



PRESIDENT'S MESSAGE

*by Julie Voeck
President*

By now most of you are well into your officiating schedule for the fall season. This means you have participated in a clinic, taken the test, and have completed several matches. Another volleyball season is underway!

In this article I want to focus on what is going on in the area of line judge training. With the increased speed of the game and the introduction of the Challenge Review System (CRS), there has been an increased focus on training line judges. As we announced in PAVO clinics this year, over 80% of challenges during the 2017 season were related to touch or in/out decisions. These are critical decisions at the end of a rally that often determine its outcome.

The PAVO Board of Directors has discussed the need to dedicate additional resources to line judge training and certification. At our 2018 Board of Directors Meeting in March, PAVO created a new position, Director of Line Judge Training and Development. Dan Swenson was selected to serve in this role and help grow and develop programming for line judge training and certification.

I am proud to announce that with the initiation of this role, PAVO was able to offer a Basic Line Judge Training Clinic in Tulsa, Oklahoma, this summer. PAVO partnered with USA Volleyball to offer the line judge training during the High Performance Championships.

Our first line judge training clinic at the direction of our new Director of Line Judge Training and Development was a great success! I look forward to further updates as we expand our current line judge training and certification opportunities.

I also encourage individual PAVO Affiliated Boards and referees to continue to recruit and train line judges. Our sport continues to grow, and we need to train and develop officials to meet those needs. The expanding demand being placed on our existing cadre of officials is challenging our ability to keep up with the explosive growth in our sport.

I want to share with you a program that I am involved in Wisconsin to grow and develop new line judges. As a coordinator of volleyball officials for the Wisconsin Intercollegiate Athletic Conference (WIAC), a Division III conference, this year I worked with the conference to put a line judge training program in place for all WIAC schools.

The line judge training program requires each of the eight institutions to identify five individuals for line judge training. The individuals will then be assigned to line judge conference matches during the season. Each institution is also required to host a line judge training clinic that includes viewing the current year PAVO Line Judge training video and taking the current year PAVO Line Judge Exam. Attendees also receive training and feedback during an on-court training session.

My goal with this program is to create 40 new line judges. I hope that some of these individuals will stay in the sport and consider becoming referees in the future. I look forward to reporting back to you in the future on the success of this training program.

See you on the courts!



USAVolleyball.

USA VOLLEYBALL NEW NATIONAL AND JUNIOR NATIONAL REFEREES

by Michelle Prater

Another rating session is in the books! The National Rating Team certified 18 new National referees in Anaheim, California, and 53 new Junior National referees in Detroit, Michigan. I would like to thank everyone for their continued support and the raters for a job well done.

The "Shadow a Rater Program" continues to be a success. We had 10 National referees shadow for two days. This program is designed to help National referees that are leaders in their region gain knowledge to take back to their region and help up and coming referees.

Participates: Chris Cant, Robert Miller, Joya Teter, Louis Ventura, Duane Holben, Greg Krueger, Ian Young, Wade Dubois, and Felix Madera.

The re-evaluations continue to be a high priority. The National Rating Team was able to complete 150 evaluations over the four national championships this year.

THANK YOU TO THE NATIONAL RATING TEAM:
Paul Albright, Wade Brence, Carla Bunner, Darin Clark, Kevin Cull, Doug Darling, Kathy Ferraraccio, Donnie Goodwin, Eric Hoffman, Thomas Hoy, Tom Joseph, Todd Karolczak, Steve Kenyon, Chad Klunck, Jeff McKinney, Devonie McLarty, Michael McPoyle, Brett Myres, Michael O'Connor, Jung Park, Mark Prater, Glenn Reid, Carlos Rodriguez, Bill Thornburgh, Stephen Shepherd, Angelle Simms, Scott Thompson, Ryan Tighe, Steve Webster, Rebecca Johannes (Scorer Evaluator), Felix Madera (Scorer Evaluator)

On behalf of the USAV Officials' Commission, please join me with a great big "Congratulations!" to our new Junior National and National Referees. Your journey has just begun. We encourage you to continue working hard to improve your officiating skills and to reach other officiating goals. Remember you did not do this on your own. Make sure to thank the people that helped you along the way and to continue to give back to your region.

2018 JUNIOR NATIONAL REFEREES

	FIRST	LAST	REGION		FIRST	LAST	REGION
1	Jose	Adorno	Florida	28	Greg	Liput	Great Lakes
2	Michael	Alexander	Chesapeake	29	Khiah	Lynch	Southern
3	Bob	Benson	New England	30	Franklin	Marcos	Badger
4	Robert	Blevins	Ohio Valley	31	Elizabeth	McKnight	Intermountain
5	Mark	Burek	New England	32	Beverly	Michelson	Lone Star
6	Diane	Burns	Chesapeake	33	Joseph	Miles	Ohio Valley
7	Erik	Burris	Pioneer	34	Robert	Mimmack	Rocky Mountain
8	Benjamin	de Jesus	Pioneer	35	Jeff	Morris	Hoosier
9	Miguel	De La Rosa, Jr.	Great Lakes	36	Amber	Nicholson	Great Plains
10	Robert	Doan	Bayou	37	Lori	Okonek	North Texas
11	Ricardo	Elizondo	Lone Star	38	Jeff	Peters	Lone Star
12	Philip	Ems	Southern	39	Daniel	Rogers	North Texas
13	Jeffrey	Fahmer	Western Empire	40	Daniel	Sam	Garden Empire
14	Susan	Fleenor	Old Dominion	41	Yaritza	Santiago	North Texas
15	Leobon	Gameng	Iroquois Empire	42	Stewart	Schulze	Northern California
16	Troy	Gravett	Southern California	43	Scott	Smyser	Southern California
17	Alex	Grycowski	Badger	44	Breanna	Spain	Old Dominion
18	James	Hammar	Ohio Valley	45	Ryan	Stejskal	Great Plains
19	Nick	Hauptstueck	Ohio Valley	46	John	Sutton	Heart of America
20	Douglas	Hong	Heart of America	47	Ted	Tracy	New England
21	Ashley	Hudson	Rocky Mountain	48	Roque	Urena	Palmetto
22	Daniel	Jersey	Southern	49	Timothy	Veloze	New England
23	Jean	Katz	North Texas	50	Michael	Walling	Great Lakes
24	Rachel	Kirk	Delta	51	Jeffrey	Wheeler	Lone Star
25	Ronald	Kolash	Badger	52	Stan	Wiedeman	Great Lakes
26	William	Leiber	Evergreen	53	Matt	Wong	Northern California
27	Matthew	Levoe	Southern California				

2018 NATIONAL REFEREES

	FIRST	LAST	REGION
1	Jim	Arts	Badger
2	Paul	Zickert	Badger
3	John	Marlbrough	Bayou
4	Cindy	Thompson	Bayou
5	Aisha	Boyd	Carolina
6	Kevin	Finneran	Florida
7	Craig	Wiedel	Great Plains
8	John	Evans	Gulf Coast
9	Elias	Hernandez	North Texas
10	Gerald	Johnson	North Texas
11	Tammy	Lee	North Texas
12	Ernesto	Perez	North Texas
13	Morgan	Shannon	Palmetto
14	Joy	Stauffer	Palmetto
15	Magda	Gleaves	Southern California
16	John	Nguyen	Southern California
17	Tom	Saunders	Southern California
18	Shawn	Davis	Southern



FROM THE DESK OF THE PAVO EXECUTIVE DIRECTOR

by Katrina Meyer
Executive Director

We've arrived! Another fantastic season of collegiate volleyball is upon us ~ WELCOME, and I wish you all a very successful 2018 season.

October sits squarely between two very busy times of year for our Association. While you all are out 'in the trenches' ensuring a smooth start to the season, the PAVO staff and some of our program directors are wrapping up the events of the summer, while jumping knee deep into planning for our annual convention.

Let's take a look at how things are going around the organization...

New and Exciting

PAVO Member Profile. New this membership year is a feature in your individual member profile that allows you to see your 2018-2019 NCAA Central Hub registration status. Once you've logged on to the PAVO website, navigate to the **MY REF KIT** tab and choose the **MY PAVO Profile** option from the **Official Dashboard** column. Scroll down your individual profile page to locate:

Central Hub Data:

Central Hub Registration Started: XX/XX/2018
Central Hub Registration Completed: XX/XX/2018

PAVO Standard and Associate Members submit their annual NCAA Central Hub Registration fee during the annual online PAVO Member Registration process. Only PAVO Standard members who complete Central Hub Registration receive the annual **Welcome Packet** from *ArbiterSports*. As a reminder: if you registered with PAVO as a Standard member, your profile shows that you've completed 2018 Central Hub Registration, and you have not yet received your Welcome Packet...

Please notify *ArbiterSports* directly by completing and submitting this *ArbiterSports* online form, <https://arbitersports.wufoo.com/forms/x1u5qpa90om9917/>

PAVO Calendar of Events. PAVO is thrilled to announce the release of this feature on our website! We're just getting started with this feature, so thanks

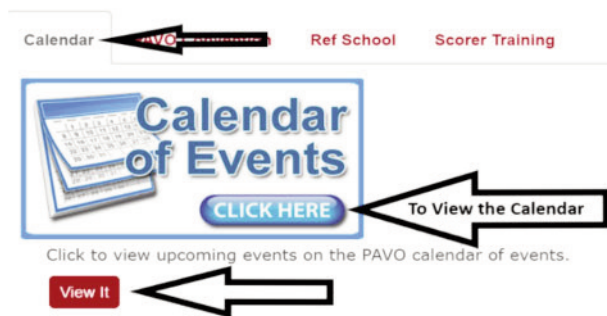
for your patience as we develop this information tool. The PAVO Calendar of Events is an interactive tool. Initially you can expect it to include important dates, deadlines, and activities. Information which is also available at the bottom of the PAVO website homepage and the subject of regular member marketing and notification. Additionally, you'll be kept informed of Central Office closures because of holidays, association activities, or staff time-off. In the future, and with the continued support and cooperation of Affiliated Board leaders and Conference Coordinators, we anticipate incorporating information related to local/regional training opportunities, etc. The calendar is ultimately designed to keep important and relevant information available to you, 24/7. Don't hesitate to share your ideas for enhancing its effectiveness.

Members and non-members can access the calendar of events one of two ways:

- OPTION 1: From the **RESOURCES** tab



- OPTION 2: From the **PAVO Homepage** (mid-page)



Member Benefits Webpage. Membership benefits are one of the primary reasons for joining an Association, PAVO included. We've given this webpage a brand-new look and hope that you find it to be a useful reference tool. We encourage you to take a few minutes to visit the [Member Benefits page](#) to learn about or reacquaint yourself with the myriad benefits of annual PAVO membership.

A Recap of Summer of 2018

Membership. The 2018-2019 PAVO Membership season opened in May. At over 3,800 members registered so far, we have reached new heights in annual registration. THANK YOU for your membership. You are the backbone of this vibrant and growing member association.

Exams. The 2018 NCAA/PAVO Exams, Forms A/B and C, remain available to members via the NCAA Central Hub. PAVO members who hold a National Referee Certification and those who desire consideration for NCAA post-season assignment were required to complete and submit their exam on or before the September 1 deadline. For all non-Nationals, Form A/B Exam remains open through October 15 (11:59 pm CT).

IREF. The *IREF* curriculum continues to grow. PAVO released 21 new modules in July. New content includes:

- Scoring (covering potential issues and troubleshooting)
- Collaborating with coaches, line judges, and scorers
- The "whole" official

Of course, the 2018 new rules and techniques are also integrated into existing modules. Remember, *IREF* is a training and education tool provided at no charge to current PAVO members.

NCAA/PAVO National Clinics. National Clinics are a hallmark of PAVO programming and unquestionably one of the most visible. Clinics are mindfully orchestrated at the direction of **Anne Pufahl**, PAVO's Director of Clinics with fervent support from seven other insightful and profoundly experienced clinicians. A sincere **THANK YOU** to this year's clinicians, **Paul Albright, Marcia Alterman, Mary Blalock, Brian Hemelgarn, Joan Powell, Anne Pufahl, Steve Thorpe, and Julie Voeck**, whose tenacity and commitment ensure the successful and professional delivery of important conten-t.

Over 2,100 officials attended one of the 32 clinics offered in 25 different states, setting new records in both the attendance and location categories. Of course, no clinic would be possible without the work of **hosts and their respective Affiliated Boards**. They contribute a great deal of time and energy to help this program be as successful as it is, and we **THANK YOU** for all that you do!

Video clips remain one of the most effective and appreciated elements of the clinic presentation. They provide myriad opportunities to learn and hear from officials whose on-court, real-world actions and decisions propel robust discussion of NCAA rules and techniques. Again, **we acknowledge our sincere respect to all the officials who were shown/featured in video clips**. You are subject to the judgment and critique of over 2,100 of your peers and assigners. In doing so, you shine as a true team player! Be sure to thank our clinic 'video stars,' when given the chance.

It really does 'take a village' to develop a final clinic product. For their tireless efforts in developing the PowerPoint presentation, we give **SPECIAL THANKS** to **Marcia Alterman** and **Rachael Stringer**. For their willingness to watch seemingly endless hours of broadcast and streamed volleyball matches in pursuit of just the right clips, we offer **SPECIAL THANKS** to the **members of the 2017-2018 PAVO Video Committee**:

- **Mike Behrens**, Committee Chair
- **Lloyd Stevens**, Technical Leader
- **Tom Blue**
- **Wally Hendricks**
- **Chad Klunck**
- **Don Pemberton**
- **Ed Vesely**
- **Roy Vincent**

National Rating Team. The PAVO National Rating Team has completed its 2018 programming for both referees and line judges. We truly appreciate the support of the 4 host institutions and their volleyball programs and all who participated in the 2018 PAVO Rating Team process ~ raters and candidates! **CONGRATULATIONS** to those who earned their PAVO National certification as either a referee or a line judge. Full details can be found in this edition's article from Mara Wager, Director of PAVO NRT.

Elections. The 2018 PAVO Elections opened in late August, and members were allotted just over two

weeks of open election period. Thank you for submitting your votes! This year's elections concluded with the following individuals receiving the majority votes from members: **Julie Voeck** (President, 1JAN19 – 31DEC22), **Ronnie Mutter** (Board Delegate, 1JAN19 – 31DEC21), and **Jeff McKinney** (Director-at-Large, 1JAN19 – 31DEC21).

PAVO would like to acknowledge the contributions, accomplishments, and commitment of our two outgoing board members, **Christina Fiebich** and **Bill Thornburgh**. Christina and Bill have each served the maximum number of consecutive terms allowed. Their years of service and unique perspectives have been essential in the advancement of PAVO's mission.

A Look Ahead to Fall and Winter

2018 PAVO Convention. This year's official's convention takes place in Minneapolis, Minnesota alongside the 2018 NCAA Women's Indoor National Championships. You can register now online, and registration is open to everyone. Early registration pricing is also available, but ends November 15. Don't wait! To register and for all the current details, including the opportunity to reserve a hotel room, visit the [PAVO Convention webpage](#).



Perhaps you're interested in speaking and/or presenting at the 2018 PAVO Convention? Or maybe you know of someone who is. We'd love to know that! Complete and submit the [2018 Convention Speaker/Presenter Proposal application](#) by October 12.

Maybe you're interested in being considered as a member of the 2018 Championship Floor Crew. PAVO will select and train the floor crew for the semifinal and final matches of the 2018 NCAA DI Women's Volleyball Championships. Consideration for selection is dependent on [full convention registration](#). You must also be able to attend a training session on Wednesday, December 12 (late afternoon), and be available for the Thursday evening semifinal matches and the Saturday evening final match. **Indicate your interest by emailing Rachael Stringer at coordinator@pavo.org by Thursday, November 1.**

Finally, PAVO will keep in regular contact with members through our normal means of e-communication and updates to the new calendar of events regarding:

- [2018 PAVO National Certification Points Entry](#)
- [2019 PAVO Referee Training Camps](#)
- [2019 PAVO Line Judge Training and Certification Events](#)
- [Local/Regional Training and Certification Events](#)
- [2019-20 Member Registration](#)

See you on the court!



by Jung Park
Finance Director

PAVO FINANCIAL NEWS

For the 2017 fiscal year (March 1, 2017, to February 28, 2018), PAVO finished the year with the net income of (-\$34,443.76). We had total income of \$445,379.89 against total expenses (including capital expenditures) of \$479,823.65. Unfortunately, we did not receive the NCAA grant check for 2017 before we closed our books for the fiscal year. This grant is a significant portion of our income. Without the NCAA grant (\$65,000) we generated 91.4% income of what we expected (\$445,379.89). On the expense side we spent 95.4 % of expenses we budgeted.

PAVO relies heavily on its membership dues, and 56.9% of our overall income was from membership dues and late fees. In addition, our relationship with NCAA continues to be important as the NCAA grant constitutes 13% of our budgeted income. The NCAA grant for 2017 was eventually received in June 2018. If we had received the NCAA grant before the end of the fiscal year, we would have had net income over \$30,000 for the 2017 fiscal year.

On the expenses side, most of the line item expenses were within +/- 5% of the budget. PAVO program directors (NCAA/PAVO Clinics, PAVO Camps, PAVO National Rating Team, Exams, and Membership Development) and our national office staff continued their excellent work in cost containment.

PAVO investments had an excellent year with return of 22.63%, bringing our various investment accounts to the total market value to \$62,021.94. Our cash position continues to be in good shape at \$316,228.00.

After the annual PAVO Board of Directors meeting in March 2018 and a follow up conference call, the PAVO Board of Directors approved the adjusted Fiscal Year 2018 budget (Mar 2018 - Feb 2019) projecting a net total loss of \$29,578.02 (with projected income of \$510,256.50 against total expenses of \$534,834.52 plus \$5,000 in special projects). Our cash reserves will be used as needed to balance our budget. In projecting our budget, we practice common sense and conservation on both sides of the budget.

Below are the numbers from FY 2017 (final) and FY 20178 (budget) for your review.

If you have any questions, feel free to contact me or our Executive Director, Katy Meyer. Thank you.

PAVO BUDGETS

FY 2017 Final and FY 2018 Projection

FY 2017: March 1, 2017 – February 28, 2018

FY 2018: March 1, 2018 – February 28, 2019

REVENUE	FY 2017 final	FY 2018
Convention	49,938.00	65,095.50
Merchandise Sales	9,583.97	10,000.00
NCAA Grant	0	65,000.00
NRT	21,835.00	20,696.00
Membership Dues	273,177.65	244,625.00
PAVO Camps	13,702.00	21,090.00
PAVO/NCAA Clinics	52,935.50	63,000.00
Other Income	24,207.77	20,750.00
Total Income	\$445,379.89	\$510,256.50
EXPENSE	FY 2017 final	FY 2018
Board of Directors meeting	16,226.79	14,670.00
Convention	63,935.26	77,875.00
Exam	2,000.00	2,000.00
Executive Director (expenses)	6,723.33	6,800.00
Merchandise Expense	3,873.42	13,700.00
Newsletter (Officials Word)	1,200.00	1,000.00
NRT	17,958.54	21,150.00
Operations	263,903.81	267,417.02
PAVO Camps	31,272.39	45,372.50
PAVO/NCAA Clinics	47,682.45	55,950.00
President's expense	8,318.72	11,150.00
Membership Development	2,000.00	5,450.00
Line Judge Development	N/A	8,300.00
Refunds	1,460	0
Capital Expenditures	13,268.94	4,000.00
Total Expense	\$479,823.65	\$534,834.52
NET INCOME/(LOSS)	-\$34,443.76	-\$24,578.02



USA Volleyball.

CONGRATULATIONS TO NEW USA VOLLEYBALL NATIONAL SCORERS

by Rachael Stringer

Director of National Indoor Certification and Evaluation

I am happy to report that 11 candidates earned their National Scorer certification in July during the Boys' Junior National Championships in Phoenix, Arizona.

These candidates all demonstrated proficiency in National Scoring procedures, and I am excited to welcome them to the cadre of National Scorers.

I would like express special thanks to the members of

the rating team: Carlos Rodriguez, Head Rater (Lone Star), Jane Dong (Southern California), and Janna Ter Molen (North Texas). We hope the candidates found the experience to be profitable and that they learned some new things along the way.

I would like to encourage all of our National Scorers to attend the Open National Championships in Columbus, Ohio, next year and put your skills to work!

2018 NATIONAL SCORERS

- Tiana Beetso (Arizona)
- Marc Begnoche (Lone Star)
- Daniel Carp (Florida)
- Joseph Lizama Lone Star)
- Julie Meining (Rocky Mountain)
- Amanda Rossman (Arizona)
- Marivic Hokanson (Southern California)
- Kelsi Jurik (Iowa)
- Shannon Mortensen (Southern California)
- Paul Vink-Lainas (Iroquois Empire)
- Shane White (Ohio Valley)



2018 PAVO NATIONAL RATING TEAM

by Mara Wager
NRT Director

The PAVO National Rating Team conducted four rating sessions prior to the 2018 season. Our site hosts this year were Arizona State University, Butler University, United States Air Force Academy, and University of Florida.

PAVO welcomes eight new National referees:

Lena Gustafson - Pleasant Grove, UT
Diane Hood - Lancaster, OH
Nikki Kathol - Gilbert, AZ
Kaili Kimura - Thousand Oaks, CA
Holly Luenemann - Fisher, IN
Joy Stauffer - Fort Mill, SC
Ditmars Veinbachs - Bolton, MA
Daniel Willis - San Diego, CA

In conjunction with our referee national rating sites, PAVO conducted two rating sessions for National Line Judge Certification this year at Arizona State University and University of Florida.

PAVO welcomes twelve new National Line Judges:

John Bear - Orange Park, FL
Tim Boyer - Columbus, OH
Keith Cooley - Kettering, OH
Ryan Feickert - Chandler, AZ
Patrick Finan - Tallahassee, FL
Mark Fisher - Hummelstown, PA
James Newhouse - Fort Collins, CO
Kendrick Paulson - New Hope, MN
Heather Pickett - Torrance, CA
Alexis Sheldon - Janesville, WI
Elizabeth Smith - Middleburg, FL
Dan Swensen - Millcreek, UT

PAVO would like to thank the members of the 2018 National Rating Team for their hard work and dedication. Members of this year's rating team were Paul Albright, Henry Chen, Suzanne Dodd, Donnie Goodwin, Brian Hemelgarn, Leisa Jordan, Verna Klubnikin, Paula Martin, Daphne Nelson, Michael O'Connor, Don Pemberton, Julie Voeck, Mara Wager, and Stacey Weitzel.



CAMPS PROGRAM

*by Suzanne Dodd
Camp Director*

It's a great time to be PAVO's Camp Director! Let me list a few of the reasons.

- We're reaching record numbers of camp participants. This season, 94 officials participated in referee and line judge camps!
 - We held an ambitious schedule of 8 referee camps and 2 line judge camps with 91% of all slots filled.
 - Over the past two years, 13 of 21 camps sold out (89% occupancy).
 - An impressive and experienced staff of veteran officials, evaluators, and conference coordinators stand ready to serve. (We successfully staffed three camps on two separate weekends this season!)
 - A total of 9 scholarships worth \$2,700 are available to deserving camp participants!
 - New computer hardware and equipment requisitions will allow us to reach more campers and offer video review at more camp sites.
 - A unique and comprehensive camp curriculum adds interest and provokes good discussion about important issues in volleyball officiating.
 - Opportunities to work towards line judge certifications are included in line judge camps.
 - A new PAVO Director of Line Judge Training and Development has been appointed to deliver line judge-focused education and training.
- More and more collegiate and juniors programs across the country are offering to host camps.
 - Conference coordinators are adding new officials to their roster due to camp evaluations, recommendations, and observations.
 - Word of mouth is spreading about the great value of a camp experience.

We have a lot of forward momentum going in to the 2019 camps season, and I hope to continue to develop and improve the program. We continue to strive to offer a number of camps in geographically diverse areas while reaching some of our under-served areas. We are developing unique curriculum that will emphasize the importance of the second referee. We are also making sure that costs are maintained and match up with the value of the experience.

If you have not yet attended a PAVO Camp, please consider how it will fit into your plans. Most camps coincide with the spring collegiate season, thus weekends in April tend to be the most common camp dates. A number of factors affect our announcement of the camp schedule, but we do our best to announce all camp sites and dates by the first week of February. If you have goals to advance up the officiating ladder, the PAVO Camps Program should be an important step toward that goal.



iREF TRAINING REQUIREMENTS

by Donna Carter

PAVO has added the *iREF* training modules to the certification requirements, and PAVO Affiliated Boards have access to each member's records. Current referees are required to complete *iREF* modules that correspond to their certification level. Current National referees have until 09/01/2020 to complete all *iREF* 400 modules. Here is the breakdown of required viewing:

- Apprentice referees – *iREF* 100 (8 modules)
- Local referees – *iREF* 100 and 200 (11 modules, 1 new for this year)
- State referees – *iREF* 100, 200, and 300 (38 modules, 11 new for this year)

- National referees – *iREF* 400 (35 modules, 9 new this year)

These requirements may seem overwhelming, but remember that most of the modules are around 8-9 minutes in length. The modules were written to be engaging and informative, and they include helpful information for referees of all certification levels!

Set a weekly goal and make time to complete your modules. Don't forget to watch and click through to the completion screen so that you get credit for the module! Take advantage of every opportunity to improve your knowledge!



PAVO Board of Directors/Staff

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

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Anne Pufahl , NCAA/PAVO Clinic Director	Dan Swensen , Director of Line Judge Training and Development	Bill Thornburgh , Director-at-Large
Mara Wager , National Rating Team Dir.		

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Katy Meyer , Executive Director	Miki Kennedy , Membership Services	Marcia Alterman , Executive Consultant
Rachael Stringer , Executive Coordinator		



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www.usavolleyball.org

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