her composure and calm.

"But I was a little surprised when she told me she always had problems flipping the coin," he said. "So, she asked me to do it for her each time."

Steve Robb and Verna have called NCAA National Championship matches together, but never in ideal conditions for a lady from the warm southwest and a guy from Texas.

"In 1988, we were at Minneapolis and worked the finals. But holy cow, it was unbelievably cold for early December," Robb recalled. "Below zero the first day, and we both thought 'This is going to be challenging.' But it was one of the best memories ever. We worked the first semi together and the match went great. We shared a day off, lots of laughs, and good stories for the future."

You think this is fun?

While composed on the court, don't mistake that for having fun.

"I really never thought of officiating as fun," she chuckled in her characteristic 'Verna' laugh. "Reffing is challenging, fulfilling, exciting. Fun is going out with officiating partners or friends for dinner and conversation after the match. When I get out on the court, everything else in my life disappears for two-and-a-half hours. Adrenaline kicks in and I am trying to be the best that I can be."

She called her first NCAA Division I National Championship by "slipping in the back door," so to speak. The assigned official got sick, and with the tournament being in close-by Santa Barbara, she got the last-hour call. In all, she has refereed in 10 women's NCAA Division I National Final Fours, and two NCAA Division II championship matches, not to mention numerous top matches on the beach, men's and USAV circuits. She served as a line judge for the 1984 Olympic Games in Los Angeles and as coordinator of beach officials in the 1996 Atlanta Olympic Games.

She originally worked for a financial company, but it went under.

"I interviewed for a few jobs, but wondered where I could get a job with six weeks off for volleyball," Klubnikin said. "I started selling t-shirts and Roof Sportswear was born, catering primarily to volleyball players and referees for their uniform and equipment needs. It's lasted 28 years."

Former PAVO President and current Pac-12 Officials Coordinator Joan Powell worked with Verna in creating uniform standards.

"Verna worked tirelessly to provide a service to officials across the country with her business," Powell said. "Her entrepreneurship is unmatched. She has also given numerous people their start in officiating. I have witnessed her encouraging words during debriefs and during post-match ratings and camp evaluations. She takes officiating seriously, but is able to exude a calm. Her smile is contagious and I am very appreciative that I was able to work as a partner with her at the college game's highest level."

Service to the game

Klubnikin served as a member-at-large on the PAVO Board of Directors. She has served many years as a PAVO Spring Camp mentor and NRT rater. She also has served for two decades as the Southern California college board chair, rater and trainer of officials, and coordinator of referee and line judge clinics.

She's seen major changes in the officiating profession – not to mention the rules – over her many years.

"The positives have been the formalization of conference assigning and an increase in pay," she said. "The negatives would be the increase of paperwork (mostly due to our litigious society), and the amount of travel time required (ensuring back-up flights and appropriate arrival times). But I'm still working, so I am most grateful. Years ago I was worried about making positive impressions to move up the ladder. Now my issue is remaining good enough to stay where I am before it is time to end this chapter in my life."

Klubnikin has never tried to be anyone but herself. Her interest has always been in letting the players decide the match. This was her style long before it became the norm.

"Probably one of the most sincere compliments I ever received was from Terry Pettit, former Nebraska coach," she said. "After I had officiated the 1995 NCAA National Championship – which Nebraska won – I received a note from Coach Pettit, which said, 'Thanks for a good job, and for letting the players decide the match.' It was the coolest and nicest thing."

Verna learned early on in her officiating career from Fruechte that you have to know all the rules, but you have to learn how to live in the grey area. That she has done. Fruechte says.

"The best and highest compliment I can give this outstanding individual is this, 'Verna is Verna.'"



TWO 'GIVERS' HONORED FOR SERVICE, LEADERSHIP WITH PAVO EXCELLENCE IN SERVICE AWARDS

*by Dale Goodwin
past board member*

The Excellence in Service Award was established in 2001 to honor the people who give so generously of their time for the betterment of others. Anne Marie Carr-Reardon, Newton, Mass., and Ann Hutchins, Livonia, Mich., were honored with this award at the 2016 PAVO Officials Convention in Columbus.

Anne Marie Carr-Reardon



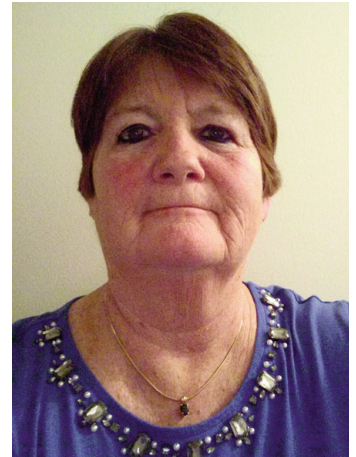
Carr-Reardon earned ratings in volleyball, basketball and softball while attending Regis College in Weston, Mass. After graduation, she pursued a career in education and continued her studies at Northeastern University. Between her high school and collegiate assignments, she was officiating daily. It was during this time that she also began

assigning. As volleyball continues to grow on the East Coast, Carr-Reardon adds teams annually to her assignor's role. Currently she assigns 52 DII/III women's collegiate teams, 15 men's collegiate teams, 110 girl's high schools, and 34 boys' high school teams. Massachusetts high schools (both girls and boys) use NCAA rules. She works to recruit officials, arranges for training opportunities, and meets with school administrators to negotiate officiating fee structures.

Over her career of almost 45 years, she has served the Boston Board of Officials for Girls and Women's Sports (the oldest board in the country) in multiple roles. She was a volleyball chair for more than 20 years, the board's president for several terms, and she continues to serve as an ex-officio member.

Anne Marie has been recognized for her efforts to advance girls and women in sports. She was inducted into the New Agenda Northeast Hall of Fame and selected to participate in the Links to Leadership Conference sponsored by the United States Olympic Committee and the National Association of Girls and Women in Sport. She was also awarded the USA Meritorious Service Award, presented by PAVO/ABO.

Ann Hutchins



A true volleyball pioneer, Ann was among the first group of girls to play interscholastic volleyball in the 1970s. Upon graduation from college, she began a volleyball coaching and officiating career that has spanned 40 years. An ABO/PAVO National-rated official for more than 20 years, she has officiated numerous national championship tournaments at all levels of intercollegiate athletics. She remains active as a Big 10 official, serving many other conferences and levels, as well.

Hutchins has served as PAVO board chair in Michigan for the past 10 years.

"If you are officiating in Michigan you probably have Ann Hutchins to thank," says Brian Hemelgarn, a member of the PAVO NRT team and PAVO Director of Exams. "Ann has always taken what she learns at the top level and shares it with grassroots officials, making her a true leader in our sport."

She has given so much to her area officials in training and evaluation, using modern technology, her own knowledge and leadership qualities to share rules interpretations and offer helpful advice.

Hutchins has dedicated her adult life to encouraging, training and serving as a team player in promoting volleyball at all levels. Her love of the sport is mirrored in every person she works with and her ability to create a lasting impression of what an exemplary official should be is definitely something she is known for, those who know her said.



PAVO CONVENTION IN COLUMBUS WAS ENTERTAINING AND EDUCATIONAL

by Donna Carter
Membership Development Director

From the opening night social to the keynote speaker Mike Pereira to the always-popular semifinal analysis and awards presentation, the 2016 PAVO Officials Convention was rife with opportunities to learn, grow and network with some of volleyball's top leaders.

Held Dec. 14-17 in Columbus, Ohio, in conjunction with the NCAA Women's Division I National Championship, the three-day event also featured a coaches' panel moderated by NCAA Regional Advisor Steve Thorpe, a networking event with college coordinators and break-out sessions covering such topics as being good teammates with line judges, balancing work and family commitments with officiating and tips on getting them most out of the convention.

And that was just the start.

PAVO's Convention Planning Committee spent months putting together the action-packed convention that opened Dec. 14 with a rousing greeting from new PAVO Executive Director Katy Meyer and PAVO President Julie Voeck. Next up, Pereira, Fox Sports' rules analyst, delivered a powerful message on the topic of discovering greatness within ourselves, both on and off the court. He also talked about his new Battlefields to Ballfields foundation, which focuses on giving scholarships to returning war veterans who want to learn to be officials, and his new book, "After Further Review: My Life Including the Infamous, Controversial, and Unforgettable Calls That Changed the NFL." Proceeds from book signings and sales went to the foundation.

Officials had the opportunity to meet and greet 10 conference coordinators representing more than 20 conferences during the "Networking With the Coordinators" event, then hear from coaches representing all NCAA divisions during the "Coach's Panel."

On Day 2, Pac-12 Conference Coordinator Joan Powell and PAVO National referee and law enforcement officer Wade DuBois teamed to present "Survivor: Reality Video and Candid Takes." The Day 2 events continued with three informative on-court sessions, "Line Judge Techniques and Other Tricks of the Trade," "R2 Techniques and Transitions," and "Challenge Review in Action," all of which provided a visual presentation of information difficult to explain in a classroom setting.

A session called "Mythbusters," addressing myths and realities of officiating beach volleyball, preceded the Sports Import Social and Awards. Each year PAVO honors members who have made significant contributions to the game. This year's honorees included Excellence in Service award winners Ann Hutchins and Anne Marie Carr-Reardon, and Honor Award winner Verna Klubnikin. (See related article in this newsletter.)

Bill Topp from the National Association of Sports Officials (NASO) regaled the crowd with stories about being a club volleyball dad as he covered the "23 Most Powerful Lessons in Officiating." He was the opening act on Day 3, which also included a new offering, a panel discussion of the Challenge Review System featuring officials who used the system over the past two seasons. Along with a video analysis led by Alterman and NCAA National Coordinator and Rules Interpreter Anne Pufahl, the final day included Steve Graef's presentation "Perfection is a Four-Letter Word."

Oh, and yes, there were the NCAA Division I semifinals and final matches, too.

The convention committee is looking forward to reviewing the evaluations with an eye towards making next year's convention in Kansas City even better!



KUDOS TO OUR POST-SEASON OFFICIALS

by Katy Meyer
Executive Director

It's an honor to recognize the eight individuals who earned selection as referees and line judges for the 2016 NCAA Division I Women's Volleyball National Championship. This is a tremendous professional achievement and is the result of the hard work and commitment it took to get this far. These men and women demonstrated the very essence of officiating professionalism while displaying their confidence, humanity, and humility. CONGRATULATIONS on a job well done!

Championship Officials (L-R)

Ken Corum, Line Judge
Robyn Buck, Line Judge
Bill Stanley, Referee
Devonie McLarty, Referee
Rodante Saballa, Line Judge
Margie Ray, Referee
Ruchelle Dunwoody, Line Judge
Pati Rolf, Referee



PAVO would also like to recognize the individuals who were selected to officiate all other 2016 National Championship events. CONGRATULATIONS to:

NCAA DII National Championship

Robyn Courchane	Gary Hajek
Nikki Kathol	Robert Kyle

NCAA DIII National Championship

Kevin O'Brien	Tony Sloan
Rachael Stringer	Stacey Weitzel

NAIA National Championship

Jim Momsen, Head Referee	
Sharon Harris-Agrusa	Chris Cant
Doug Couvillon	Josh Hall
Joanie Havens	Ann Hutchins
Conrad Johnston	Apple Kridakorn
Brett Myres	David Plaisance
Eric Sanders	Lisa Walter

NJCAA DI National Championship

Glo Bailey, Officials Coordinator	
Stephen Arichea	Anthony Buller
Adam Drewry	Chuck Ellis
Kent Haggard	Christopher Hermosillo
Landry Homsher	Ryan Knoblock
Dan Lass	Rob Livingston
Ryan MacDowell	Candida Mallo
Amber Ontiveros	Don Pemberton
Kim Renquest	

NJCAA DII National Championship

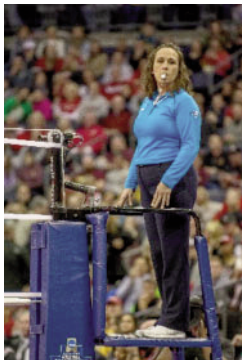
Mary Black	Terry Bush
Steve Dibacco	Lori Beth Kellum
Terry Miller	Scott Mourier

NJCAA DIII National Championship

Jean Ellis, Head Referee	
Bob Poyer	Jolene Swaim
Jennifer Soma	Al Tarara
Shelly Woelfel	

Final Four Crew in Action!

Semifinal Match 1 *Stanford v Minnesota*



Devonie McLarty



Bill Stanley

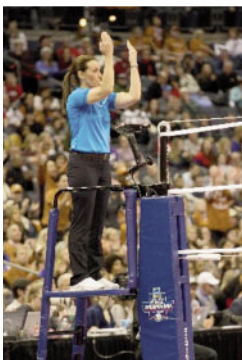


Robyn Buck

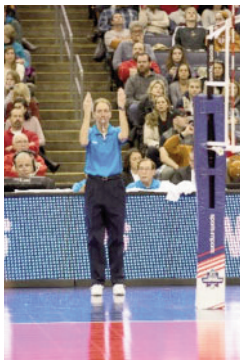


Ken Corum

Semifinal Match 2 *Nebraska v Texas* and Championship Match *Stanford v Texas*



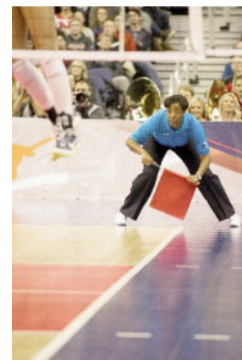
Pati Rolf



Margie Ray



Rodante Saballa



Ruchelle Dunwoody



USA Volleyball

by Dave Spencer

acting Associate Chair, Indoor Officials Commission, Referees

USAV NATIONAL INDOOR REFEREES

Last issue I said my farewells, so why am I writing this you might ask? Stay tuned since decisions concerning the final organization of the Commission are still being made and additional announcements will probably be made after the March Officials Commission and Assembly Administrative Council meetings.

Paul Albright is now full time in the USAV offices in Colorado Springs. He and Kurt Larson have taken over the vast majority of the communications with the cadre, a trend which will continue into the future.

You received numerous emails from Kurt on your dues, so please be aware that if you are a National-level official, you should have joined your region, and paid your National Official Commission dues by now. If not, you owe a late fee of \$40 on your national commission dues. Please contact Kurt Larson if you have not yet paid your commission dues so he can give you instructions for completing this task.

The next deadlines are January 1 for SafeSport (for the rare few that haven't completed it yet) and January 4 for the 2016-17 Critical Rules & Interpretations and Pre-season Materials for National-level Officials (Academy Courses US17_101 & 107). Contact Kurt immediately if you don't see these courses in your list of Enrolled Learning Activities.

Next is the March 1 deadline for completing the National Rules Exam. It is available now as course US17_805. Then the final deadline is May 1. This is the final date you must either have attended or viewed the National-level Referee clinic. The online clinic will be in your Academy folder by the first of the year, and you will receive an email from Kurt when it has been

placed in the Academy folders. If you attend the clinic in person, you are not required to view the online clinic also, but the clinic will be found in all National-level referees folder.

Please note that the courses do not list a Due Date. The Expiration Date is the very last date the course may be accessed this season, well after the various deadlines.

Dates and sites for this season's USAV Championships are: 18U GJNC Apr 21-23 in Dallas, Opens May 26-31 in Minneapolis, GJNC June 24-July 4 also in Minneapolis, BJNC July 1-8 in Columbus, and High Performance July 17-22 in Ft. Lauderdale (starting this season, HPC counts towards attendance requirements for national-level referees). Registration for all of these events will open in February. Information for the Championships along with contact info for JNQs, BBTs and other large event is available under the [VRT Events](#) tab.

National-level referees retiring their certifications since the last issue of the *Official Word*: Dan Apol, posthumously (RM), Shari Brubaker (LS), Scott Cull (RM), Larry Fetterhoff (KE), Nicki Fisaga (GW), Joe "Tim" Gogulich (IA), Virginia Hayes (EV), Ward Kostek (LS), Gary Merrill (GL), Greg Perkins (GW), Lisa Peshell (IM), Jeff Sylvester (GL), Will Vick (LS), Ron Weigand (CR), Don Cohen (NE) and Donna Wigton (RM). They served USAV and their regions for many years. Thank them and wish them well next time you see them.

Hope your Holidays will be special, and your upcoming USAV season will be great!



The Pleasure Was Mine

by Corny Galdones

Back in the day, 1996 to be exact, I started writing officiating articles to develop and benefit aspiring officials in my region. One essay in particular, "Ugly Is Not A Ball Handling Violation," wound up being circulated throughout the country by many. As time went on, my material built up in favor. When 2003 emerged, Joan Powell approached me. In a smooth, persuasive manner like no one else, she cajoled me into sharing my commentary and musings in the Official Word, a joint PAVO/USAV newsletter. Thus, Corny's Corner was born.

My pond was now an ocean. I wasn't enlightening just a few of you anymore. It was all of you. I had a big responsibility to watch my Ps, Qs and cues. Grammar maestros lurked out there, ready to pounce on any misstep I made with the English language. They ain't nothing to be scared of. I played on words, snuck in humor but kept it straight and simple. For the welfare of growing officials, I fed you tricks of the trade on the proper standards of what to do and most essentially, how and why to do it, what I call the "Aha!" moments. You mature officials were different. On finer points already old hat to you, I offered food for thought with new perspectives of sound logic and common sense. Maybe you saw the light. Then again, maybe you didn't. Once in a while, I would hit you over the head with a velvet hammer to keep you in line and make it taste good. Whether or not you ate everything up was up to you.

My intent was to make a difference. Did I? Were you influenced in any way by my contributions to your cause? Are you a better referee and a better person as a result? I hope so, even if it's for just a teeny, tiny bit. If not, did my prose at least make you smile or laugh? Whatever the case may be, receiving

acknowledgement from the multitude of "little" officials in the ranks who appreciated and gained from my insight is good enough for me. Thank you. You really rock. You have made my day. You're the ones who mattered most to me, the ones whose budding careers I wanted to help. I have enjoyed getting acquainted with a majority of you; it's for people like you why I started writing in the first place. Your gratitude and progress mean so much to me, more than accolades or awards ever will.

I've had fun. I sure did. No one rained on my parade. I reigned over a national forum with free rein to teach you the basics with a blend of gravity, brevity and levity. Evidence of the little I knew is at <https://1drv.ms/f/s!AmWmYG-yGnI2vkCUQaQuqVMw6v7H>. It's not much, only 68 documents. At any rate, the advent of a volleyball section in Referee Magazine brought out from within our cadre a number of talented writers of expertise expanding your growth as an official. Today, our school of scribes teems with fish. Their new blood, fresh ideas and incisive writing give you a rich wellspring of substantial advice. You've never had it this good before. You have it made. So, I'm cutting bait. This is the final edition of Corny's Corner.

I'm changing focus. One work in progress I plan to complete that has been on the back burner far too long is my memoirs. Don't bother to look for it on the best sellers' list. You'll be wasting your time. I'm primarily doing it for posterity to let in members of my family about the wanders and wonders of my past. Finally, I get to write something all about me. Suffice to say, life's been good.

Aloha.



REFEREES, LINE JUDGES EARN THEIR PAVO NATIONAL CERTIFICATIONS

*by Mara Wager
NRT Director*

Eight referees and eight line judges were successful in obtaining their national certifications during fall collegiate tournaments. Ratings were conducted at the University of North Texas, University of Denver, North Carolina State University and Marquette University.

PAVO welcomes eight new National referees:

Scott Burnett, Xenia, OH
Joseph Gustafson, Mokena, IL
Joanie Havens, Cypress, TX
Joshua Hall, Brunswick, OH
Brenda Kirk, Baltimore, MD
Robert Kyle, Virginia Beach, VA
Matthew Larsen, Rosemont, MN
Ergys Myselimi, New York, NY

In conjunction with our referee national rating sites, PAVO conducted two rating sessions for National Line Judge certification this year at the University of North Texas and Marquette University.

PAVO welcomes eight new National Line Judges:

Marilyn Dumbrell, Anthem, AZ
Augusto Dumlao, Birmingham, MI
Roger Heffner, East Peoria, IL
Tracy LeVine, Mount Prospect, IL
Larry Mach, Hartland, MI
Tom Rastok, Tonganoxie, KS
Brian Steiner, Phoenix, AZ
Jet Villavicencio, San Francisco, CA

PAVO would like to thank the members of the 2016 National Rating Team for their hard work and dedication: Paul Albright, Thomas Berg, Donna Carter, Mike Carter, Robyn Courchane, Doug Darling, Brian Hemelgarn, Paula Martin, Devonie McLarty, Michael O'Connor, Anne Pufahl, Mara Wager and Stacey Weitzel.



REMEMBERING DAN APOL

by Steve Kenyon
Guest Writer

Dan Apol's officiating resume is a highlight reel like we all dream of but probably will never get to experience: Olympic Referee, Paralympic Referee, FIVB World Championships, and more top-level NCAA assignments than one can count.

But most importantly, Apol left a mark on all of us, who he considered his family.

Apol died suddenly in November of a brain aneurysm at age 45. When the news of his untimely passing came out, the outpouring of emotion and loss from every corner of the world was overwhelming.

Social media exploded with tributes and condolences from the entire volleyball community—not only fellow officials, but from players, coaches, and from dignitaries within USA Volleyball and FIVB (e.g.: Ary Grac'a, Doug Beal, Jose' Casanova, Cristo'bal Hoffiz). Dan meant a lot to the world, and that was aptly captured in the Swatch World series. <https://at.swatchmajorseries.com/en/1098/more-than-sports-a-referee-until-the-very-end>

Apol, born on April 12, 1972 and died on Nov. 16, was too short of time on Earth. He had a big "family" here, and I am fortunate to be one of his older brothers in that "family." I wanted to share with you a few things that made him special to us.

We were all very proud of what Dan had accomplished, yet there were times he would need a little grounding. We took turns giving him a hard time about many things—from his habit of still wearing his London Olympic shoes to ribbing him about which exotic destination he was being forced to travel to next to how unfortunate it was that he had to fly business class on his next trip.

Dan spent a lot of time on the road, yet his heart was always in Castle Rock, Colorado. He invested time to talk to his wife, Bonnie, every night, no matter where his work took him. This is a habit each of us who spend time away from home and our families could wisely adopt.

He also loved his English Mastiffs, Artimus then Orion.



If you were part of the "family" you got used to dog hair and drool. These two gentle giants accompanied Dan on many outdoor adventures—laying on the front of Dan's paddleboard as he explored a new lake or spending so much time at the ski resorts they needed their own lift pass. After Artimus passed, Dan spread his ashes around the world. I have heard rumors that Artimus made it to the Masters in Amen Corner and the Olympic sands of both London and Rio.

Each year during the break between the Colorado Crossroads tournament weekends, Dan and his wife, Bonnie, arranged a ski house for some of his referee "family" to hang out and relax in. I will always remember watching best friend Keith Murless and Dan up bright and early, headed to the slopes in search of fresh powder and new adventures. The group of skiers would return and enjoy a great dinner before grabbing a cocktail and sitting around watching the annual showing of *The Big Lebowski*. The nights spent on the tubing hills, breaking all the rules (and luckily no bones!) still bring smiles to our faces today.

At an event earlier this year, Dan was approached by a younger official who congratulated him on his selection to the Rio Olympics. Dan's humble reply was *"Only one of us can go, but I am fortunate to be chosen to represent all of us."*

We will miss you Dan.

Steve Kenyon,
On behalf of your beach officials family



MEMBERSHIP DEVELOPMENT

by Donna Carter
Membership Development Director

As the season comes to an end and we watch great post-season volleyball online or on TV, officials are frequently curious to see who is selected to work the post season for the different divisions, and where they are from. It's natural for an up and coming official to aspire to work as a referee, line judge or scorer in the postseason events, or a more experienced official to wonder how they get onto that list. There is a fair amount of information on the Arbiter NCAA Hub about the process which includes being recommended by conference assignors and completing the requirements of taking the test and watching the training videos on the Hub. Some of the selection criteria is within your control – however, most of it is not.

It's exciting to see new faces in the mix, and hopefully

that gives incentive to officials to keep working hard towards their goals.

The end of the year is a good time to self-assess, look at what improvements you made in the 2016 season, what goals were achieved, and what goals are still on your list. You have an opportunity to update your list of goals, and determine what you will do in 2017 to take the next step towards achieving those goals. Will you work on specific skills or aspects of your game during the club season? Spend extra time on RefSchool or *iREF* to sharpen your rules and techniques knowledge? Will you work spring college matches? Better yet, will you attend a PAVO camp and get valuable feedback? What can you do to be a better official in 2017?



I-REF 300 COURSES NOW AVAILABLE

by Donna Carter
Membership Development Director

PAVO's online training tool, *iREF*, has grown by 24 new modules with the release of the 300-level courses.

Structured like a college curriculum, the 300-level course is geared for State-certified referees – both those who already have reached that level, and those preparing to earn a PAVO State referee certification. The 300-level courses follow the release of the first two levels of modules for entry-level referees.

The new courses cover such topics as rules, professionalism, communication, concentration and judgment. Videos, interviews with experienced “master class” referees, quick quizzes, and “what would you do” scenarios combine in brief modules to help improve all officials who take advantage of this resource.

The courses are free and included with PAVO membership.

The 100- and 200-level modules must be watched in order the first time around, then can be reviewed. The 300-level modules can be watched in any order and there is no limit to the number of times they can be viewed.

To access *iREF*, log in to the PAVO website (www.pavo.org) and use the dropdown menu found under My Ref Kit. Click the acknowledgement, and select the modules to watch.

Another level of courses is in production. The 400-level modules are targeted at existing and aspiring PAVO National referees.

PAVO encourages members to use *iREF* to brush up on their skills. The players and the game deserve our best!



CAMP SCHOLARSHIPS EASE CAMP EXPENSES

*by Suzanne Dodd
Camp Director*

What do Josh Tharp, Rob Livingston, Jim Cooley, Deborah Morris and Matthew Zatchey have in common? They were recipients of a scholarship to help defray the cost of attending a PAVO camp.

Camps held each spring afford referees the opportunity to officiate at collegiate spring tournaments and get feedback from some of the game's top officials. Along with providing high-level play, the camps afford attendees the opportunity for career advancement and professional development by providing video records, immediate feedback from experienced evaluators, and networking opportunities, some of the hallmarks of the program that have helped hundreds over the years.

Yet, attending one of the camps can be pricey, and a roadblock for many. That's why PAVO offers a limited number of scholarships to help reduce the personal expense involved.

The 2017 camp season will feature multiple camps for officials at all levels scattered around the country. Camps typically take place from mid-March to mid-May. The full camp season will be announced as soon as all camp sites are secured.

Information about applying for the five scholarships can be found at <https://pavo.org/Training/Training-Camps>. Plan on saving a weekend for a invaluable training opportunity.

Here are last year's winners:

PAVO Camp Grant (two at \$250 each)

Lewis Development Scholarship for Advanced Camp (\$285)

Matt Manliguis Scholarship for Referee Training Camp (\$250)

USAV Foundation (\$300)

Josh Tharp, Rob Livingston

Jim Cooley

Deborah Morris

Matthew Zatchey

Note: As a nonprofit organization, PAVO can accept a tax deductible donation to fund scholarships and additional programs dedicated to improving volleyball officiating.

Many of our members have been greatly blessed by the friendships, personal growth, travel opportunities, and intellectual stimulation that volleyball officiating has provided them. Have you considered giving back to the organization that makes much of that possible? Donations or bequests to PAVO are a great way to leave a legacy. For more information, please contact PAVO's Executive Director, Katy Meyer, for more information.



LINE JUDGE'S CORNER: GOING FROM GOOD TO GREAT

by Thomas Berg

Ask any first referee what qualities they want from their line judge, and the response will be fairly similar: movement to see touches and in and out calls, including pancakes, and eye contact.

But those qualities are just the start. For line judges to move from good to great, I suggest that they think "outside the whistle."

A line judge's duties begin long before the first serve. During the pre-match, great line judges will assess working conditions to determine if they will have enough room to get out of the way during a wild play. They will note where the ball retrievers will be stationed and recognize if they create a potential hindrance to your ability to move. A great line judge may inquire about how skilled the ball retrievers are at keeping balls off the court during play, and identify their coordinator should a problem arise.

The bench side line judge will want to assess how much room there is between base position and the bench, where the warm-up area is and when coaches approach the court. Consider the actions you may need to take and in what directions you might need to go at any given moment, whether that is due to play or an emergency that pops up.

Line judges are an important part of the match, so before rolling the ball to the nearest ball retriever, notice whether he or she is holding a warm-up ball, if there a retriever or speed wiper near the centerline, or if a towel is lying on the floor that could become a hazard if the speed wiper is distracted and can't pick it up if play would come near. What might you say to help and encourage the retriever or speed wiper?

Naturally avoid the tendency to go into "I'm only a line judge" mode and be prepared to help the first referee by making eye contact and nodding to show you're ready to go. Simply looking at the R1 with cow eyes says, "I see you," but does not convey the energy that he or she expects from you.

Throughout the match, ensure R1 knows that you are with him or her when they look at you before and after rallies. After a spectacular rally filled with monster attacks, amazing digs, bewildering speed, and exhausting movement, R1 might need just a moment to regroup before resuming play. One mechanism R1 may incorporate to collect her/his breath is to check that the officiating crew is ready to resume. Perhaps you've noticed that some referees have their silent

cross-court communication, so be ready for the same. After that spectacular rally, focus on R1 and be ready for his or her look. Perhaps the R1's raised eyebrows or quick facial gesture to you is their way of saying, "Wow, that was great! Are you ready to go?" Respond positively, replying with appropriate facial expressions and body language, "That rally was amazing! I am on your page!" There is no need to overdo your response, but give something more than another set of cow eyes.

Another opportunity to ensure that you are in step with the R1 occurs with their positive feedback to you after a tough play. R1's thumbs-up, head nod, or wink is an acknowledgement of your good work and encouragement to do more of the same. Return R1's gesture with a subtle positive response. Do not let R1 feel as if he/she is working the match without you.

During play, be ready for plays and situations that occur infrequently, such as a blood-related injury. Know what is happening. Besides monitoring the injured player, R2 is timing the allowed interval for a coach to make a decision regarding a possible substitution. R1 is watching the benches and the court. Consider that R1 might ask the line judges to inspect the game balls for blood and/or have it ready for R2 to examine it before resuming play. Line judges should also be ready to inspect the playing surface for blood.

Some "outside-the-whistle" moments may come before the match starts or long after the match ends. Many years ago at a Regional final, my first referee went to the court to focus and get centered before our big match. After 10 minutes, I went to the court and saw that another match official was engaging my R1 in a one-sided conversation. Across the court, my R1's deer-in-the-headlight eyes said, "Help me!" After joining my two friends, I turned the conversation to another topic, providing my R1 with a graceful exit. Conversely, be willing to engage and learn after the match's conclusion. No line judge has called the perfect match; every line judge has more to learn.

Be aware of and act appropriately when opportunities "outside the whistle" come up. The R1, the officiating crew, the teams, and the fans expect you to do a good job, and by the most objective measures you will. You will elevate your gamesmanship by providing your R1 with strong positive feedback throughout the match by anticipating the unexpected and formulating positive reactions. And above all, you'll learn from those who want you to succeed!



GOODWIN, WELLMAN BID ADIEU TO THE PAC-12

by Joan Powell
PAC-12 Conference Officials Coordinator

It was 22 years ago that Dale Goodwin worked his first PAC-10 match and his partner that night was Rusty Wellman. So it was only fitting that the duo paired up for one last time on the night before Thanksgiving for their farewell match at Washington State University, the same court the two started their careers that combined has added up to 46 years of commitment.

Rusty Wellman

Wellman started as a gymnast while working on his bachelor's degree in Business Administration at Oregon State University. He later earned his master's degree in Human Resource Management from Gonzaga University. Wellman served as the head gymnastics coach at Eastern Washington University and was involved in track and field, securing a National track and field officials' certification. He began officiating volleyball as a parent involved at the club level.



Wellman spent 32½ years with the federal government, stationed in many cities and was associated with numerous boards, regions and high school associations while officiating throughout the country. He was involved as a clinician and also served as a trainer.

At the collegiate level, Rusty has officiated since 1989 in the Pac 10, which is now known as the Pac 12. He also worked in the Big Sky, West Coast, WAC and Mountain West conferences. He has worked postseason NCAA play, numerous national USAV tournament championships, including the NIRSA, U.S. Open, and USAV Girls and Boys Junior National championships. Rusty currently holds both a PAVO and USAV national rating.

According to Rusty, the highest award he has received was the PAVO 2002 Meritorious Service Award.

"I have always felt that life, in general, and volleyball many times, becomes way too stressful because we take it too seriously," Wellman said. "I have approached life and volleyball as opportunities to practice 'stress relief' for myself and especially for others by conscientiously abiding by three guiding principles: Number one: Always try to serve as a positive role model. Number two: Attempt to do what I refer to as a "Random Act of Kindness" everyday, no matter how small. Number three: Try to instill a bit of humor whenever possible and appropriate (this one has probably gotten me in the most trouble, but oh, well!) These guiding principles have worked well for me through the years and volleyball has provided a specific avenue to hopefully have given back to the sport some of the enjoyment I have received."

Dale Goodwin

Goodwin earned his degrees at Washington State University and Gonzaga University. After

being with Gonzaga for more than 29 years, serving as director of public relations and formerly as sports information director, he is currently the director of publications, overseeing development and production of the University's published materials and works.

Goodwin began officiating at the high school level in 1981 and the collegiate ranks in 1983. He quickly was tagged as a leader, serving as president of the Spokane Area Volleyball Referees twice, on was on the board of directors for nine years and 21 years as a rater and mentor. He has worked numerous high school state championships, officiated collegiately in the Big Sky, Big West, WAC, West Coast and the Pac-10 and 12 conferences. During his tenure, he was selected to NCAA Division I postseason on nine occasions and the NAIA and DIII championships three times.

Goodwin earned both national ratings with PAVO and USAV and also served as a rater and camp staff member. He was committed to the PAVO Board of Directors for 10 years and re-upped in 2013 where he continues to serve as co-editor and contributor for the PAVO newsletter, "The Official Word." He was inducted into PAVO's Hall of Fame in 2008 and the following year inducted into the Inland Northwest Sports Hall of Fame for his contributions to the region's sport scene.

For Dale, refereeing is a passion first, profession second. In his 36th year, including 33 at the Division I college level, being a good partner is his top priority. According to Dale, he has "reffed No. 1 teams in the country, to Podunk High, enrollment 50, with equal joy." He said his greatest thrill was working matches with his son, Ben.



DONNA CARTER RETIRES FROM BIG TEN CONFERENCE

by Marcia Alterman



Not many referees last for 19 years in the Big Ten, but Donna Carter did and she did it with excellence.

Carter called her last Big Ten match Nov. 12 at the University of Indiana, ending her career in which she served the conference as a valuable member of the officiating cadre. Her

service is appreciated.

Carter earned her PAVO National Referee Certification in 1994, and has worked for a number of Division I and II conferences, including the Big Ten, Big East, C-USA, AAC, ACC, ASUN and SEC.

She worked three Division II Elite Eight Championships, and three Division I National Championship semifinals – two as a referee and one as a line judge. Carter has also worked a number of NCAA Division I first and second round assignments and regional events.

Carter was honored with the PAVO Excellence in Service award in 2009, and currently serves as the PAVO Membership Development Director. Outside of volleyball, she is the office manager for a law firm in Tampa and is married to Mike Carter. They are the proud parents of 17 year old Austin.

Many of you will want to extend best wishes to Donna about her Big Ten retirement – you can contact her at DCartervbref@gmail.com.

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 Directors/Staff

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

Julie Voeck, President
Christina Fiebich, Board Delegate
Donnie Goodwin, Director-at-Large
Anne Pufahl, NCAA/PAVO Clinic Dir.

Donna Carter, Member Development Dir.
Chuck Fleet, Board Delegate
Brian Hemelgarn, Examinations Dir.
Bill Thornburgh, Director-at-Large

Suzanne Dodd, Camp Director
Dale Goodwin, Interim Board Member
Jung Park, Finance Director
Mara Wager, National Rating Team Dir.

Staff

Katy Meyer, Executive Director

Miki Kennedy, Membership Services

Marcia Alterman, Executive Consultant



USAV Officials Commission/Assembly

www.usavolleyball.org

Michael McPoyle, Chair, National Indoor Officials Comm
Steve Robb, Chair, Int'l Indoor Officials Comm
Becky Brockney, Director, Int'l Indoor Scorers
Dave Spencer, Associate Chair, Nat'l Indoor Referees
Chad Klunck, Director, RVA Nat'l Indoor Ref Development
Bill Thornburgh, Director, Indoor Camp Development
Jeff McKinney, Director, Nat'l Indoor Officials Clinic Development
Michelle Prater, Director, Nat'l Indoor Ref Eval & Cert
Ross Erickson, Asst Director, Nat'l Indoor Ref Eval & Cert
Marcia Costley, Director, RVA Nat'l Indoor Jr Official Development
Donnie Goodwin, At-Large RVA Ref Representative
Pati Rolf, At-Large National Indoor Referee Representative

Devonie McLarty, Chair, Officials Assembly
Becky Brockney, Associate Chair, Nat'l Indoor Scorers
Rachael Stringer, Director, Nat'l Indoor Scorer Cert & Eval
Ric Washburn, Director, RVA Indoor Scorer Development
Lynne Updegraff, At-Large RVA Scorer Representative
Glo Bailey, At-Large National Indoor Scorer Representative
Steve Owen, Chair, Int'l/Nat'l Beach Officials Comm
Keith Murlless, Director, Beach Ref Cert and Eval
Steve Kenyon, Director, RVA Beach Officials Development
Ryan MacDowell, At-Large RVA Beach Representative
Katy Meyer, At-Large National Official Beach Representative
Marcia Alterman, Member Organization Liaison
Kathy Ferraraccio, Indoor Officials Consultant