

## WHY IS IT IREVA'S GOAL TO USE OFFICIALS AT ALL IN-SEASON TOURNAMENTS?

1. See mission statement reference to "highest quality of volleyball". Having officials is an inherent part of that goal. Obviously, not all officials are of the highest quality, but that is nevertheless the region's goal in recruitment, training, etc.
2. Recruitment of officials [referees and scorekeepers] and development of some proportion of our officials to the national rating level is part of the region's mission.
3. If we do not use officials on a regular basis, they are less likely to be available, and of less certain quality, when we do want them. We already have a problem providing officials for our larger events.
4. Some people just do not want to be player-officials. Having paid officials removes a potential impediment to membership participation.
5. Using player-officials would require setting up a large scale training and certification program to ensure that each team has at least one, preferably two, qualified officials – and sets up a whole series of issues related to their performance and potential unavailability / injury / illness. We already have issues with performance of R2s, scorekeepers and lines people.
6. Historically, there were issues with player-officials, and with TDs recruiting officials for their events. Conscious decisions were made to move to paid officials assigned by the region to eliminate those issues.
7. Using player-officials creates a potential conflict of interest when the outcome of a match they work has an effect on their own team.
8. Think of the knowledge, skills and personality of the player that you would least like to have officiating your match. Murphy's law will probably get you at some point.