



Pacific Association Officials Committee 2025 Annual Meeting Report

Opening Remarks and Memorial Tributes

Phil opened the meeting by welcoming everyone and acknowledging the successful season they had. He mentioned that their association is the largest association of officials anywhere in the country and they maintain a reputation for being the most well-rounded and best-trained officials. **Phil** then led a memorial tribute to several deceased members:

- **Dick Hotchkiss** from Nevada Union was remembered for setting up the track at Nevada Union and organizing the first masters multis national event.
- **Leroy Milam** was remembered as a starter, clerk, and umpire who won numerous awards including the Tom Moore Award, the highest award bestowed by the association.
- **Thelma Brafford** was remembered as a clerk who handled horizontal and vertical events, competition secretary duties, and received service awards from the Sacramento Sports Commission.

Phil asked for a moment of silence to honor these individuals.

He then thanked UC Davis and **Erika Contreras**, the officials' coordinator, for hosting the meeting and providing lunch.

Meet Operations Recaps and Process Improvements

- A significant topic was the new rule regarding shoe compliance at NCAA meets. **Bob Podkaminer** explained that at Mountain West, they used different colored zip ties for different dates to mark inspected shoes. At the CCC2A meet at Stanislaus, they set up a table near the awards stand to check shoes of athletes who would be on the podium, which proved to be an efficient system. **Bob** specifically thanked **Darren** for setting up this system, noting it was a challenging job given to a new official who handled it exceptionally well.
- **NCAA (Big West/Big Sky/Mountain West) shoe compliance:**
 - Emerging rule enforcement for World Athletics-compliant shoes.
- **Practices:**
 - Zip-tie-of-the-day method (color-coded, akin to implement inspection).

- **CCCAA (3C2A) approach:** Check only podium finishers at an awards-adjacent “shoe table”; maintain a checked list to avoid re-checking multi-event medalists; minimized lines; ensured compliance.
- **Recognition to Darren for effective setup.**
- **Youth Championships:**
 - Officials upheld professionalism and decorum amid challenging interactions with youth parents/coaches.
- **Measurement and EDM protocols:**
 - If EDM mark not locked before field marker placed, do not guess; rethrow may be warranted per referee judgment if mark cannot be verified.
 - If EDM fails, measure with calibrated steel tape (EDM calibration basis).
 - Reassign personnel if repeated process errors occur; address quietly to maintain meet flow and accuracy.

Elections and Officer Announcements

Phil reported on the association elections held on May 30th. He noted that there was no opposition for the elected positions, and they had to find people to run for some offices at the Board of Athletics meeting. The following officers were announced:

- **Phil** will continue as Chair for the next couple of years,
- **John Lilygren** as Vice Chair,
- **Tori Busto** continuing as Secretary,
- **Ryan Cowley** as Awards Chair,
- **Ajay Padgaonkar** as Certification Chair,
- **Bill Bartel** as Training Chair,
- **Don Mossbacher** and **Dave Sundin** as At-Large positions, and
- **Teddy Hayes** and **Rob Benoy** as Board of Athletics representatives.
- Additionally, **Anthony Davis** was appointed as Youth Officials Chair, and **Mike Brown** as High School Liaison.

Phil expressed hope that the next few years would be as fruitful as the past few years.

Report on 2025 USATF Open and Paralympic Championships

Rory provided a report on the 2025 USATF Open and Paralympic Championships. He explained that a couple of months ago, it was announced that they would be including Para events as well. This resulted in referees with Para experience working alongside those already chosen for the national events. Over four days, the Para events were conducted during the first three days.

- **Rory** counted 91 new events that needed to be officiated in a three-day period, in addition to the regular senior schedule.
- Despite the challenges and chaotic nature of having so many events going on simultaneously, **Rory** felt they did a great job overall. He suggested this is likely the direction for future events and recommended officials get experience with Para events, especially those looking to officiate at the upcoming Olympics.
- **Ajay** added that there are only about 20 officials in their association (out of 250) who are Para-certified, and encouraged more officials to get certified. He mentioned that the closest organization holding Para meets is in LA (Angel City Games in June) and recommended officials look for opportunities to gain experience.

Upcoming Meets and Scheduling Notes

UC Davis:

- **Aggie Open** confirmed; considering reinstating the Woody Wilson Invitational (Picnic Day tie-in; pending decision).

Sacramento State:

- Payment processing delays resolved via updated vendor/independent contractor workflows; outstanding payments (e.g., Hornet Invitational) to be followed up; contact coordinator if unpaid.
- **Stadium transitions:**
 - Football moving to Cal Expo facility under discussion; current Hornet Stadium track undergoing repairs for next season; meet dates pending from coaching staff.

American River College:

- **Beaver Invitational:** February 28.

Cal Poly SLO

- **Mark Conover Meet**
 - Date: Saturday, March 21; one-day meet; ~\$200 stipend; strong hospitality; needs officials across throws, horizontals, verticals, clerking;
 - Note: Cal State payment processes have improved.

Memorial Throws Event:

- September 20 at Mike Curry's (honoring Dick Hotchkiss and Masters champion Michael Netti); needs hammer/weight/super weight/discus/shot support.

Southern Oregon/Chico items:

- Informational materials referenced; budget/hosting nuances discussed but not finalized for officials' support.

Indoor season (Reno/UNR facility):

- **State-of-the-art banked Mondo track; multiple meets planned:**
- **Late Dec (27–28), Jan (18–19; 31–Feb 1), Feb (15–16);** format may compress to one day based on entries.
- Additional UNR “Silver State” multis and two-day meets: Dec 4–6; Jan 9–10; Jan 16–17; Feb 5–7; Feb 13–14 (multis plus open sessions).
- **Pole Vault Summit coordination:** Marks validation requires attachment to sanctioned meets; some athletes may remain to compete.

Golden West hosting:

- **Outdoor PA Open/Masters:** Week after CA HS state meet.
- **New collegiate NorCal Invitational (for non-conference qualifiers):** May 15–16 (potential conflicts with HS postseason).

NCAA D1 West Regional Cross Country (Haggin Oaks, Sacramento):

- **Date: Friday, November 15 (not Saturday);** two races;
- needs 12–14 umpires/marshals, finish line crew, clerks; key officials selected; contact coordinator to volunteer.

Fresno State and other invites (resource constraints):

- **Fresno Invites/West Coast Relays** requesting minimal officials per venue (2 horizontals, 2 throws, 1 PV, 1 vertical), supplementing with volunteers due to budgets.
- **NorCal Combined Events (Hartnell):** Crews trimmed to ~3 per venue.
- **Reno Holiday Invite and Kim Duyst (Turlock):** March 6–7 (Fri long throws; Sat track); strong mentoring presence; good for development.
- **Mountain West and MPSF Indoor Championships:** Back-to-back applications will route via Tori; single application covers both.

"You Make the Call" Session - RYAN COWLEY

Ryan led an interactive session called "You Make the Call" to test officials' knowledge with real scenarios that had occurred at meets.

- The first scenario involved an athlete who, after winning a championship race, grabbed a fire extinguisher and extinguished her shoes in celebration. The consensus was that this warranted disqualification for unsportsmanlike conduct.
- The second scenario involved a javelin thrower who accused another athlete of using his javelin without permission. Ryan explained that in NCAA rules, a competitor may use another competitor's implement only with permission, but there's no specific penalty listed, so it falls to the referee's discretion.
- The third scenario involved a starter who gave the "set" command twice because not all runners responded the first time. A coach protested that this didn't follow proper procedure. Officials discussed whether the race should be rerun, with **Jim Manha** noting that he initially decided to rerun it but was overturned by a jury of appeal since most runners had already completed the race.
- The fourth scenario involved meet management deciding to advance nine athletes to finals in horizontal jumps and throws in a dual meet scored 5-3-1, which violates rules stating only scoring places plus one should advance. Officials discussed options such as not scoring the meet or changing the scoring system to accommodate more finalists.
- The session continued with scenarios about laser EDM measurement issues, cross-country course cutting allegations, pole vault bar positioning, and an athlete competing barefoot in shot put due to concerns about shoe legality.

Certification Chair's Report - AJAY PADGAONKAR

Ajay Padgaonkar, the Certification Chair, began by discussing two calls to action.

- First, he reminded officials that applications for NCAA championships opened on July 15th and close on September 15th. He clarified that despite what the welcome letter stated about needing to be a master or national level official, this is not a strict requirement - they are looking for experience rather than certification level. He noted that the NCAA test taken last year is good for two years.
- Second, he announced that USATF Championship applications usually open mid-September and close mid-October, with only the top three USATF meets restricted to National or Master certified officials. All other championships are open to everyone, including apprentices.

Ajay reported that the Pacific Association currently has about 250 certified officials, down from 330 last year, with most of the decrease due to officials not completing recertification requirements. He noted that they've added 30 new officials, consistent with their annual recruitment of 30-40 new officials. Ajay mentioned that the Pacific Association has the highest percentage of Apprentice officials (50% compared to the national average of 33%) and encouraged experienced officials to help mentor them. He proudly stated that Pacific Association is the largest association in number of officials, with 250 compared to Oregon's 200.

Certification Upgrade Process Discussion

Dave Sundin led a discussion with **Ajay** about the certification upgrade process. **Ajay** explained that while he is the primary person handling upgrades, he sometimes needs to consult with others or get approval from the National Officials Committee (NOC) for exceptions. They discussed various requirements for upgrades, including the two-year requirement (which can have exceptions for exceptional individuals), the need for meets outside the association (to gain experience with how officials work in different regions), and the requirement for officiating at USATF meets (added about five years ago to ensure qualified officials at local championships).

- **Ajay** clarified that high school meets generally don't count toward upgrades, except possibly championship meets at the state or conference level for association-level upgrades.
- The most common requirement that blocks people from upgrading is the USATF meet requirement, and **Ajay** encouraged officials to participate in association championships, indoor meets, outdoor meets, and youth meets to fulfill this requirement.
- **Bob Podkaminer**, a highly experienced official, spoke about the importance of networking and being recognized by selection committee members to get selected for national meets. He acknowledged that there is an "old boy network" aspect to selections but explained that committee members want to ensure they have absolutely qualified officials without taking chances on unknown individuals.

Audience Q&A

Q: What month is the Angel City Games held?

A: June. (Ajay)

Q: Is the Paralympics combining with the Olympics, or will they still have separate events?

A: As far as I know, Paralympics are still separate, typically held a couple of weeks after the main Olympics in the same city. (Ajay)

Q: Where in LA are the Angel City Games held?

A: The Angel City Games were at USC Stadium a couple of years ago. This year they were at El Camino College. It changes, but it's usually somewhere in June. (Ajay)

Q: Do you have dates for the UC Davis meets?

A: I do not have them yet. As soon as I get those dates, which will probably be this week, I will send those out. (Robert Benoy)

Q: Do you have a date for the Kim Duyst meet?

A: Kim Duyst is March 6th and 7th. The 6th is the long throws, and the 7th is the actual track meet.

Q: For a non-throws official, how is implement identity established on the device? How would an athlete know that was his versus a stock implement?

A: The athlete would write the name of the school on the implement when they submit it. At championship events, there would be an implement inspection list and log.

Q: Does the meet management have the option to run the meet against the rules (regarding advancing nine athletes to finals in a dual meet)?

A: Meet management does what they want, but they are going against the rules, which could result in marks not being recognized.

Q: If you're using EDM and the EDM goes down, do you measure with the fiberglass tape or do you use the steel tape?

A: You measure with the steel tape because the EDM is calibrated with steel tape.

Q: Is a high-profile NCAA meet that isn't USATF at all counted for the USATF meet requirement for upgrades?

A: Not specifically. It doesn't qualify for that requirement.

Recognitions: Emeritus Officials

- **Bill Hawkes:**
 - Longtime official since TAC era; still volunteers at Stanford meets.
 - Recognized as emeritus (no longer active at USATF meets; may still officiate NCAA/HS, no test; annual meeting free).
- **Bob Rauch:**
 - Core presence at Cal meets (umpire, marshal, finish line).
 - Worked two Olympic Trials, multiple USATF events, numerous Bay Area meets.
 - Awards: Dick Barbour Service Award; CIF service award for 20+ years at NCS MOC.
- **Leroy Milam (in memoriam):**
 - Starter and clerk; broad certifications; association awards chair; multiple major awards (including 2014 George Newlon, 2017 Tom Moore).
 - Daughter Darlene accepted recognition.
- **Thelma Brafford (in memoriam):**
 - Horizontal/vertical/throws official; competition secretary; association and sports commission service awards.
 - Assisted paperwork at 2004 Trials; sister of Billy Mills.

Training and Clinics – PHIL (for Bill Bartel)

- Pacific Association Training:
- Throws training session (Oregon Association/NOC; shared by Scott Phoenix).
- Planned throws clinic on javelin “flats” (date/presenters TBD).
- Shift of clinic calendar to fall due to indoor season timing constraints.
- **Horizontal Jumps Comprehensive Clinic** (Sep 7, Sac City):
 - Led by Robert; full horizontal operations (procedures, positioning, tapes).
 - Practical rail/laser work: eight rails, 24 lasers; hands-on wind gauge and time clock.

- Emphasis on improving equipment proficiency observed as lacking at some meets.
- Open attendance (41 signed up; walk-ins welcome; start 10:00).
- Broader goal: readiness for national-level practices; indoor Reno applications.
- Mentorship/Skill-Building Emphasis:
- Encouragement to learn beyond narrow tasks (e.g., rail only) and cross-train.

Race Walk Committee and Events - PHIL

- Leadership and Roster:
 - Chair: Robin Stevens; Vice Chair: Nikki Goldman; Secretary/Treasurer: Susan Mears.
 - Liaisons/Coordinators: Keith Bunker (Officials Committee), Sangram Singh (Officials Coordinator), Bob Hooper (PA Committee).
- Officials Bench:
 - 6 national-level race walk officials; 4 national-level; 6 association-level; 22 apprentices.
- Path to upgrade: continue officiating (e.g., 8 meets) and follow upgrade criteria.
- 2024–2025 Activities:
 - Events held: 3 indoor (Reno), 7 outdoor; officials at Region 14 Youth (Bakersfield).
 - ATCA Berkeley: 5 judges (3 national, 1 master); certified three 1-mile American records across age groups.
 - JO Top 8: 5 certified race walk judges; note of high protest volume managed by following the rules.
 - **Clinic:** Hosted by Susan Armenta and Robin Stevens (race walk + 3K practice); future clinic planned for athletes/officals.
- **2025–2026 Plan:**
 - 4 indoor events (Reno): PA Championship + 3 invitationals.
 - 3 outdoor (2 at Cal + PA Open Championship at Golden West).

- Needs: race walk officials for all race walks, two youth events (PA JO and Region 14), and Bay Area Senior Games.
- Visibility and Calendar:
 - Feedback: race walk meets not widely broadcast; action to direct info to calendar coordinator (Rob Benoy) to ensure listings.

High School (CIF) Certification and Arbiter Process – MIKE BROWN

- New Requirement:
- All officials working high school competitions must be CIF certified.
- Components: background check (\$24 via Arbiter Pay/Paper Trail), NFHS rules test on Arbiter.
- CTSA Members:
 - Already aligned with NFHS/Arbiter testing (100 questions in three parts).
- Exploring whether PA USATF officials can leverage CTSA testing channel.
- NFHS rulebook updates pending (11 changes); javelin questions may appear even if CA doesn't contest javelin in HS.
- SafeSport and Data Sharing:
 - Goal: allow SafeSport completion to transfer into Arbiter records; currently not enabled in CA; being pursued by CTSA and hoped for PA.
- Assignments and Payment:
 - Assignments remain via existing channels (e.g., direct school contacts, CTSA assigners).
 - Payment for 2024–25: direct from schools/districts (independent contractor); Arbiter pay flow may come in future.
- Registration/Access:
 - Officials must register on the CIF Officials Portal (Arbiter). Guidance to be sent for those without accounts.
- Coaches and Rulebooks:

- Coaches not required to be CIF certified (certified by their schools/districts); digital NFHS rulebooks standard; hard copy available to officials via CTSA or purchase.
- Scope and Compliance:
 - CIF aims to ensure at least one CIF-certified official at all HS meets (dual to championships).
- Communication inconsistencies expected across sections during trial year; some limbo for direct school-assigned non-association officials.
- Sac-Joaquin Section “Dead Period”:
 - Current July 1–14 prohibition on coach-athlete contact impacts youth programs and participation.
- Reported ~35% decline at Top 8 qualifiers; conflicts with AAU season; financial ramifications noted.
- Advocacy to shift dead period earlier (post-state meet) and/or seek waivers; follow-up planned with section leadership.

Regional Resource Coordinators (RRC) and Mentorship – DENNIS BOYLE

- Program Purpose:
 - Localized support for certification, meet connections, and mentorship within the large association footprint.
- RRC Team (examples mentioned):
 - **Dennis Boyle, John Busto, Dave Mantooth, Scott Kostka, Ryan Cowley**; plus additional coordinators by county coverage.
- How to Use:
 - First contact point for certification questions, mentors, and meet access.
 - RRCs can help match apprentices/association officials with mentors (or self-select mentors at meets).
- Pipeline and Succession:
 - Call for National/Master officials interested in job-shadowing RRCs to support continuity.

- **Marshaling Mentorship – RORY OSBORNE**

- Volunteer mentor offer to build marshalling experience (catch-22 acknowledged).
- Guidance: read best practices, look for safety issues post-event, seek remote/on-call mentoring during meets.

Safety and Facilities Initiative

- Safety Manual and Facility Standards:
 - In development from prior safety Zoom with Scott Phoenix (Oregon Assn).
 - Facility standards guide and venue safety checklist to be surfaced from “best practices” with photos.
- Reporting Process:
 - Send photos, date/time of issues (e.g., loose standards, damaged barriers/nets) to be escalated to schools and integrated into checklists.
- Impact:
 - Leverage official letters to help coaches/admins secure safety fixes; shopping lists already created for UC Davis, Sac State, Stanford.

LDR (Long Distance Running) – RICK BERMAN

- Season and Staffing:
- Cross country season launched; eight more XC meets through end of December; three road races through mid-December.
- Interested officials: contact LDR lead to be added; in-field and/or class training provided.
- Communication:
 - LDR prefers broader call-for-availability blasts rather than per-meet submissions.

Youth Officiating and NFHS Role – ANTHONY DAVIS

- New Youth Officials Chair: Anthony Davis

- Priority to staff youth meets and target apprentices needing upgrade opportunities.
- NFHS Rules Committee:
 - **Anthony** represents AZ, NV, UT, CA, HI; flagged 11 NFHS rule changes forthcoming.
- Nevada has implemented Arbiter-based pay; expectation that Arbiter pay could expand in CA with CIF registration.
- Upgrade Recognition Proposal:
 - Ask for USATF recognition of CIF/NIAA championship meets for upgrade credit to accelerate development; NOC previously cites rule differences as rationale for non-acceptance; effort underway to advocate exceptions for championship-level meets.

USATF Pacific Foundation and Fundraising – JOHN SHIREY

- Meeting Support:
 - Registration included two raffle tickets supporting the Pacific Foundation.
- Grants:
 - Athlete Training Grants: funded eight Pacific Association athletes; all qualified for nationals; near-podium performance (e.g., Jason Smith 4th).
 - Junior Olympic Travel Grants: nine recipients (needs-based, \$1,000 each) to attend Savannah, GA nationals; outcomes include 3 national champions, 1 silver, 2 bronze, 8 of 9 in top 10.
- Goal: expand donor base to increase youth travel grants.
- Raffles:
 - Two raffles: officials' raffle (attendance-based; on-site pick-up only) and foundation raffle (ticket-based, multiple wins possible).

Awards Highlights

- Patches Recognition – **ROBERT BENOY**
 - Distributed for selections to USATF and NCAA championships (multiple D1/D2/D3 and Masters selections).

- **Chair's Awards** (select examples):
 - **Mo Satara** (Cal throws; moved to Texas), **Kenny McDaniel** (Sac State head coach), **John Busto** (starters leadership, RRC support), **Dave Sundin** (Big Sky + PA Championships), **Sangram Singh** and team (Race Walk leadership at Youth Top 8 amid heavy protests), **Charlotte Snead** and **Gail Decatur** (Jury/admin at Top 8), Officials Coordinators (**Sean Carey** at Cal; **Anthony Davis** at Reno indoor collegiate/PA meets; **Tori Busto** for Fresno/MW; **Erika Contreras** at UC Davis; **Chante** for horizontal leadership at Big Sky; **Michael Collins** for CCCAA NorCal; **Ryan Cowley** for Stanford coordination), **Teddy Hayes** (Vice Chair service).
- **Apprentice Awards:**
 - Recognized emerging officials for strong performance and progress (e.g., **Roberta Atthis**, **Keith Caldwell**, **Melanie Cleveland**, **Michael Collins**, **Lori Loeffler**, **Shannon Mossbacher**, **Darren Seiberg**, **Julius Yuja**, **Bob Wright**).
- **Association Awards:**
 - Notable recipients included **Nicole Goldman**, **Skylar Hall**, **Megan Johnson**, **Jay Metter**, **Jason Singson**, **Eter Tostado**, **Lena Watts**.
- **National Officials Committee Awards:**
 - Recipients included **Bill Ackerman**, **Robert Hooper**, **Chante**, **William (Dave) Miller**, **Chris Nichols**, **Sangram Singh**, **Dave Sundin**, **Duane Wolterstorff**.
- **Special Honors:**
 - **George Newlon Award** (excellence in finish line/judging legacy): **Mark Greenough**; **Dan Tinnel**.
 - **Dick Barbour Award** (field officiating excellence): **Dave Mantooth**; **Jim Waldron**.
 - **Horace Crow Award** (field events, Nat/Master 7+ yrs): **Larry Rodriguez**.
 - **Sonny & Lori Maynard Award** (special contributions/innovation): **Robert Benoy** (Challenge Point Award initiative).
 - **Dick Connors Meritorious Service Award:** **John Murray**.
- **Additional Notes:**
 - Past service awards (2023) presented to **Ajay** and **Bob Wright**.

- Historical context on **George Newlon's** legacy provided.
 - Was PA Officials' Chair from 1978 – 1989.

Administrative and Governance Updates

- **PA Board of Athletics:**
 - Members encouraged to attend September meeting for updates; details to be posted on PA website.
- **USATF Annual Meeting:**
 - Hybrid format: Dec 5–7 in Orlando; minimum delegate counts; separate fees for in-person vs. hybrid; exec meetings likely via Zoom prior; more info at next PA Board meeting.
- **Old/New Business:**
 - Monographs/Best Practices: seeking volunteers to update legacy documents (originally by George Kleeman) to current standards.
 - USATF Officials Travel Grants:
 - Programs include Young Officials, New Officials (age-restricted), and discipline-specific grants (Implement Inspection, Referee, Technical Manager).
 - Officials encouraged to review current criteria on USATF site and apply when eligible.

Key Risks, Issues, and Decisions

- **Risks:**
 - CIF certification rollout inconsistencies across sections; potential assignment/payment disruptions in future years.
 - Participation decline in Youth events due to calendar conflicts and SJS dead period; financial impacts.
 - Safety hazards at facilities require systematic reporting and follow-up.
- **Decisions/Agreements:**
 - Race walk event postings to be routed through Robert to ensure calendar visibility.

- Fall timing for clinics under consideration due to indoor season constraints.
- Pursue advocacy for recognizing HS championship officiating toward USATF upgrades.
- **Information Gaps/Follow-ups:**
 - Arbiter testing availability timeline; SafeSport data-sharing enablement in CA.
 - SJS dead period policy reconsideration or waiver potential.
 - Finalized schedule/details for upcoming throws clinic (javelin flats) and race walk clinic.

Upcoming Events and Opportunities

- **Sep 7: Horizontal Jumps Comprehensive Clinic** at Sac City presented by **Rob Benoy** (start 10:00; walk-ins allowed).
- **2025–2026 Race Walk:**
 - 4 indoor (Reno); 3 outdoor (incl. 2 at Cal and PA Open at Golden West); plus youth and Senior Games needs.
- **LDR:**
 - 8 cross country meets and 3 road races through mid-December; ongoing recruitment and training.
- **USATF Annual Meeting:**
 - Dec 5–7 hybrid (limited in person in Orlando, plus Zoom); registration details forthcoming.

Action Items

@Race Walk leadership: Send meet details to Rob Benoit for PA calendar inclusion.

@Officials (interested in HS): Register on Arbiter, complete CIF certification (background check, NFHS test when available).

@CTSA/PA Liaisons: Pursue SafeSport data-sharing with Arbiter; share process updates with PA officials.

@Training Chair (Bill) and @Ajay: Publish fall clinic schedule; announce javelin “flats” clinic details when finalized.

@Robert (Clinic Lead): Host Sep 7 Sac City horizontal jumps clinic; provide rail/laser/wind/time clock practicals.

@Safety Team (Ajay/Scott Phoenix/Rory): Compile safety manual and facility standards; collect venue hazard photos and log issues; escalate with schools.

@Youth Chair (Anthony Davis): Coordinate youth meet staffing targeting apprentices; advocate with NOC for HS championship upgrade credit.

@LDR Lead (Rick): Continue LDR staffing calls; onboard interested officials with field/class training.

@RRCs: Promote mentorship matches; recruit national/master officials to shadow RRC roles; publish RRC contact/county coverage.

@PA Board: Post September BOA meeting details on PA website; prepare USATF Annual Meeting delegate plans.