



The following are the 2010 applicants for Area Director:

Jim Keller

Steve Hall

Pat Klein

Dale Velichkoff

Each of their applications are listed below.

You will be receiving an email from Survey Monkey/Kirk Russell asking you to cast your vote...note that you may vote for TWO.

Voting must be completed by Sept 21. Winners will be announced at the Sept 22nd meeting.

Thanks

Denver Area Directors

Area Director Candidate Information Sheet

Name: **Jim Keller** Phone: **303.346.5412/Cell: 720.839.5400**

Address: **10251 Pennington Lane, Highlands Ranch, CO 80126-5584**
Email: **keller50@aol.com**

Years as a High School Varsity Official: **10**

Personal Information:

1. When and why did you become an official?

In 2001, in Kentucky, I made the decision and commitment to become a football official in order to give back to the community and to participate again in a sport that I have been passionate about my entire life. Officiating provides me the opportunity to expand my knowledge of the game and educate others which hopefully enhances their football experience, too.

3. What has been your involvement since you became a member?

Since moving to Colorado in 2002, I have attended several clinics hosted by CFOA and DFOA to improve my knowledge and mechanics; maintained a schedule of 30-40 varsity/sub-varsity games annually; attended the majority of DFOA meetings and Master Clinics; participated in multi-level playoff games highlighted by the 3A Championship game in 2008; was selected as a crew chief in 2010; and, actively promoted the profession of officiating football in the community and recruited two new officials, including my youngest son.

4. What can you contribute to the associations' purpose and future?

As a retired U.S. Army officer, and medical professional, I offer proven leadership, critical thinking, and problem-solving skills to address the issues the organization faces and assist in developing innovative solutions. I would like to employ my skills to improve our marketing efforts, specifically, in our efforts to recruit and train quality officials. I would like to see some of the monies DFOA earns in fundraising events to be utilized to expand our marketing, recruitment, and training efforts. Additionally, these monies could also be used for sustainment training for veteran officials. With the continuing expansion of high school football in Colorado, I believe successful recruiting is one of most critical issues along with retention of proven, knowledgeable veteran officials.

5. Your goals for or your observations about the Association?

My personal goals for the Association would be to: (1) perform a top-to-bottom assessment of the "state of the association" with the goal to improve our policies and ways of "doing business" and in communicating within our ranks and with other associations, the assignors, and CHSAA; (2) to expand and improve our marketing efforts to attract new officials; (3) to review our training protocols for new officials and how we select and train the "trainers"; (4) to review our sustainment policies for veteran officials with the goal of improving retention; and, (4) to streamline our self-evaluation methods and tools to improve inter-rater reliability.

6. Why do you wish to serve in this particular leadership role?

The senior DFOA leadership invested time in me in order to make me a better official, I would like to give back to the association through my leadership, knowledge gained, innovative ideas, and mentorship.

8. List any challenges you believe this chapter will face in the future?

I believe the chapter will face the following challenges in the future: (1) animosity among those who can criticize the leadership of the DFOA without becoming involved in positive discussions or offering productive solutions; (2) dwindling membership (and or zero growth) due to apathy by veteran officials and/or poor recruitment and retention of new,

and less experienced, officials; and, (3) an issue with consistency in evaluations of individuals and crews.

9. If elected as an area director, at what priority level will you place this commitment? How do you deal with time conflicts?

If elected an area director, I will eagerly accept the responsibilities and demands of the job by adjusting my work and family schedules to accommodate the duties of Area Director. I view the officiating profession just as I do my medical profession, and believe one must give the time and effort necessary to adequately assess and complete the requirements of the job as outlined in the job description.

Closing Comments:

Listening skills and communication skills are the core of any leadership position. No one can exist successfully at any level in the Association by isolating themselves to the needs of the membership at large. If elected as an Area Director, I will commit myself to giving full attention to my duties, as outlined in the job description, and to the tasks necessary to administer and lead the Association. I will strive to listen to, and have an open ear and mindset to, all ideas offered in order to conduct the business of the DFOA. I will also commit to open, frank communication with all of the stakeholders involved in officiating high school football in Colorado. I believe our overall goal as an Association is to put the best product (ourselves) on the field each week to provide the highest quality of officiating possible. I believe everything that we do as leaders, and members, of the DFOA should focus on that goal though the recruitment of new officials, through the training of new and veteran officials, in the sustainment of veteran officials, in the equitable assignment of crews, and in the assessment of ourselves. For decades, I watched and learned from someone, who I believe is the epitome of a football official, NFL referee Bob McElwee. He said it was never too late to become a football official, and encouraged me at every point in my journey. I have had some success as an official over the past decade, and I continue to work/study hard to better myself daily. By becoming an Area Director, I believe I will improve not only myself as an official and leader, but also, the DFOA as an organization. Thank you for your consideration of my candidacy for Area Director.

Please email this information to gary@imigroup.org by September 7, 2010.

Area Director Candidate Information Sheet

Name: Steve Hall Phone: 303- 873-0875 /Cell: 303-356-6825

Address: 12650 E Villanova Dr. Aurora, CO 80014 Email: rmacump@gmail.com

Years as a High School Varsity Official 30

Personal Information:

1. When and why did you become an official?

I became an official in 1980 starting on a crew in northern Colorado and then transferring to Denver in 1986. I became an official because I wanted to continue my involvement in the game that I have a passion for. Over the years that involvement has proven itself over and over to be very rewarding.

3. What has been your involvement since you became a member?

I have served two terms as Area Director for the Denver Association. I have also served as CFOA President 2000-2002 and have served as the chair for the CFOA Hall of Fame since 2003. I have also directed football officials camps for DFOA and KSA Sports. I have also served on the committee that developed the new state wide evaluation system.

4. What can you contribute to the associations' purpose and future?

My contributions to the association as an Area Director would benefit from my many years of leadership experience. Being an official at many levels throughout my career will be a benefit to the organization as a whole.

5. Your goals for or your observations about the Association?

My goals would be to further enhance and continue to assist in developing a more complete education system and evaluation system. I would also strive to encourage more officials to get involved with recruiting and mentoring the new officials. Competition needs to be more of a focus for the entire association. Officials who put in the effort to improve should be rewarded.

6. Why do you wish to serve in this particular leadership role?

The DFOA has many good things going for it. Strong leadership and guidance are also needed and with my previous experience, I feel that I can be a great asset and ally to the association going forward.

8. List any challenges you believe this chapter will face in the future?

9. If elected as an area director, at what priority level will you place this commitment? How do you deal with time conflicts?

I believe that I have shown in the past that commitment to this task is not an issue. It is a high priority. As a family man, businessman and official, I deal with time conflicts every day. They are not an issue.

Closing Comments: I believe that now is the time for strong leadership within our Association. There are changes forthcoming that will need strong leadership and good direction. Training Education, Recruiting and Retaining officials should be the main focus of the Assoc. All of these areas are obtainable.

Area Director Candidate Information Sheet

Name: Pat Klein Phone: 303-278-0300 /Cell: 720-280-6697

Address: 257 Canyon Point Cir, Golden, CO 80403 Email: pjklein1@comcast.net

Years as a High School Varsity Official 36

Personal Information:

1. When and why did you become an official?

Out of high school. Wanted to play college ball but was not big enough for that level so decided to try officiating. I like being part of the game and being the field and promoting the sport.

3. What has been your involvement since you became a member?

Officiating for 38 years, Assn Pres, Board member and Area Director. Gave coaches clinics, mentor and training other officials. Worked numerous playoff games as well as two state level championship games.

4. What can you contribute to the associations' purpose and future?

Passion for the game, mentoring, association leadership and training for younger officials. I feel a need to help the association to continue to progress. I may not be the only person to do this so I am quite willing to assist whoever else might become Area Director. With my experience and ability to give time, I am able to give more at this juncture of my life.

5. Your goals for or your observations about the Association?

We need to encourage continued growth of the officials, improve the on field product and reach out to new officials to let us to continue to grow. We have a very senior membership that needs to nurture new, strong officials.

6. Why do you wish to serve in this particular leadership role?

Although I have already given much to the Association, I feel there are many things that need to be completed or continued. I would like others to step up and do this but I do have some additional time and enthusiasm for this sport and the Association and want to make myself available of the association.

8. List any challenges you believe this chapter will face in the future?

Membership, enthusiasm for the sport and quality officiating. We must provide opportunity to grow and allow new and young officials an opportunity to move up. E need to challenge those that are working to make sure they keep giving all they can to the game.

9. If elected as an area director, at what priority level will you place this commitment? How do you deal with time conflicts?

I have demonstrated my commitment and have given many hundreds of hours to this assignment. If asked to continue as an Area Director, I will continue to give a significant amount of time to make sure the association is moving forward. I am in a point in my personal life where I have few family commitments and my work life changes periodically but for now, I have plenty of time to work the Association issues.

Closing Comments:

I am sure that I am not the only person that can do the job of Area Director and I am very willing to support another committed official in this role. I do feel that this is a very important role and do not want to walk away without someone to fill the position with a deep commitment and sense of service. If we have someone else step forward, I will support them in every way that I can for the good of the membership.

Please email this information to gary@imigroup.org by September 7, 2010.

Area Director Candidate Information Sheet

Name: DALE VELICHKOFF Phone: 303-451-8691 Cell: _____

Address: Box 29430 Thornton Email: _____
CO

Years as a High School Varsity Official 15+

Personal Information:

1. When and why did you become an official?

TRANSFERRED TO COLORADO IN 1995
EXPERIENCE IN CALIFORNIA AND TEXAS

3. What has been your involvement since you became a member?

WAS AN AREA DIRECTOR IN 2003-2005

4. What can you contribute to the associations' purpose and future?

DEVELOPMENT OF A BETTER TEAM ATTITUDE AND
COOPERATION WITH OUR CLIENTS

5. Your goals for or your observations about the Association?

IMPROVEMENT OF THE WORKING RELATIONSHIP
BETWEEN THE OFFICIALS AND THE SCHOOLS

6. Why do you wish to serve in this particular leadership role?

I BELIEVE I HAVE A BETTER FEEL FOR THE
RELATIONSHIP THAT IS NEEDED BETWEEN DFOA LEADERSHIP
AND THE CLIENTS OF SCHOOLS

8. List any challenges you believe this chapter will face in the future?

RETENTION OF OFFICIALS AS THE ECONOMY IMPROVED
WORKING RELATIONSHIP BETWEEN OFFICIALS AND SCHOOLS
DEVELOPMENT OF INCREASES TRAINING THROUGH VIDEOS

9. If elected as an area director, at what priority level will you place this commitment? How do you deal with time conflicts?

AT AN IMPORTANT LEVEL. TIME CONFLICTS ARE REDUCED
THROUGH EFFICIENT TIME MANAGEMENT.

Closing Comments:

IT'S TIME FOR A MORE POSITIVE CHANGE AND WORKING
RELATIONSHIPS

OUR ASSOCIATION IS A VOLUNTEER GROUP THAT NEEDS TO
INVOLVE MORE OFFICIALS IN THOSE RESPONSIBILITIES

Please email this information to gary@imigroup.org by September 7, 2010.