

**USA VOLLEYBALL REGIONAL VOLLEYBALL
ASSOCIATION ASSEMBLY MINUTES**

May 25-26, 2021

Virtual meeting

USAVRegions.org for call-in information

I. CALL TO ORDER & WELCOME – Andy Reitingger

- a. **Call to Order:** The meeting was called to order by Andy Reitingger at 2:03 pm EDT
- b. Becky Hudson was introduced as the recorder for this meeting.

c. Roll Call, Declaration of proxies, Declaration of Quorum

Present: Alaska, Julie Weber; Aloha, Kent Ma; Arizona, Harold Cranswick; Badger, Jen Armson-Dyer; Bayou, John Cline; Carolina, Kevin Wendelboe; Chesapeake, Lisa DiGiacinto; Columbia Empire, Cody March, Delta, Joe Williams; Evergreen, Meredith Coupland; Florida, Steve Bishop; Garden Empire, Kevin DesLauriers; Gateway, Steve Mueth; Great Lakes, Sandy Abbinanti; Great Plains, Craig Wiedel, Gulf Coast, Phillip Bryant; Heart of America, Lisa Madsen/Bertil Wamelink; Hoosier, Terry Sweasy; Iowa, Brett Myres; Iroquois Empire, Hazel Goldstein; Keystone, Michelle Carlton; Lakeshore, Eric Lazowski; Lone Star, Will Vick; New England, Dave Peixoto; North Country, Laura Bush; North Texas, Steve Carrera; Northern California, Donna Donaghy; Ohio Valley, Bob Price; Oklahoma, Shawn McCarty; Old Dominion, Skip Weston; Palmetto, Jimmy Peden; Pioneer, Nancy Funk; Puget Sound, Cindy Compoc; Rocky Mountain, Keith Murlless; Southern, Steve Kenyon; Southern California, Ann Davenport; Sun Country, Mark Noble; Western Empire, John Hughes.

Proxy Holders: Intermountain, Donna Donaghy; Moku O Keawe, Donna Donaghy

Absent with no Proxy:

Board Reps Present: Bob Baker, Donna Donaghy, Dave Peixoto

Quorum is present

II. SPECIAL RULES OF ORDER

Steve Kenyon read the rules of order for the meeting

III. MINUTES/AGENDA – Andy Reitingger

- a. Approval of minutes – Email votes (October 2020 minutes were approved electronically)
- b. Review/Approval of Agenda – The agenda was approved as presented (Williams/Price)

IV. REMARKS

a. USAV Board Chair – Cecile Reynaud

Cecile has had the pleasure of being the BOD Chair for the past 24 months. Unfortunately, the last 15 months have been during a pandemic.

From the beginning Cecile was striving to be a high functioning team - presented that there were 41 of us. After all this time, she is no longer sure this is the way to operate and present ourselves to the public.

After watching the NCAA basketball Final 4 events it was all about being one team, having a common goal and having each other's back. That is a better way to operate. There are 40 Regions and the USAV office staff. We need to commit to being one team – from the Grassroots to the International level – all one team.

The RVAs are the key to the success of this governing body.

Thank you to Cecile for her time serving on the Board of Directors.

b. USAV CEO – Jamie Davis

Report was emailed out to the Regions.

Enjoyed attending all the virtual meetings during the last few weeks. It has been enlightening to all of staff.

VNL did kick off – USA Women did win their first match 3-0 over the Dominican Republic.

Three big items that need consideration from the Regions – to be on the same page across all the Regions. What happens in one region affects all of us.

- i. Transgender participation – Eight states have banned biological born men from playing on women’s teams. USAV and the Regions will need to decide how to handle this – some is in our control, some is not. Davis has requested feedback. The NCAA has come out strongly allowing for those participating to play how they identify.

The current USAV policy is a good policy. A default statement will need to be drafted depending on where events are being held. USAV policy does not trump federal or state law.

Davis has asked for a Task force to be set up on this. He would like a lot of regional representation on the task force. If interested in being involved, send an email to Jamie. It is the USAV policy to insure the safety of the players or the members at our events.

- ii. Right to Protest – This will become an issue with the Olympic Games. No protests are allowed by the IOC. USOPC says participants do have the right to protest peacefully when in the US.

What should we do at our events? Many in Atlantic zone said to allow the protests – take a knee or something of that nature as long as it is peaceful.

International athletes – USAV can’t tell them not to protest but will tell them there could be consequences if they do. All must be careful what they are saying about the China issue as the Winter Games are in Beijing.

USOPC has come out with some guidelines – definitions of peaceful protests. USAV will largely model those guidelines.

- iii. COVID Vaccines - Some have asked if USAV will make it mandatory to be vaccinated to participate in our events or require masks if it goes beyond state or local mandates. Davis does not agree that vaccines should be required and that we should not exceed what state and local guidelines require. If we do, we risk our event staff being put in very difficult positions.
- iv. Fundraiser through the Foundation for our teams going to Olympics and Paralympics Bought 10k pins to sell as fundraiser. Share with the members.

c. Junior Assembly – Dave Gentile

JA Meeting was held yesterday.

There may be a couple of differences between the RVAA and JA wording of a competition motion regarding tie breakers. If the RVAA vote falls one way it will have to be worked out

in the USAV Admin Council.

d. Officials' Assembly – Carlos Rodriguez

No report

e. Beach Assembly – Thang Nguyen

Due to COVID there have been no in person meetings for over a year.

Eight virtual meetings have been held – including the RVAA Beach Committee meetings.

Two Para Beach Camps are scheduled – Hickory Point, Florida

Beach Education – David McCann is starting to look at that.

Many BRQ and BNQ Events have been held

U19 Tryouts for Beach World Championships – Huntington Beach

USAV Beach National Championships – Ft Lauderdale

USAV Beach HP Championships – Ft Lauderdale

f. International Athletes Assembly – Katie Holloway

No Report

V. ASSEMBLY CHAIR REPORT – Andy Reitingger

a. Updated information has been posted on the RVAA Website – www.usavregions.org

i. 2021 USAV All Star Championships

ii. New online Motion Form to submit motions

b. 2021 Budget

i. We pay ½ of the Beach Website - \$367.50

ii. The RVAA Website - \$260.00

iii. DID NOT HAVE EXPENSE FOR MAY FOOD

iv. October Food, if applicable, - \$1500

v. Total budgeted was \$5,241.70, \$627.50 spent, still have October food budgeted at \$1500 remaining for the year.

c. Restructure – Addition of International Athlete Inclusion

VI. ASSOCIATE CHAIR REPORT – Lisa Madsen

There is currently \$18,704.76 in the Contingency Fund.

The t-shirt fundraiser money was supposed to go back to the Regions as grants – \$2,029.52 was deposited from the fundraiser.

Jason Badell will be asked to send an email report on the fundraising effort.

VII. RVAA BOARD REPS REPORT – Bob Baker, Donna Donaghy, Dave Peixoto

RVAA Board Rep report on the usavregion.org website

a. USOPC Audit Standards

- Recommendations and assistance provided to RVAA
- Multiple levels dropped – only meets or does not meet standards

b. Governance

- Bylaws/Op Code
 - “Registrant” changed to membership. Everyone who participates in any domestic event will be dual members of USAV and the Region.
 - Op Code update for consistency with current terminology and practices
- USOPC AAC Representation
 - Eric Duda

- USAV Bylaws need to be updated
- Board Composition
 - BOD is currently 18 and compliant with 1/3 each of athletes, independents and Assembly representation. AAC Rep needs to be officially added in some fashion.
- USOPC 1/3 Athlete Representation Requirement
 - Ongoing efforts to meet requirement
 - Clarification and discussion on how far down the structure we need to go
 - Assembly Restructure?
 - Add 1/3 athletes to each
 - Smaller or combined assemblies, possible weighted voting?
- Board Chair Election
 - David Eldridge
 - Dave Gentile

The BOD is working to align the new Athlete Requirement into the corporate documents and BOD structure. International athlete requirement is required in any body that has anything to do with the Board – this includes the Assemblies. It is required to have 1/3 athlete representation. This can be accomplished by adding International Athletes to the Assemblies or giving them weighted votes.

Definition of an athlete is someone that has played in an identified competition – an international competition. A 10+ athlete must have played in one of those events for 10 years plus.

The USAV Board composition is not yet at the level of 1/3 athlete, 1/3 independent, 1/3 Assembly representatives.

VIII. USA VOLLEYBALL STAFF REPORTS – Chris Vadala

All Staff reports were sent out.

Report and Q & As on USAV Regions

Janice Kosbab will send out membership info by region on a monthly basis.

Coaches Education – when plan to run in person training again? Dave McCann – testing of online components in December and then begin the in-person training again.

Regarding the 21-week challenge that the staff has been going through in respect to DE&I – can regions get access to this.? Bernie McLean has the info on this. – absolutely – get with Bernie on this.

National Team Dev Program (NTDP) – There is a list of coaches that are identified as evaluators. 2 links had been previously sent out. 1) announcing the program and 2) the list of the 90 coaches identified as evaluators.

USAV is granting a free membership for those working in the NTDP program – coaches, staff and individuals that were not involved with a Region. The Op Code has been updated to allow this.

The pre-registration for the 2022 season will open in the SE MMS on Aug 1st. The insurance premiums could affect the price and the enhanced MMS features that are to be released so the pre-registration start was delayed to August 1st. (NOTE: Post meeting the official pre-registration date was changed to Aug 3rd by USAV).

SE presentation – Janice Kosbab sent out links to the presentation and additional supporting

information. All are encouraged to view the presentation information prior to the breakout session.

Safesport Center – case statistics for the 2021
82 total cases compared to 88 from last season
18 cases still under investigation
15 administrative closures
37 cases were sent back to the Regions
3 open cases from 2018-19 season
7 open cases from 2019-20 season

There are a few open positions to work BJNC and GJNC. The positions are primarily on the Championship desk and in ticketing staff.

USAV is continuing to monitor the COVID protocols in Las Vegas and Kansas City. Las Vegas is fully open; Kansas City is open but the convention center is still requiring masks and temperature checks as of last week. There are currently no limits on spectators. Dave Gentile believes this will be lifted by the time the event is held.

Q: Steve Mueth – Where are we in going forward with the new structure for GJNC as far as adding divisions – need to know for programming and membership – need to know before October meetings.

Open, USA & Liberty solely from the Qualifiers – National and American divisions would be Region filled only. Down the road another Region only division would be started. This affects the bids that go to the Regions and affects our clubs. This drives membership. This info is needed before the October meetings.

A: Chris Vadala – With furloughs this past season Chris was much more involved with this. His goal is to get to planning that is always at least a year out. This will allow everyone to better plan for the upcoming season.

This came up in the JA on Sunday. Immediately following the 2021 JNC events they will be meeting with both of the Competition Committees to get on top of this.

Q: Dave Piexoto – next years' events

A: Chris Vadala – Due to COVID a lot of cities were not working on 2022 – this afforded USAV the opportunity to review how they take the bids for events. RFPs were sent out to cities for 2022-2025 events. The proposals are due this Friday. Great response from cities and some new cities. The goal is to announce all the cities for all events for the 2022 to 2025 seasons by the end of this year.

IX. RVAA DIVERSITY AND INCLUSION TASK FORCE REPORT – Mary Andrew

A DE & I Ad-Hoc Task Force was appointed in the RVAA.

Information from this Task Force has been sent out as they go along.

The Task Force approached Structure & Function about making the DE & I Task Force into a Standing Committee. A Standing Committee requirement is that it be populated only with members of the RVAA. The current DE&I Task Force is made up of a variety of members that are not all principal reps of a Region.

The recommendation is to make the DE & I an Ad Hoc Committee so that there can be others outside of the RVAA on the Committee.

Jen Armson-Dyer – Thank you to Mary Andrew for her work on this Committee.

X. REGIONAL MEMBERSHIP ANALYSIS – Steve Bishop

A survey was sent out to the Regions.

Several Regions have requested a Regional only membership for a while. The goal was to see what would the net effect would be if we offered this membership type to all.

Looking at 2 pieces of this question -

1. If we offered a regional only membership how many full members would switch to a regional membership?
2. How many new members could be acquired? People playing with other organizations or just not playing with USAV.

With both pieces of this together it would be a net loss of income for the Region and USA Volleyball. The membership could grow numbers but the loss of income would hurt overall. At this time, it does not make sense to promote a regional only membership.

Michelle Carlton – The results do not take into account that we are losing members to other organizations. This is a loss to USA Volleyball and to the Region. Some of the regional only memberships will turn into full memberships over time.

Keith Murlless – Can this be an introductory level membership versus a replacement for some current full memberships? The response was that the Region already has the power to offer an introductory membership.

Harold Cranswick –The survey asked for an estimate on an increase in memberships – Could ask to estimate if these memberships might turn into full memberships.

Lisa DiGiacinto – Region already offers a reduced membership for very young players for regional only play. Almost all of Chesapeake’s clubs travel. If the criteria for bid allotment was allowed to include all junior membership types instead of only full memberships, Chesapeake would be for a regional only membership.

XI. USAV NOMINATING COMMITTEE – Nancy Funk

Report on USAV Regions

No elections this year

The nominating committee is still vetting for the Coach’s seat on the BOD that is being vacated by Cecile Reynaud

The candidates for the other 3 seats have been vetted.

XII. VENDOR REPORTS

Information was presented in the Zonal meetings from Insurance Committee and in their reports.

a. NCSI - Sarah Nielsen, Suzanne Boyd

Background Checks Overview - info through April 2021

- 36,326 background screens were submitted based on the USOPC criteria and the 2 alcohol offenses criteria from the old disqualifier list.
- 276 were declined – an appeal process was afforded to those that were declined
- 1,546 applications needed some type of verification – 4.25% of the applications
- 251 needed the international screen – anyone that had an address history outside of the US for 6 months or more in the past 7 years. Working to have that background

info baselined. When screened in 2 years, the international screen will not be necessary.

- 5 additional criminal offenses were discovered as a result of the federal searches
- 3.42 days average turnaround time – longer due to areas highly impacted by COVID restrictions
- 3 disputes filed by registrants for inaccurate info on the report

Q: Nancy Funk - In the past, a report was given to each Region on the specific background screen info from that Region. It was requested that this info be sent.

A: Sarah Nielsen - An email will be sent to each Region with the region-specific data.

Q: Lisa DiGiacinto – Many people think the email that is sent for verification is a scam. The email address needs to be more obvious so that people will know it is legit.

A: Sarah Neilsen – It is an automated email from their server. They are looking to make a domain name change so that it is more recognizable for everyone. Hopefully this will be ready for the new season.

Q: Nancy Funk – explanation of the notification process. Someone in the Region had failed a background screen and the Region was not notified and the system was not updated. When it was discovered, it was 4 weeks after the failed screen. Trying to understand why it took so long to be put in the system after the failure.

A: Sarah Neilsen – NCSI is a consumer reporting agent and so has to follow the Consumer Credit Reporting Agency rules. The process gives the registrant the opportunity to dispute the accuracy of the return. As a Consumer Reporting Agency, they have 30 days to report it.

Q: Dave Peixoto – Need to get status reports weekly on pending background screens

A: Sarah Neilsen - NCSI is working with SE to get some status reports from the system.

b. EPIC - Sean Lankey, Jennifer Rains

Overview: Jennifer Rains

Liability – Property and Casualty

Market as a whole is difficult – Hard market. There are a number of issues that are affecting the market, not just sports business.

Underwriting is getting tougher. Some companies are bailing out of the amateur sports market altogether.

Underwriting concerns

- Longtail for liability claims
- Higher frequency and increased claims severity
- Financial solvency concern's
- Potential COVID claims

Market reaction

- Underwriting scrutiny
- Reduced, restricted or excluded coverages
- Increased deductibles
- Increased premiums/rates

General Liability

Insurance companies are now looking at a 10-year loss history and claims details when

evaluating program

Ideally the loss ratio should be at the 55-70% level.

Volleyball has over 100% loss ratio in the past 10 years.

Participant Accident

Pricing is directly correlated with USAV's losses versus General Liability that looks at the industry.

Volleyball is at a 73% loss average over the last 5 years. 78% in the last 3 years.

Hope to negotiate a rate hold on Participant Accident side – \$2.07

General Liability – 22-25% rate increase

\$5.06 is the expiring rate.

\$5.70 is the estimated renewal.

A 12.6% increase over expiring rate.

The estimate is based on 324,000 members. May only have 300,000 members when it is all done for this season.

They will look at many different aspects of the policy in regards to the program before the final selection is made.

Q: Michelle Carlton – Please explain the Insurance Fund

A: Sean Lankey – the intent of the fund comes from the 2003 to 2006 seasons we had a self-insurance retention for the large deductible in the plan. This was to make sure we had the proceeds on hand to fulfill those large deductible obligations.

It then became the way to stabilize the rate that the Regions assess the membership. The fund does not have anything to do with the cost of insurance or our rate charged to us each year. The fund levels out the cost of insurance for everyone. It is a premium stabilization reserve.

Q: Bertil Wamelink – We are taking \$350k out of the fund to cover the insurance premium

A: Sean Lankey – Yes. There is no other revenue source to bring in to cover that amount.

Q: Joe Williams – Is there an increase in families filing medical claims for co-pays and deductibles?

A: Sean Lankey – Yes, the last couple of years this has trended fairly well. We don't see the deductibles continuing to go up and up.

Q: Joe Williams – customers have to get unique insurance for their venues. Motor vehicles, workman's comp, etc. that we can't cover in our policy. K & K has dropped this type of coverage. Many clubs have their own private policies. Universities are asking for more and more coverage from their tenants.

A: Sean Lankey – some companies are dropping out and do not want to cover governing bodies but they may cover small clubs. K & K should be a viable company for club facilities. Event Directors coverage and other types of insurance coverages are available. Sean Lankey does want to know when these other types of insurance are requested.

It is early in the Cyber Liability and D&O Insurance. There are a lot of claims due to covid and cyber because so many are online all the time. Ransom and extortion claims are coming in. Not able to get a lot of terms right now.

Cyber liability program: The market is getting very hard – no one is willing to have the

discussion right now.

Regional D&O Insurance: The market is very hard on this type of insurance. No one is willing to have the discussion right now.

XIII. COMMITTEE MOTIONS (COMMITTEE REPORTS AVAILABLE ON USAVREGIONS.ORG)

a. Beach Committee - Steve Bishop

b. Competition Committee – Joe Williams/Andy Reitinger

2 motions put forward

Switching sides – keep the teams on the same side to save time. This has not been addressed by the Rules of the Game Commission yet.

Kevin Wendelboe - The rule will be written so that the default is to not switch sides – the tournament director will have the authority to switch sides if there is a distinct advantage to one side.

Teams no longer required to line up on the end line to save time. No longer shaking hands. Let's get on the court and play.

15-point tie breaker set – JA has a much better detail on this issue. Recommend – reinstate a 15-point tie breaker for gold advancement. The RVAA motion defines a tie in matches only. In the current manual it is defined as matches and sets. The JA did not move to change the definition of a tie – only to play to 15 points. The Juniors only want to play to break a tie if it is in matches and sets.

JA wants to keep the tie breaker as is except they want the tie break set to be 15 points instead of 25 points.

Comments:

Nancy Funk – For all national events there should be tie break sets for bids.

Steven Mueth – Joint Competition Committee – definition of a tie be matches and sets. Asked club directors in Gateway - no one wanted to eliminate tie breakers.

Andy Reitinger – It is best if there is a joint competition committee to get on the same page in the committee. Something new came up after the joint meeting. Mechanism for online voting.

Joe Williams - QDs don't want to play off ties due to time. Teams want to play off. 15 points would make it faster.

Dave Gentile – There is a mechanism to come to agreement when there is a difference in Assemblies – Joint Admin Council. The next meeting is June 2.

c. Education Committee – Brett Myers

d. Insurance Committee – Dave Peixoto

Background screening recommendation that never got to the zones.

Recommendation that the background screen fee be standardized across the country and adjust the membership fee if needed to recoup cost.

Keeping it standard across the country reduces confusion – competitors pricing is standard.

There is a range in costs across the Regions. Some subsidize, some charge more than the contracted priced.

With standardized pricing across the country, credit card fees would not be assessed. Right now, the member is paying the CC fees. Payment would be going directly to NCSI. USAV can work with a region if they subsidize the cost of the background screen.

Need feedback from the group or the committee.

Q. Michelle Carlton - Why is this being recommended?

A. Janice – The discussion started when discussing fees. Saving \$45k in bank fees was something to look at. The additional fees can be tied into the membership type that requires BGS.

A. Chris Vadala – USAV is not dictating what anyone can charge over the price of the BG Screen.

Donna Donaghy – there are different costs of doing business in the different regions. New England Region subsidizes the BGS fees. They will be charging \$14

Q. Nancy Funk – what will we be charging for the BGS?

A. Jamie Davis – Originally it was going to be \$15 with a \$1 rebate. The rebate was going to be given back to the Regions so they just asked to be charged \$14.

e. Marketing and Branding – Laura Bush

f. SafeSport – Cody March

g. Stakeholders Committee – Jen Armson-Dyer

h. Strategic Planning – Bob Price

i. Structure & Function Committee – Steve Kenyon

XIV. MOTIONS FROM THE FLOOR

A. Dave Peixoto – Insurance Fund Motion

The minutes from 2003-04 should be researched to see if the Insurance Retention Fund was to be renewed each year or voted on each year.

Insurance Manual says each year if there is money in the fund, it is to be:

1. Left in the Insurance Retention Fund
2. Be returned to the Regions on a pro-rata basis.
3. Be transferred to the Contingency Fund
4. Used for other purposes

If no action is taken each year, it is placed in the Insurance Retention Fund

A better practice is to take action each year on the funds. Take a formal motion each year, then do one of these things.

Joe Williams – What is the desire of this request?

Dave Peixoto – came in as a request for the money to be refunded to the Regions. Insurance committee formed a sub-committee who came up with this recommendation.

The money is in a separate account – not in the USAV General Fund.

If the motion passes -
\$350k would be used in for premium gap
\$153k kept for retention
\$689k would be returned to the Regions

Steve Mueth – We don't want to raise fees if don't have to. If the insurance goes to \$7 instead of \$4, I don't want to have to come up with the difference.

Donna Donaghy – CPA recognized it as money that is due to the Region.

Steve Bishop – It is not on their balance sheet as due from USAV so the CPA said it would have to be reported as Income.

Joe Williams – does the insurance carrier care about this fund?

Sean Lankey – they are not even aware of it. It makes no difference to them.

B. Dave Peixoto – Insurance Cost Motion

This will be a follow up motion because it is contingent on the above motion passing.

This will raise the insurance cost to \$7 from \$4 per person if the retention fund is depleted.

C. Lisa DiGiacinto/Michelle Carlton – BG Screen Motion 1

Regarding Background Screen process, the results and in light of the DE&I concerns.

Requesting USAV review the new disqualifiers this season. How many denied for non-convicted disqualifications, how many were overturned and how many were for non-white members.

Report given to RVAA by June 30 of this year.

By the time the person was notified they were disqualified, they appealed, the person had to stop doing anything with juniors. The entire club knew the person had failed a BGS.

When it was overturned, the damage was done. Reputation and integrity were harmed.

D. Lisa DiGiacinto/Michelle Carlton – BG Screen Motion 2

Request to revise the current BGS policy so that the member be notified of a failure, have a chance to appeal and then they get the final decision. Don't deny them until the appeal process has run its course.

Steve Bishop - A lot of people that failed the background screen this year and were overturned, they will fail again this year under the same triggers. This will help with that process.

Nancy Funk – it should happen in this order. If there is a failure, they should be able to appeal before they are actually failed or overturned.

Keith Murlless – The information should be sent back to the Region regarding the status of the appeal. When the appeal has been closed, notification should be sent to the commissioner to say that it has been closed and the result. This could be indicated by a yellow Under Appeal notice in the SE credentials.

Chris Vadala - USAV is working on the process that Steve Bishop put forward. Want to

make sure that someone that appealed and it was overturned, should not fail again.

Chris Vadala – USAV does not collect ethnicity info in the BGS.

Steve Kenyon – when a region receives notice of failed BGS, they reach out to the coach and to the club. Need the info on BGS pending or in appeal – list it as under review in SE.

E. Steve Kenyon/Nancy Funk – S&F Floor Motion 1

Standing Committee assignments be reviewed once each quad and vacancies filled. The RVAA Administrative Manual is silent on this. If someone wanted to move from one committee to another in the quad, people could move around.

F. Steve Kenyon/Nancy Funk – S& Floor Motion 2

Composition of the RVAA E&E Committee. RVAA Manual does not currently specify.

G. Donna Donaghy/Jason Badell – Insurance Fund Motion

Discontinue funding the Insurance Retention fund. Is the fund needed any longer? USAV would have to bill the Regions for insurance if the fund was not available to front the insurance premium fees.

Mark Noble – we had a Region become financially unstable. What happens when the Regions can't pay their insurance bill or refuse to pay it? The other regions would have to pick up the difference.

Donna Donaghy - is each region willing to pick up the cost for the regions that are lacking?

Harold Cranswick – If this motion passes, the regions would be dealing with a different fee each year – it will fluctuate every year.

Sean Lankey – if the fund is not wanted – set the per athlete rate at a level high enough to cover a worst-case scenario. We would need to stay on an audited basis so we cover our membership. The fund gives us a little wiggle room. Not having the fund would require us to be more exact in pricing each year.

Nancy Funk – We used to get refunds every year for overpayment of insurance. Our fee was set higher than what it cost us.

H. Joe Williams/Lisa DiGiacinto – Boys 12u/13u Age Waiver

This was allowed on a temporary basis for 2020 season. This makes it permanent.

Lisa DiGiacinto - This gives the boys the ability to field teams in the lower-level ages where there are not near as many participants as with girls.

Craig Wiedel – twins – boy can play with his class, girl could not.

Kevin DesLauriers – Boys HS programs in his area helps grow boys' volleyball. The younger boys are playing multiple sports so it is harder to get them out.

Steve Kenyon – wants to add, for male competition only to the motion.

I. Joe Williams/Steve Carrera - Tie Break Sets would be to 15 points

This is contingent upon the competition committee motion above.

XV. MMS UPDATE – Jen Armson-Dyer – Wed 3pm – 4 pm EDT

XVI. APPROVE NEXT MEETING. DATES/SITES (ONLINE)

Post meeting the location for the Oct 2021 meeting was determined to be Denver, CO. The dates are Oct 9 & 10. It is not known at the time of this revision if there will be any training sessions on Friday, Oct 8.

Committee meetings held virtually ahead of time are good. In person discussions have been missed.

Staff would be available in Colorado Springs.

Vendors are wanting to be in front of us – they are willing to pay for different aspects of the meeting.

XVII. ANNOUNCEMENTS & AWARDS

2020 Awards

5 year - Jason Badell (IM)

15 year - Shawn McCarty (OK), Skip Weston (OD)

2021 Awards

10 year – Dave Peixoto (NE), Lisa Madsen (HA)

15 year – Kevin Wendelboe (CR)

20 year - John Cline (BY)

25 year - Ron Kordes (PR)

30 year - Kent Ma (AH)

XVIII. EXECUTIVE SESSION

Restructure and October Meeting Dates were discussed in Executive Session.

XIX. ADJOURNMENT

The meeting recessed on Tuesday May 24 to resume on Wed, May 25 at 4 pm EDT.

The meeting adjourned at 5:16 pm EDT on Wednesday, May 25, 2021.

MOTIONS APPROVED ELECTRONICALLY SINCE THE OCT 2021 MEETINGS

- a. The Minutes from the Oct Meeting were approved
- b. Insurance Committee motion to approve the D&O Policy renewal
- c. Insurance Committee motion to authorize the RVAA Insurance Fund to cover the premium difference.
- d. Approval of the DE&I Task Force

MOTIONS FROM THE MAY 2021 MEETING

RVAA Motion 1: Move to approve the agenda for the May 2021 meeting as presented. (Williams/Price)
Motion Carries RVAA.

RVAA Motion 2: (Competition Motion 2) Teams are no longer required to line up on the end line prior to the match. Motion carries RVAA 36-3-1

RVAA Motion 3: (Competition Motion 3) Reinstate the 15 Point tie breaker single set for Gold advancement. Teams tied in matches will be required to play a tie breaking set. There would be the minimum number of tiebreaking matches played. For example, if 3 tied for 1st, sets would determine 1st, 2nd and 3rd would play a tiebreaking set. Motion carries RVAA 31-9-0

RVAA Motion 4: To provide a one-time distribution of funds on a composite membership prorate basis from the Regional Insurance Fund to the RVAs in the amount of \$689,548.73. The prorate basis is provided in Addendum A of the insurance subcommittee's report. (Peixoto/Carlson) Motion fails 10-28-2

RVAA Motion 5: Add item 9.A.v to the RVAA Manual "It is recommended that all Standing committee assignments be reviewed at a minimum once at the beginning of each quad. If a vacancy occurs on a Standing Committee during the quad, the appropriate Zonal Chair will be responsible for finding a replacement to fill this vacancy as needed." (Kenyon/Funk) Motion passes RVAA 39-1-0

RVAA Motion 6: Add item Article VII.8.I.iii to the RVAA Manual "iii. When an E&E Committee must be established it will consist of the RVAA Associate Chair, and at a minimum one (1) RVAA member from each zone, all having no conflict of interest." (Kenyon/Funk) Motion carries RVAA 38-1-1

RVAA Motion 7: The RVAA requests the USAV Board review the newly implemented disqualifiers (2021 season) for background checks and their possible long-term effects on members. The review would at a minimum include how many initial disqualifications were for non-convicted offenses, the number of overturned disqualifications, the possible disproportionate disqualifications of non-white members, and the negative effects to the member/club/families/Region when the disqualification is overturned. After this review the USAV Board of Directors will return a report of the findings to the RVAA for review. This report and review are requested to be completed and submitted to the RVAA prior to June 30, 2021. (DiGiacinto/Carlson) Motion carries RVAA 30-6-4

RVAA Motion 8: Revise the current Background check policy to include the following step. When a Background Check is marked as declined due to a "non-conviction" disqualifier, it will be automatically reviewed by the USAV Background committee prior to a declined determination being publicly released to the region and member. This automatic review will be at no additional charge to the region or the member. (DiGiacinto/Carlson) Motion carries RVAA 36-1-3

RVAA Motion 9: Discontinue funding the Regional Insurance Fund beginning the 2021-2022 Season. September 1, 2021. (Donaghy/Badell) Motion Fails RVAA 10-28-2

RVAA Motion 10: Allow boys 12s & 13s to have age waivers available similar to those now offered to boys 14s based on grade in school. Sixth grade boys can play 12s and seventh grade boys can play 13s. (Williams/ DiGiacinto) Motion carries 33-5-2

RVAA Motion 11: Approve the creation and appointments of the Equity and Inclusion Ad Hoc Committee as presented in attached document. (Armson-Dyer/March) Motion carries RVAA 34-2-4

RVAA Motion 12: Move to adjourn the meeting (Williams/Price) Motion carries RVAA

Addendums

Addendum A: RVAA DE&I Task Force Committee Proposal

