

USA VOLLEYBALL REGIONAL VOLLEYBALL ASSOCIATION ASSEMBLY MINUTES

Orlando, Florida

May 23, 2022

Virtual meeting

USAVRegions.org for call-in information

I. CALL TO ORDER & WELCOME – Andy Reitingner

a. **Call to Order:** The meeting was called to order by Andy Reitingner at 2:03 pm EDT

b. Kyla Majors was introduced as the recorder for this meeting.

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

Present: Alaska, Shelly Bryant; Aloha, Kent Ma; Arizona, Harold Cranswick; Badger, Jen Armson-Dyer; Bayou, John Cline; Carolina, Kevin Wendelboe; Chesapeake, Lisa DiGiacinto; Columbia Empire, Cody March; Florida, Steve Bishop; Garden Empire, Kevin Deslauriers; Gateway, Steve Mueth; Great Lakes, Dan Ames; Great Plains, Craig Wiedel, Gulf Coast, Phillip Bryant; Heart of America, Lisa Madsen; Hoosier, Terry Sweasy; Intermountain, Jason Badell; Iowa, Brett Myres; Iroquios Empire, Hazel Goldstein; Keystone, Michelle Carlton; Lake Shore, Eric Lazowski; New England, Dave Peixoto; North Country, Laura Bush; Northern California, Donna Donaghy; Ohio Valley, Al Hubert; Old Dominion, Skip Weston; Palmetto, Jimmy Peden; Puget Sound, Cindy Compac; Rocky Mountain, Keith Murlless; Southern, Steve Kenyon; Southern California, Shannon Davenport; Western Empire, John Hughes.

Proxy Holders: Delta, Andy Reitingner; Moku O Keawe, Andy Reitingner; North Texas, Andy Reitingner; Sun Country, Harold Cranswick;

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

Zoom Participants: Evergreen, Meredith Coupland; Moku O Keawe, Angie Andrade-Morioka; Oklahoma, Shawn McCarty; Pioneer, Nancy Funk;

Athlete Reps: Kawika Shoji, Erin Shean, Gina Jenkins

Quorum is present

II. SPECIAL RULES OF ORDER – reminder read by Steve Kenyon

III. MINUTES/AGENDA

a. APPROVAL OF MINUTES and REVIEW/APPROVAL OF AGENDA

MOTION #1: Motion to Approve Agenda - Motion by Harold Cranswick, 2nd by Jen Armson-Dyer. Motion Passes.

b. ASSEMBLY CHAIR REPORT

Reitingner

Reported to the board that the ROAS evaluations for 10 regions are complete. List from executive session on Events, Media, Marketing and Communication Website.

Some of these items have been addressed but not all of them are addressed and we will get an update from Jamie Davis and his team about the other items. We provided input on the structure of governance. The Board requested for us to change some duplication and to be more efficient. All action items were presented from the RVAA Assembly.

IV. ASSOCIATE CHAIR REPORT Madsen

Payments were distributed for the 41 United program. There was also money we received from vendor presentations during the October meeting that was documented. Please email Lisa Madsen if there is a change in the voting list.

V. RVAA BOARD REPS REPORT Baker

Discussion about the modification of the bylaws related to the athlete representation. Creating an Administrative Manual for the Admin Council to make it more efficient and to use as a resource.

VI. NOMINATING COMMITTEE REPORT Wiedel

- a. RVAA Associate Chair
- b. 2nd Rep for Admin council
- c. Rule of the game Indoor RVA Representative
- d. Rule of the game Outdoor RVA Representative

Voting will be sent out via Survey Monkey and requested back by 8:00 pm EST

VII. VENDOR REPORTS

a. NCSI

Susan Boyd and Whitney Fry. Reported that the average turn around for Background Screens have increased by about a day. There were more international searches this year which contributed to the increased return time. They are working on a platform update to change the email address so it will not be found in the Spam folder. This platform update will take about six months to complete. They are on track for opening 8/2/22. All Background screens will look the same as the 1st year screening compared to the 2nd year screening.

b. EPIC

Recap was presented by Jennifer Rains. They have been watching the market and there are 3 main factors they are focusing on the make sure that we are getting the best deal and coverage. They will be receiving new quotes in July, for potential alternatives and will discuss with the Insurance committee once quotes are in. USAV's historical loss experience, continue to run in line with carrier expectations. Ten-year general liability premium and loss result indicates that we have 123% loss rate. There is a Focus on participant and equipment safety since those are the highest pay out categories. EPIC is going to use more marketing efforts to use leverage for the General Liability and Umbrella/Excess Liability, hope that can help the current carrier come down a bit, but they are hoping for best case scenario to only have 15%-20% General Liability/Excess Liability Umbrella premium increase with current carrier and will look to alternative carriers. The reason the rates may increase is due to historical loss trends, a change in risk/exposure reported, a dramatic change in loss history to name a few.

The 5% participant accident rate increase based upon historical loss experience.

Q: Keith Murlless: Last slide showed an increase of \$1 but we are being told we have a \$5 increase. Can you explain why?

A: Jennifer Rains: – Over the past eight years we have used the contingency fund and it is almost depleted so we need to recoup this fund.

Q: Andy Reitinge: Why do we not make the sports accident optional?

A: Jennifer Rains: This is not optional from the general liability because it requires it.

Q: Dave Peixoto: How are competitors' coverages compared to ours?

A: Jennifer Rains: Overall, USAV coverage compared to other organizations is superior. We maintain exceptional coverage and have been able to maintain that for a very long time. In this market it is exceptional that we have this type of coverage for the price we pay.

VIII. ELECTIONS

- a. USAV Board of Directors representative
 - i. Andy Reitinge - 307
 - ii. Dave Peixoto - 274
 - Abstentions -

Lisa Madsen opens floor for discussion

- b. RVAA Associate Chair
 - i. Lisa Madsen 47
 - ii. Nancy Funk 11
- c. Admin Council Rep #2
 - i. Steve Carrera 19
 - ii. Lisa DiGiacinto 39
- d. Rules of the Game commission
 - i. Indoor RVA Representative (4 year)
Kevin Wendelboe 58-0
 - ii. Beach RVA Representative (2 Year) (Replacement for Cindy Compac's final 2 years)
Keith Murlless 58-0

IX. COMMITTEE MOTIONS

- a. Competition Committee (2 motions)

Reitinge

MOTION #2: (motion fails 20-22-6)

Motion 1: Indoor Championship Event Commission to approve the playing formats for all National Qualifiers, Boys Bid Events, and National Championships.

Rationale: A formal set of eyes to ensure formats are consistent from event to event.

Discussion:

Q: Central Zone would like to know who is on the commission/reviewing this and how it was populated.

A: The Indoor Championship Events Commission was created in line with the requirements of the Op Code. The Chair is Glen Lietzke, 2 sub groups a boy's and girls, selected club directors for both genders but we are not sure who they are.

Q: Atlantic zone would like to see a data base format rather than having someone approve the format.

A: Some developers are not willing to share formats. They are putting this commission together to put together this data base. So that we are all on the same format. This will be a formal group to make sure formats are streamlined.

Q: Donna Donaghy: Will the indoor championship events commission that has been formed be approving formats for National Qualifiers? How do we know they are qualified to be evaluating?

A: Yes, if the motion passes they will approve formats. Those approvals will be based on previous formats and those that meet the criteria that are approved for USAV Qualifying events.

MOTION #3: (Motion carries 40-3-4)

Motion 2: Require National Qualifiers to publish their event dates and age groups by June 1 of the preceding year.

Rationale: Provide information to our customers so that they can plan for the upcoming season.

b. Compliance Committee (4 motions)

Armson-Dyer

MOTION #4: (motion carries 39-1-8)

Motion 1: Motion to add Due Process procedures as a requirement to the Meets Category of the Region Organizational Advancement Standards (ROAS) under Policies and Procedures. (Cranswick / Bush)

Rationale: This was missed on the original approval and needs to be required. All reviewed regions already have this.

MOTION #5:(Motion carries 35-7-6)

Motion 2: Motion to add Independent Board Member to the Exceeds Category of the Region Organizational Advancement Standards (ROAS) under Board of Directors / Governance. (Cranswick / Peden)

Rationale: Having an independent Board member that is either elected or appointed to a region Board shows the membership that they do not need to be affiliated with a specific organization and allows outside voices on Boards.

MOTION #6 (motion carries 38-7-3)

Motion 3: Motion to add separate Boys and Girls BOD Reps to the Exceeds Category of the Region Organizational Advancement Standards (ROAS) under Board of Directors / Governance. (Cranswick / Bush)

Rationale: Having a dedicated voice (either vote or voice-only) on a region Board for both girl's

representation and boy's representation shows transparency and the ability for those groups to get voice on a Region Board. Oftentimes the girl's viewpoint is only represented in junior's discussions.

MOTION #7: (motion carries 28-17-3)

Motion 4: Motion to add to the Region Organizational Advancement Standards (ROAS) Policies and Procedures: All ROAS reports sent to the Commissioner also go to a Region-identified Board member other than the commissioner. (Bush / Goldstein)

Rationale: This is helpful if an item needs Board action / attention and offer more credibility to the process with region Board involvement.

Discussion:

Lisa DiGiacinto has some concerns that we are "in the weeds" (too involved) of each Regions' governance. If we could change the wording to state region identified member instead of a Region-identified Board member. She feels that by sharing with a Board member this is dictating on how each Region is going to operate, we have 40 regions that have 40 different ways to governance and feel that this is too far to reach.

- c. Education Committee
- d. Insurance Committee (2 motions)

**Myers
Peixoto**

MOTION #8: (motion carries 35-6-7)

Motion 1: Recommend an increase of \$5 per member for insurance coverage beginning in the 22/23 season.

Rationale: Current cost per member is \$4. Projected cost per member for 22-23 season is \$8.01 to \$8.26. Increase of \$5 to a total of \$9 could possibly cover future increases for 5 years.

Discussion:

Q: Lisa DiGiacinto: Are the totals updated in the spreadsheet?

A: Dave Peixoto: The spread sheet has been updated.

Q: Jason Badell: Is this increase based on full membership? Do we have projections for limited memberships?

A: Jennifer Rains: The only increased charge is based on the full season memberships.

Q: Al Hubert: For the tryout membership \$5 is going to USAV, \$4 to insurance, and \$1 to the region. Can a limited membership be charged less for insurance and when they upgrade can they then be charged full price?

A: USAV Staff: It is possible to do but will be challenging to accomplish.

Q: Kent Ma: We have different types of memberships, what are the cost break downs contributed for insurance?

A: Janice Kosbab: With all the membership types we do have, we are collecting \$4 for full season and \$1.50 for League and one day.

A: Stacy Kearns: We collect \$4 full member \$1.50 limited – 100% is collected into the fund.

MOTION #9: (motion carries 44-2-2)

Motion 2: Andy to form a committee with Andy and at least the 3 board reps to discuss future insurance increases and if/how they can be shared between USAV & the RVAA.

Rationale: Meet with USAV to ask if USAV can cover the increased insurance costs to the Regions

Discussion:

Q: Steve Mueth: If we have other information who do we contact?

A: Andy Reitingner: Please send it to me.

e. Beach Committee (1 Motion)

Bishop

MOTION #10: (motion carries 43-2-3)

Motion 1: To increase the national beach (outdoor) membership (for adults and juniors) from \$20 annually to \$25 annually beginning with the 2022/2023 season. Motion by DiGiacinto, 2nd by Compac

Rationale: To maintain the same portion of funding (\$8.85) to a region for providing service to a beach member. The USAV national registration fee would increase from \$11.15 to \$16.15 to cover the \$5 insurance fee increase for the 22/23 season.

Note: The outdoor membership is 12 months and for outdoor events only

f. Marketing & Branding Committee (no motions)

Bush

g. SafeSport Committee (no Motions)

March

h. Strategic Planning Committee (no motions)

i. Structure & Function Committee (3 motions)

Kenyon

MOTION #11: (motion carries 39-1-8)

Motion 1: Update all references from Stakeholders Relations Committee to Compliance Committee

Rationale: The name of this standing committee was changed from Stakeholders Relations to Compliance. This motion addresses this approved nomenclature change.

MOTION #12: (motion carries 39-1-8)

Motion 2: Update article III.7.c.iii reference from (Article IV.5.d) to (Article IV.4)

Rationale: Article IV.5.d no longer exists. This motion addresses an incorrect reference.

MOTION #13: (motion carries 46-1-1)

Motion 3: Update article VII.8.f to add the following verbiage. Proposed wording: f. The Chair of each Standing Committee shall be appointed from among the Principal Representatives by the RVAA Chair with the approval of the RVAA. It is recommended that all Standing Committee Chair appointments be reviewed at the beginning of each quad.

Rationale: Article VII.8.f adding this sentence provides guidance for review in concurrence with the election cycle of the RVAA Chair who makes these decisions with the approval of the RVAA.

Break 3:45 pm

X. OTHER

a. SLACK

Wendelboe

Is there any interest in using this program? Yes, please keep this program.

b. EDUCATION

- i. Dave McCann and Jordan Kelly are doing education presentation from 2:00-6:00 pm in room W104B.

c. NTDP

Davis

- i. NTDP Academy will be available for all USAV membership no charge.
- ii. Coaching education will have tiers to accomplish
- iii. Can you tell us the members of the CEC?
 1. There are 10 people total of 5 boys club directors and 5 girls club directors. They will check with the regions to make sure the committee members are in good standing. Recommendation only from this group, they do not have approval authority.

Q: Dan Ames: Do you feel you will get any push back from current National Qualifier schedulers?

A: USAV has done enough events that they have an entire encyclopedia full of formats that is somewhere on a server.

d. VOTING PROCESS

Do we want to continue how we are going?

Q: Steve Mueth: Now with the weighted votes and the Athletes have a large vote what if they are not listening to discussion are they being informed on these motions?

Q: Steve Kenyon: Do we want to continue with election weighted voting? As it stands if you take the top 5 regions in size plus the 3 athletes that accounts for 300 points of the 600 available to be cast. Do we feel this is the best way for us to hold our election?

Q: Donna Donaghy: How can we include these athletes in these meetings to make sure they are educated and involved? Can we make sure they have all access to our documents?

A: They have access to all password protected documents.

e. ZONAL DISCUSSION TOPIC

March

Would like feedback from the Zonal about the suspension level of SafeSport to take to the subcommittee

1. Atlantic Zone: Is in favor of the recommendation of the three levels, there is a question will the National office accept or administer an additional sanctions and Rachael Stafford reported that USAV is only interested in suspension or bans.
2. Central Zone – Like it. If a regional hold could be seen in platform send information to region services.

f. ELECTED ZONAL CHAIRS

- i. Atlantic – Steve Bishop
- ii. Border – Mark Noble
- iii. Central – Jen Armson Dyer
- iv. Pacific – Jason Badell

g. REALLOCATION PROCESS

Mueth

With the reallocation process of bids many teams are still getting bid two weeks after the deadline. Would regions be willing to share their best practices on their process

how we can get these to the teams in more efficiently way.

h. ALL STAR CHAMPIONSHIP LOCATION UPDATE **Kenyon**

- i. They received 1 complete bid to Fort Lauderdale 2023
- ii. Make sure teams are registered in the correct division
- iii. Entry fees need to be paid asap
- iv. Championship manual is in draft format and will finalize soon

i. SPORTS ENGINE

Social gathering tonight 6:00 pm EST at the hotel lobby

General assembly session #1 adjourned at 4:06 EST

MOTION #13: Motion to recess – Motion by Lisa Madsen, 2nd by Steve Bishop. Motion Passes.

**RVA General Assembly Session #2
Tuesday May 24, 2022**

XI. CALL TO ORDER- The meeting was called to order by Andy Reitingger at 9:00 am EDT

XII. ELECTION **Weidel**

- a. USAV Board Rep #2 – Andy Reitingger
- b. Associate Chair – Lisa Madsen
- c. Admin Council – Lisa DiGiacinto
- d. Rule of the Game Indoor – Kevin Wendelboe
- e. Rule of the Game Beach –Keith Murlless

XII. AVCA **DeBoer**

Kathy DeBoer, AVCA Executive Director, spoke on NCAA anti-trust case, discussed more television coverage for championships, gender participation, and AVCA convention for coaches.

XIII. HALL OF FAME **Mulry**

George Mulry, International Volleyball Hall of Fame Executive Director, shared some pictures of museum renovations, wall of honor, and new paravolley exhibit. There were 15 regions that have helped donate and he recognized these regions.

XIV. MMS UPDATE – SPORTSENGINE **SE/USAV**

Carl Hipp, Enterprise Account Manage, provided a roadmap of what is new in SportsEngine including, eligibility, printing and saving membership cards, duplicate mitigation, ability for regions to accept club assignments, eligibility search updates, background screen updates and enhancing household management.

Q: Keith Murlless: Can we get a home study course for our region registrar so they be aware of the new changes?

A: Carl Hipp: Yes, we will have material ready and can send out to the regions.

XV. RESTRUCTURE DISCUSSION

Reitinger

Andy Reitinger reported that the USOPC audited USAV and had some concerns that the RVAA was too large and had many duplications. This was then taken to the governance committee and the feedback from this committee requested some changes. USAV board will take action to items in the By-Laws. Junior Assembly representative will be limited to one rep per region and cannot be RVAA rep or Officials assembly rep. For the Structure and Function committee, Insurance Committee, and SafeSport committee the RVAA Administrative council committee will allow outside help to make these committees more efficient and more inclusive, we will not have 3 different groups doing the same thing or running 3 different manuals. Administrative Council will send out solicitation to the regions to find the right fit. You would only be able to serve on one administrative committee.

XVI. ROAS REPORT

Armson-Dyer

Jen Armson-Dyer reported on the region organization advancement formalization of what is required to be a region.

Regions that volunteered to participate in the ROAS Report for the 2022-23 season are as follows: Arizona, Bayou, Badger, Carolina, Chesapeake, Garden Empire, Gateway, Gulf Coast, Moku O Keawe, and Palmetto.

Cody March shared his experience that it was very easy. He will lend a hand if anyone that is about to go through this process and needs help.

Harold Cranswick- We need to see this as value to each region and its goal is to make the regions more successful. This document is extremely valuable with a list of ideas to make your region better.

Steve Kenyon stated that it is possible to do in one day. Website changes were the longest task, but it is doable.

Break 10:57 am

XVII. STRATEGIC THREATS

CM/JA/AR

Jen Armson-Dyer everyone should have received a copy of the survey from Kassidi Gilgenast. It is a great set of data that is sortable per region, when they started playing and how they started playing. We need to figure out how to use this data to strategically drive our future initiatives and grow the sport.

Dave Gentile did a report to the Junior Assembly and to the Board of Directors of the items USAV is focusing on for the 2022-2023 season.

1. Boy’s junior national championship
2. Address new member management issues
3. USAV and RVA communication process
4. Conduct a survey on why to be a member of USAV
5. Find a national ranking system

Additional items that are being considered

1. Complete a side-by-side competition assessment
2. Revamp marketing/ Redesign
3. Build a mechanism to bring more events to regions
4. Assess principals as well as pros and cons strengths and weakness

a. CHAMPIONSHIPS BEING BEST POSSIBLE EVENTS Murlless

Keith Murlless expressed he would like to see that the boys National Championship be considered the best event for them. We need to share with our members what we are doing to address their concerns. We just saw that the boys are walking away from our National Championships how soon will the girls follow. A lot of our fixes are long term, but it might be beneficial to refocus by advertising our Olympic Teams at these events. Keith's recommendation is to put together an advertising committee to educate our members why it is important to play USAV.

Kassidi Gilgenast appreciates all the ideas and energy Keith is bringing to this topic. This is a huge priority to USAV and getting this right is what our ultimate goal is. We are focusing on the basic elements to connect with our members about the joy of playing, development of character. Please share your ideas with the Marketing Committee as we are working together to better market USAV.

b. ALLOWING NON-RVA STAFF TO PROMOTE/RUN EVENTS Bishop

- a. Discussion at the USAV level the ability of regions to run non sanctioned events, survey sent to each region and what is the feedback from each zone? Please share any thoughts and feedback to Board Review Group.
 - i. Central Zone: One day
 - ii. Pacific Zone: Partner with City's and other groups
 - iii. Border Zone: No discussion on this topic

Bob Baker: As a region you are allowed to run your own event on your own insurance. A lot of false assumptions that USAV is running the event in which you are involved. This committee is trying to make it easier and less risk management for each region to successfully run an event.

Michelle Carlton: How does this differ from clubs from your region false claiming they are running USAV events?

Cindy Compac: Tries to incorporate Positive Coaching Assembly within her region.

i. EXECUTIVE SESSION

Was not needed.

XVIII. MOTIONS FROM THE FLOOR (MUST BE WRITTEN, SECONDED AND CONTAIN RATIONALE)

MOTION #14:

Motion to accept to add floor motions to be heard at this meeting Cranswick, 2nd Mueth, 30 in favor. Motion Passes.

MOTION #15: (motion carries 45-3-0)

Motion to adopt the suspension criteria for recognition by the USAV national office as presented.

Rationale: Establish criteria for who appears on the national suspended members list and establish a way by which regions can add individuals to that list for USAV Code of Conduct or Safesport Code violations that happen only within the region and don't necessarily reach the Center, or in cases where the center doesn't exercise jurisdiction. This would enhance safeguards across the forty regions. (March/Bishop)

Q: Nancy Funk: Is this only for SafeSport issues?

A: Cody March: This will not change anything that is already established.

Q: Eric Lazowski: Is this a public or password protected?

A: Cody March: We will be creating a list behind a password protected and not public. Rachael Stafford gave her blessing.

MOTION #16: (motion carries 44-3-1)

Motion for the 2022-23 season to increase all limited memberships (8 memberships) that have a Region maximum allowed fee by \$5.

Rationale: this will allow the Regions to recoup the insurance increase of \$5 and not be negatively affected by the increase. These maximums were set over 8 years ago. Motion by DiGiacinto, 2nd by Dave Peixoto. Will need to bring to USAV Board of directors since we do not set the fees.

Q: Steve Bishop: Does this include beach membership?

A: Lisa DiGiacinto: Yes

XIX. APPROVE NEXT MEETING

October 8-9 Denver/Hawaii/Atlanta

MOTION After meeting vote for Denver as the location for the October meetings.
(Denver – 33, Atlanta – 9, Hawaii – 6)

XX. ANNOUNCEMENTS/AWARDS

Email all agenda items for Fall meeting to Andy prior to the end of this meeting.

Andy shared his condolence to Shannon Davenport with the passing of her father.

a. Service Awards

i. 5 years

1. Brett Myres
2. Hazel Goldstein
3. Cindy Compac

ii. 10 years

1. Mary Andrews
2. Michelle Carlton
3. Eric Lazowski

iii. 15 years

1. Angie Andrade-Morioka

iv. 20 years

1. John Cline
- v. 25 years
 1. Harold Cranswick
 2. Jimmy Peden
- vi. 35 years
 1. Ann Davenport
- vii. Doc Booth Award – John Hughes

XXI. ADJOURNMENT 2:00 pm

MOTION #17:

Motion to adjourn by John Hughes, 2nd by Michelle Carlton at 12:15 pm

Motion carries

XXII. ADMINISTRATIVE COUNCIL MEETING WITH CEO

XXIII. ALL STAR CHAMPIONSHIP DISCUSSION (Optional)

Bishop/Kenyon

POST MEETING Andy Reitingger declined the RVAA Board of Director position #2.

2nd election to elect Dave Peixoto by acclimation – 395-9