

**2017 RVA Assembly Annual Meeting
May 22-24, 2017
Hilton Minneapolis, Minneapolis, MN**

I. RVAA General Assembly

A. Call to order – The meeting was called to order by Ken Cain at 10:06 am

B. Remarks by Jamie Davis – New CEO USA Volleyball

Thank you for inviting him to speak. Thank you to the 33 commissioners who were able to meet with him during the 5 road trip sessions.

Davis wants to have open communication with the regions. He wants to reset the way He refers to the National Office and the Regions as the 41 of us. This has to be a two way street of working together. Want to collectively make USA Volleyball strong. Start where are today and let's figure out how to go forward.

3 major things to touch on.

1. Define the unique brand of USAV. Focus on what makes sense for all from grassroots to the national programs while keeping the mission of USA Volleyball. He has hired an outside company to help define and articulate our brand. He will be reaching out to a lot of the regions in this endeavor.

2. Try to define what the value of a USAV Membership is.

Get feedback on exclusive membership benefits.

a. 2017-18 season – Consolidating Beach Impact and Indoor Impact – just one IMPACT training.

b. IMPACT OnDemand – will be free to all full USAV members for the 2018-19 season.

c. Officials' online training will be free to full USAV members. A fee will be charged to non-USAV members to take the modules.

3. Change in reorganization in May – We were very silent in our 3 disciplines. Beach and Sitting were not benefiting from the infrastructure of the office. Better cooperation and communication. This may not be the full reorganization. Assessments are ongoing.

Q: Steve Bishop – Thank you for key changes that were made for beach programming. Are there Tour considerations for apparel vendors with respect to the USAV logo and licensing agreements.

A. USAV is still working on long term deals with vendors. Davis heard loud and clear that the Regions want to use the USAV logo brand for teams and Regions. Until the agreement is done, can't promise anything. He is aligned with the Regions in that it would be a good thing for the Regions to be able to use the USAV logo. Sandy Abbinanti – push for us to be able to use the USAV logo.

C. Welcome to Minneapolis - Brent Forester – Sr VP of Destination Sales for Meet Minneapolis and Sports Minneapolis.

Thank you for all you do for the sport of volleyball and for the growth of events in Minneapolis.

Minneapolis was just awarded the NCAA D1 Volleyball Final Four in December 2018.

D. Roll Call - Hudson

Present: Alaska – Julie Webber; Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Julie Voeck; Bayou – John Cline; Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Jeff Mozzochi; Delta – Joe Williams; Evergreen – Meredith Coupland; Florida – Mary Andrew; Garden Empire – Bob Baker; Gateway – Tim Neels; Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Lisa Madsen; Hoosier – Mitch Stemm; Intermountain – Jason Badell; Iowa – Lynne Updegraff; Iroquois Empire – Hazel Goldstein; Keystone – Michelle Carlton; Lakeshore – Erik Lazowski; Lone Star – Will Vick; Moku O Keawe – Angie Andrade-Morioka; New England – Dave Peixoto; North Country – Judy Praska; North Texas – Andy Reitingner; Northern California – Tom Donaghy; Oklahoma – Shawn McCarty; Ohio Valley – Bob Price; Old Dominion – Skip Weston; Palmetto – Jimmy Peden; Pioneer – Nancy Funk; Puget Sound – John Bryant; Rocky Mountain – Glenn Sapp; Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Mark Noble. Quorum is present.

Proxy (written): Gulf Coast – Philip Bryant; Western Empire – John Hughes

Absent (No Proxy): None

New Commissioners: None

E. Rules of Order – The Rules of Order were read by Hazel Goldstein

Include the written motion and rationale with the motions from committee and from the floor.

F. Approval of minutes – The Minutes of October, 2016 meeting were approved as amended.

Ad Hoc Committee to Review the Participant Code of Conduct – This item has been taken care of by the Board. There is no further need of this Ad Hoc Committee. Motion 5 of the Oct 2016 meeting was rescinded with the approval of the Minutes.

G. Approval of agenda – The Meeting agenda was approved as amended.

H. RVAA Contingency Fund – Praska

The balance in the Contingency Fund is \$13,999.63. \$1.55 was earned in interest. Legal retainer fees for 2 different attorneys was a net expense of \$12,805.

I. Confirmation of Vacant Committee Chairs

Two Standing Committees were without Chairs. The Chair recommended the following be named:

Structure & Function Committee – Hazel Goldstein

Strategic Planning Committee – Mark Noble

The committee chairs were approved by the RVAA.

J. How to do things better – Ken Cain

Deadlines were set for Agenda Items, Committee Agendas and for the Meeting Agenda to be sent out - all were missed. The RVAA needs the information ahead of time to make better decisions when at the meetings. The intent is to get the meeting materials out to the meeting attendees 2 weeks before the meetings.

We are not handling our meetings very well. We can do better. If we do better we can take on more.

We have Regions with a staff of 1 to offices and staff of several. We are all different. We can all help each other.

Committee Chairs should be able to give 10 – 30 hours of work outside of this meeting. This will help committees complete the work that is presented to them and keep items from being dropped without action.

There is technology now that can help us do our meetings better.

Things to help us make our meetings better:

1. Finalize committee agendas earlier
2. Move the work done to between meetings
3. Professionalize our business practices – if more info is needed – postpone the vote but include what is needed and the time frame to move on this in the minutes so that it does not get lost.

K. Executive Sessions

The RVAA moved into Executive Session with the Principal Representatives of the Regions and the specifically named persons below allowed to stay:

Jamie Davis to stay for one topic, Bernie MacLean for one topic, Melissa Walker (NC), Mary Andrew (FL), Jen Armson-Dyer (BG), Mike McNeil (IE), Brett Myres (IA), Bertil Wamelick (HA), Mike Deaver (IM).

The following recused themselves from the Executive Session on May 22nd presented by Sandy Abbinanti and left the room before discussion began: Sue Mailhot, Andy Reitingner, Mitch Stemm, Donna Donaghy, Jamie Davis and Bernie MacLean. John Hughes was not present at the meetings.

There was no information released on the 2 issues discussed in Executive Session on May 22.

The Executive session topics were not completed on Monday, May 22 - recessed at 12:06 pm. Reconvened on Wednesday May, 24 at 11:06 am.

May 24, 2017; 11:06 am. The RVAA moved to enter Executive Session with the Principal Representatives of the Regions and the following specified people: Mary Andrews (FL), Jen Armson-Dyer (BG), Donise King (NT), Bertil Wamelick (HA), and Wendy Sapp (RM).

The RVAA approved the revised By-Law 4.06 Registration Privilege wording.

L. Between Meeting Business

The RVAA held an election to fill the vacant RVA Assembly Chair position and passed a motion regarding the 4.06 By-Law proposal of the Board of Directors. The voting for both was conducted electronically in November 2016.

II. RVAA Reports

Rules Testing Commission – Kevin Wendelboe

The Report is on the Share File

The Rules Testing Commission met In February, 2017 in Denver. It is a new Rule Book year. The Commission approved the rules for the next 2 seasons. Not a lot of rule changes this season.

2 changes coming forward

1. The head and assistant coaches can now roam between the attack line back to and including the warm up area. Before they could not enter the warm up area – now they can.
2. The head coach can sit anywhere on the bench now – not just the first chair.

Other items from the meetings:

The Commission formed a committee to find a more simplified score sheet - send any ideas to Kevin Wendelboe or the Commission.

The RVA Motion failed regarding the score after an illegal player is found. The Commission wanted more info on how often it is happening, how long the delay is, etc. before changing the rule. This was talked about this at the RVAA Admin Council meeting. At the suggestion of Margie Mara, Wendelboe is going to take this back to the Commission as a Rule Test – to make it the same as the high school rule and collegiate rule. The rule book would then have uniform language for the test. Wendelboe already talked to Pati Rolf (Chair of the Rules Testing Commission) about this and she is agreeable to put this to the Commission at these meetings.

The Commission is recommending that the color of the playing court be contrasting to the free zone when using portable playing surface.

The Commission added a new voting member of the Commission – the Chair of the National Beach Commission.

Updated some Admin Manual language

An abridged version of the domestic rules will again be available.
The rule book will again be available on apps for phones and tablets.

Reminder – The new uniform number rule will go into effect for the 2018-2019 season. The rule requires the stripe and the full number of the jersey to be clearly contrasting with the jersey.

The regions can alter the rules for safety or development.

If there are rule changes or suggestions for the Rules Testing Commission, need to get the information together by the October meeting for the next full Rules Testing Commission in February.

III. Vendor Reports

A. Insurance Report – ESIX & SSCI Report

1. ESIX - Jennifer Rains

a. Insurance Recap

Cyber liability coverage – ESIX is willing to explore this coverage for all if many are not covered. This was discussed in Insurance Committee. Mitch Stemm will send out information on this.

General Liability – 3rd party bodily injury is covered in General Liability.

The market in general has remained steady. The overall market looks at exposure and losses. The trend has not been good in the past 10 years.

There have been less than 20 claims of liability each year however the losses are more severe. Catastrophic claims, like colliding with equipment or slip and fall claims, are ranging from \$200k to \$400k over the decade. We have exceeded over 100% ratio over the 10 years except for 4 years.

2015-16 season – the claims have not progressed so we don't know where it will end.

There will be an increase for the new season – expect 15% for GL and excess GL.

Participant Accident – Sean Lankey

Our losses have been looking fairly good. The last 3 years we have a 77% loss ratio - carriers are happy under 80%.

Recent performance – In the 15-16 season we had an increase in the severity of claims – the amount the claim paid out.

The frequency of claims has been on a decline.

The claims on a primary basis are trending down – about 4.5% right now.

The catastrophic claims are also trending down. The top 3% are only accounting for 15% of claims. When deductibles and co-insurance is high, more claims come in to help cover the cost. They are looking at tweaking the deductible on the insurance because of this.

Types of injury remain the same.

PA rate is at \$2.10 now – for the renewal they will try to lower to \$2.

Anticipate a 4.5% growth in membership – don't want to over report the number

Overall insurance payment now is \$4.24 – expect \$4.37 or \$4.38 for the 2017-18 season. Membership growth may be slight. Expect a 3% per member increase in the premium overall.

Regional insurance fund was discussed in the Insurance Committee. The Committee decided to take no action against the fund and its operation. The difference in the \$4.38 for insurance and the \$4 per member being paid will be coming out of the insurance fund. This should be about \$130k deficit. This will be pulled from the Insurance Fund.

Q – Can you tell us from the incident report forms, how many turn into claims?

A – EXIX does not see that data. There were about 190 medical claims paid.

Q – Some from outside our sport are asking what our concussion protocol is. Is our incidence of concussions rising?

A - 9% per year are concussion related claims. About 15 are resulting in payment.

Identification and return to play initiatives.

Want to be aware of the concussion protocol.

Our sport is not considered high in concussions.

USAV has no restrictions, provisions or limits to prevent concussion coverage. Most sports organizations follow the CDC concussion protocol. Claims for concussion have not had any significant problems with coverage. There are 2 major claims in the court system right now that may change the types of coverage for concussion in the future.

In the losses for volleyball there are no frequency issues. Stress risk management policies in the Region. Inspect facilities and floors that are used for competition. Create an environment that can prevent certain injuries.

Q – Did ESIX forward the facility checklist to the Regions?

A – They do not mass forward. ESIX will send the facility checklist to the National office. The checklist is also in the USAV Insurance Handbook.

2. **SSCI Report - Kristin Oddi** (Dir. Of Client Services at SSCI)

a. **Background screen report**

Statistical recap – there is a report on the File Share

Sept 1, 2016 – April 30, 2017 There were 37k screenings done; 1500 applicants have criminal records. This is 4% of our screens which is typical for our organization. 58 resulted in disqualification which is an increase from this time last year. The average turn-around time was 1.87 days. This is a decrease in time.

Disqualifications – 1 crimes against children, 11 felony drugs, 3 sexual offenses, 22 violent crimes (trending up), 21 multiple drug/alcohol. There is a rise in females being disqualified - 32.

SSCI has no concerns about the policy as it is now. Many NGBs look to our policy as the standard.

Rescreening – if applicant needs to be rescreened – reach out to National office and SSCI to have someone rescreened. An individual had been arrested so SSCI was asked to rescreen. In the rescreen they found a sexual assault against a child.

SSCI was acquired by SportEngine in March 2017 – an NBC sports agency. The transition has been smooth. SportEngine values that SSCI won't disrupt the service to their clients. This acquisition will allow SSCI to grow the company and to offer more products.

SportEngine also acquired NCSI – the major competitor to SSCI. They will be working together now in protecting athletes.

NCSI doesn't do as many court house investigations. They also don't use disqualification criteria – they don't fail any. NCSI sends the results to the NGB who makes the determination to disqualify. Pricing – NCSI charges per name and county court house search. SSCI is working collectively with them to offer a flat fee pricing program.

b. **Industry & Legislative Updates** – There is a Case Study on the File Share Legislatively there is nothing on the horizon.

JVA is now conducting background screens through NCSI. This started in Dec 2016. Their fees are \$27.50 and higher with a 10 day turn around. JVA is still accepting AAU background screen results. AAU is still data base searches only. AAU has not made any changes.

There was a Case Study and Matrix distributed in October. This explains the database search versus the county court house search differences. This is still available.

International pricing – this area continues to increase. 55 international screenings done so far this year. If need an international screening, contact the National office and SSCI. The pricing is dependent on the country and changes frequently.

Verifications – The regions are doing very well in turning the verification of information around. Fewer verifications results in faster turn-around time.

Sandy Abbinanti – Great Lakes had someone that was caught representing a police officer. That offense is not a disqualifier. If it is not in the disqualifiers list then they can't act on it.

For pending trials if the charge is a disqualifying offense it will result in a failed background screen.

There is a social at SportEngine tonight.

IV. Staff Reports – Joint with Jr Assembly

All the Staff Reports are on the ShareFile

A. Chris Vadala – COO

Answer Staff report questions

Feedback on the reports

IMPACT OnDemand will be free in 2018-19 season for full USAV members as a member benefit.

SafeSport will have to be repeated for anyone that did not take it in 2017 season.

Bernie MacLean - Don't know what is going to happen going forward. Currently have to take the 90 minute training every 2 years. They may turn some modules into a refresher course but USAV is not getting the answer from the USOC. The USOC is launching new LMS in Q3. They are looking at modules for Bullying, etc. but it is unclear if that will be considered for a recertification.

They are re-working the 90 minute training to include the SafeSport Center. Going forward - everyone that did not take SafeSport in the 2016-17 season will have to take the new full training session for the 2017-18 season from the SafeSport Center.

It is still unclear what the recertification process is going to be. Bernie MacLean will send the Center an email asking to make this clearer.

Q – Tim Neels - Can this be put in Webpoint to make sure that when someone registers that it will flag so that the region offices don't have to track this?

A – USAV is trying to put a flag in Webpoint so when they register it is flagged.

They are also working with the event registration systems to flag SafeSport so that adults must be verified certified to be put on a roster.

Q – What is the timeline for SafeSport to be flagged in Webpoint?

A – Q3 is the expected time frame for the new SafeSport training to launch.

Q – Glenn Sapp - Beach aspect going under reorganization. Beach HP involves too much travel. Is there anything in the works to change this? Only California or affluent members could be part of the program.

A – Jamie Davis – USAV is reevaluating all that is going on with the Beach HP program. Steve Bishop and Jamie Davis have had a conversation during these meetings. USAV has had an internal discussion as well. It is understood that going to the zonal championships is the concern.

Q. Can the beach dates be included in the events release of events?

A – Yes

Q – Judy Praska – regarding planning of National Championship dates – can we know at least 2 years out?

A – USAV would like to do the same. The question is noted.

Q – Lynne Updegraff - Can we get the qualifiers to choose their dates and divisions earlier so regions can plan their bid tournaments and events?

A – Kristy Cox pulled the Qualifier Directors together last night to get that info sent out.

Q - Are any areas missing their report on the ShareFile?

A - In the future a check list of reports will be put together to make sure no reports are missing.

B. Tom Pingel – Events

The report is on the ShareFile

Events for 2018 season

NCVF – St Louis – April 12 – 14

US Opens – Dallas – May 25 – 30

Girls – Detroit - June 25 – July 4

Boys – Phoenix - July 2 – 9

HP Championships and 18s are not ready to announce. Cities identified but all contract language done yet.

Team Travel Source - Kelley Roberts & Serena Andrews Higdon

They are here and will be in the Zonal discussions groups

V. Presentations

A. Michelle Goodall – Sitting Volleyball

Report in the Share File

1. Paralympic Commission meeting is open. All are invited to attend.

Will Discuss:

Growing the sitting game at the region level.

How the National Paralympic teams are doing.

Women's team just competed in China at the Super 6 Tournament and won the silver medal.

USA Volleyball Paralympic High Performance Commission

2. Why add Sitting Volleyball?

Start with Why – Someone you know that is disabled - So they can play.

The size of the smile on the participants faces.

Open Court for sitting volleyball during tournaments – offer how to and some differences in the games.

National sitting team signing autographs at Crossroads.
Adaptive Sport day – multiple event day at a facility.
Clinic put on by Florida Region

Why – Main reason

1. It is Fun!
2. It is a great discipline for injured/disabled athletes
3. For an opportunity to include everyone – Inclusion

Passion is greater than Duty

Bottom Line is = It is the right thing to do!

3. Why Invest?
 - a. To Help our National Team Athletes. They need other athletes for competitive opportunities.
 - b. To market this discipline as a value add for current members – more opportunities.
 - c. Community outreach and connections – Warrior programs, adaptive sport clubs, rehab sites, etc.
4. WHO – is the target audience
Youth, adults, aged?
Current USAV Members?
Disabled in your community?
Inured or any athlete not able to continue playing standing?
Vets/wounded warriors?
PE Programs?
Rehab Facility Partnerships?
All of the Above?
5. What will you offer:
A one off event, short term program
Repeating long term program, clinic series

What are the short and long term goals?

What would be your Perfect Program?

There is no Right Path

Consider what is feasible for your Region?
We all have unique challenges and opportunities
6. How?
After the Why, Who, What and When have been considered

Passion and Patience – first find a sitting volleyball leader who is both passionate and patient. Growing a new program will require a great deal of both.

How to fund the program?
Line item in your budget?
RVAA Membership growth Incentive Grant
Other Grants available – VA Grants
Partial funding with apparel and product sponsorships

Rich Uncle Louie?

What is happening near you?

Next – start your research. What is already happening in your area?

Search for Adaptive Sport clubs, VA Hospitals, Paralympic Sports Clubs

Warrior Project events, prosthetists, PT Rehab centers, more. . .

7. Marketing

Update your webpage

Take leads off the National page

Sittingvolleyball.org

Links to a few region pages

Puget Sound

Old Dominion

Florida

Share info with Members

What to share:

Basic Game info, rules, how to

Other Videos – You Tube

Other Adaptive Sports pages/hosts

Share established Sitting events

National team pages

Use Social media

Write about it in your newsletter

Programming ideas – give juniors specific ideas of how to add Sitting to their programs, add open court to adult league event.

Advertise the sport for adaptive sport members or community sport members.

Highlight the cross train benefits

Be specific – when, why they should play

Sitting Volleyball Month campaign

Add Open Court to Adult League Night

Opportunity for league members to continue to play during the off match

Opportunity to expand participant numbers with injured or disabled

Possibly hire national team athlete or other invested fan to recruit - Win – Win

Partner with established events/programs

Adaptive sports camps

Physical therapy adaptive sports clinics

Warrior projects

PE Teacher conferences

Run an expo or clinic at Marquee event

Qualifiers

Benefits:

Promote and demonstrate the sport to new audience

Diversify with camp/clinic format

Publicity boost – add national team athlete

Run a stand-alone event

Connect with others on their best practices – start small
Advertise as usual but to other Regions as well
Patience – let it grow

Stand Alone examples:

US Open Sitting Division
Omaha Tournament
Puget Sound Sitting Series Clinics
2 v 2 tournament in Tulsa
San Diego tournament
Triangle Sitting Open Gyms
Sit2Hit
Endeavor Games at UCO
Metal and Muscle Expo – Houston

Next Step

Work together
Create distribution list and collaborate
Create a Facebook group
Listen/support SittingHappens Podcast
Create a DropBox for shared files

Questions?

Michelle Goodall – michelle@iavbreg.org or michellegoodall@gmail.com
515-229-6114

Bill Hamiter – Head Coach

Brent Rasmussen – Chair of the Paralympic Commission

B. Officiating Initiative – Rocky Mountain Region

Joan Powell – PAC 12 Officiating Coordinator

RMR will launch the officiating initiative in August.

With the amount of volleyball that is going on in the country the officiating is lagging behind in growth. The next generation of officials needs to be identified.

Idea came from Southern California Region

Recruit from the matches they are working – identify good line judges and others that are the ref team. Have some information available to give to interested players. Need more than just compliments to grow the officiating corps. There is a need to develop a pipeline for scorers, line judges and referees in all disciplines.

We all need to change the culture to make sure we have enough officials to keep from overworking the officials. Juniors are an untapped resource.

Qualifier weekends - March 3 – 6 there were 4 qualifiers, March 31 – April there were 3 qualifiers, April 7 – 10 there were 3 qualifiers, April 21 – 24, there were 3 qualifiers. In 2016 the Big South used 227 referees - 23 college age or younger. In 2017 they needed 284 referees and there were 2 other qualifiers on the same weekend that needed another 248 officials.

There was an initiative in Florida called Stay in the Game – as a coach, official, trainer, commentator, etc. Joan Powell changed the name to Stay on the Court as an official.

RMR Junior Referee/Scorer Program

3 year old program. Must be 16 or older and a current player.

Between 2015 - 2017 there are 80 junior officials in the RMR data base – 2 stayed for 3 years. RMR schedules from 6 – 12 junior referees every weekend plus 30 junior score monitors as well. For the Junior Referees the RMR provides a clinic, t-shirt, cards, coin, \$100 per day and a mentor.

What do we do with them afterward? We need to give them more information about getting involved in whatever Region they go to school.

Tag U R It!

A Bag tag – Stay on the Court on one side – back side is the logo and contact info.

Hurdles to growing the officials division

The screaming coaches and parents. Officials are being lost in all sports in the first 3 years because of parents and coaches. No one wants to be in a confrontational situation. Learning is a great process while we play – there is very little learning going on while officiating.

Article in the USA Today – Abuse, Pay are driving away officials. Little league games are being canceled due to lack of umpires.

Many new officials are coming from multi-sport officials that don't really know the game. We are using them because we don't have enough officials to cover the need.

There is a map on the USAV website with contact info for the Region. The RMR page has Tag U R It logo which links to referee opportunities page: adult opportunities, officiating opportunities, sitting volleyball, girls, boys, etc.

Officials' opportunities page lists links to PAVO, high school officiating, collegiate officiating, and Rec league officiating.

Hand the recruits something with resource info.

Officiating is hurting with numbers in all disciplines - Indoor, outdoor, and sitting.

Without Officials, it is just recess!

C. **International Volleyball Hall of Fame** – George Mulry

Thank you to the Regions for your support. The Hall of Fame has raised over \$18k from the Regions. This fundraising keeps the Hall in the US.

Board members of the Hall of Fame in the room:

Kathy Ferraraccio

Dave Peixoto

Steve Bishop – Board Chair

The International Hall of Fame runs on less than \$200k per year. Anything the regions can do helps George Mulry accomplish the mission. They are reaching out to the international groups to support the Hall of Fame.

Updated the mission and vision statement this year as well as the volleyballhistory.org website. The website will launch later this year.

Volunteers staff the Hall. Volleyballhistory.org to launch later this year.

VIP Experience raffle. Offering an all-expense paid trip for 2 to Holyoke for the induction ceremony. An email will be going out. Share on the website.

Presentations – Started the recognition of the all-time giving of the Regions in 2014. The Regions have donated over \$130k over all time. USAV has matched it dollar for dollar.

Regions moving up a tier in their giving total:

\$2500 - \$4999

Joe Williams – Delta Region

Shawn McCarty – Oklahoma Region

\$5000 - \$9999

Sue Mailhot – Great Plains

Kevin Wendelboe – Carolina Region

George Mulry is working with the Badger Region on an event during the D3 Men's Volleyball Championship next year.

D. Incentive Grant Presentations – Sandy Abbinanti

10 Incentive Grants were given out

Jamie Davis said the incentive program will continue.

The Incentive Group will draw from zonal hats for grants in October.

1. Moku O Keawe – Angie Andrade-Morioka

Took a tournament to Maui

Moku O Keawe Region has 2 clubs on Molokai, 5 clubs on Maui, 18 clubs in Hilo.

Travel between islands can be expensive.

The tournament was no cost to the Maui teams. The intent was to get one competitive tournament to Maui teams before Region Championships. The tournament will be held again next year.

Next year they will be adding a Welcome ceremony.

Plan going forward

Year 2 - The Maui clubs run their own tournament – they get the revenue. Adding a Welcome Luau ceremony.

Year 3 – They will run their own tournament and Angie Andrade-Morioka will assist.

Teams are welcome to attend the Maui tournament.

2. Badger Region – Jen Armson-Dyer

Details on ShareFile.

Growing the Officials Division.

A region survey of coaches, club directors, parents and players. About 4000 responses were returned. Many did not understand what the Region does. They addressed the communication issues.

4 parts to the program – 2 were successful, 2 not so much

1. Colleges host junior tournaments. Goal was to get the college athletes already on campus to officiate. Get them trained.
2. Reimbursement for new officials – membership and background screen. 15 new officials – 11 qualified for reimbursement of full fees.
3. Officials mentoring – help offset the costs of mentors. Emphasis on training and mentoring officials. To partnership with the HS officials and recruitment of HS officials.
4. Serve United program – to get parents more involved in the officiating ranks. 25-30 parents got involved and were trained and worked matches. Region Championships – A parent official was not happy that players were not paying attention during ref assignments. He was all over it at the event he worked. All parents in the program got a Serve United shirt.

All the funds have not been used – going to use it in the fall with the WYVL - 5th & 6th grader league for schools that don't have organized volleyball. Mentoring – experienced official paired with new official – go through and evaluate every stage of a match. Subsidize it with Badger Region money – over \$7000.

3. **Bayou Region** – John Cline
Report on ShareFile.

Free Coaching Clinics

In October 2016, John Kessel and Louis Puissegur did some free coaching clinics. Bill Ferguson and Jim McLaughlin are also scheduled for free coaching clinics. The Bayou Board decided to reimburse coaches that attended a CAP course instead of hosting a CAP course.

Signage – bought Play the Game and USAV signage to increase the brand in Bayou Region. Bought swag items to get the brand out. USAV and Bayou co-branded items.

Main focus now is to grow boys. Encourage boys' leagues in the Region. The club will get the facility and the Region will pay for everything else.

This is an annual budget item in the Bayou Region.

Just recently hired an Independent Contractor to do their social media.

The Region has General Scholarship funds for referees to attend training camps, national fees, etc.

4. **Carolina Region** – Kevin Wendelboe
Report on ShareFile

2 programs the funds were geared toward.

1. Middle school and HS coach outreach – hosted a CAP 1 & 2 clinic. Offered a free CAP 1 course to any new HS or MS coach. Only 1 coach took advantage of this. Had to go through the clubs to get to the coaches.

Promoted to clubs multiple times Sept – Dec.

2. Youth boys developmental league – grow membership

Produced a flyer which offered incentive money to clubs to offer boys leagues.

4 clubs expressed initial interest. No stipulations on what type of league. 2 clubs have finished their league.

Continuing the grant during the summer. 3 Clubs offering leagues as follows:

1 is targeting boys HS play

1 is targeting outdoor play

1 may offer 6-8 year olds.

The program will be continued into the 2018 season. Carolina Region money will be added to it for future growth. Hope the clubs will see how easy it is to get the money.

5. **Florida Region** – Steve Bishop

Team building activity in the office to put the grant request together and to work on executing it.

2 initiatives

1. Sunshine State Athletics – High School Beach Volleyball, It was offered as a club sport for several years but the Florida State HS Athletics Association would not bite. This year they offered the varsity sport. The Association deregulated the sport. Florida Region aligned themselves with one of the conferences. They launched the Sunshine State Athletic Conference HS Beach volleyball – began in Feb with the Jamboree. State Finals late April. 2 Divisions – public schools and private schools.

Entire league has to be sanctioned, membership, background screen, Beach IMPACT, SafeSport courses. Projected a positive increase in membership due to players that had not been involved with Florida Region before. About 100 new outdoor members and 64 teams participating.

\$4000 allocated to:

1. Giveaway Promotional items
2. Education – free coach and mentoring at Jamboree and Championships – Tyra Turner worked with the beach coaches.
3. Marketing and branding – press releases
4. Enhanced the Championship Event. Free water, athletic trainer, professional photographer, head official

5 tips

1. Research and connect with state HS Assn
2. Use parents to raise awareness and pursue a formal league. They have more influence with Ads.
3. Explore options to determine what might work best – outline goals and plans
Execute a written agreement – detail the deliverables for all involved. Clearly articulated.
Execute the plan, manage the league and championships. Met with head of Conference who wants to extend the 3 year agreement. This should easily double for next year.

2. Go after and expand Florida USAV Beach Series.

Now have statewide beach volleyball tour. 40+ beach events across the state – all sanctioned by Florida. Run under the Florida Region umbrella.

Kicked off the tour season in Feb with 126 teams.

Took the adults to the lake and had music and players party.

Giveaways – prizes, etc.
Marketing and branding
Press releases – ads in Dig Magazine
Tents, banners and Ball stops
Kick off enhancements – prize money, free water trainer photographer, players' party.

Realized 200 adult beach memberships.
Had a 400+ team event this past weekend – 1 event of the 40.
All USAV sanctioned under the Florida Region umbrella.

4 steps

Research and connect with private promoters

Help them understand what your value is – what do you need and want in a tour partner? Have a list of benefits you can offer - Ins coverage, membership support, preferential marketing and promotion, branding swag, joint logos. Medical services - insure all beach events have a certified trainer under a tent. This ups the safeguards and protection of the athletes. Charged them a \$35 per event sanction fee and they kept the entry fees. Certified officials and trained officials to work. Sponsor and vendor connections, best practices and standardized delivery, Tour schedule coordination – this was in everyone's best interest

3. Agreement – detailed on deliverables for each side

4. Continual event support

Membership verification, pools, brackets, awards, uploading results for ranking points.

5. Promote the partnership and drive business to their events. Stopped competing against them but help them manage and cover them.

Florida Region was just awarded a \$1.2m grant from the local government to build a 4000 facility to support the Hickory Point facility. Allows them to expand and offer more support to the organizations mentioned.

6. **Intermountain Region** – Jason Badell

Thank you for the opportunity

No secret that the Intermountain Region has experienced new issues that have not been encountered before. Developing processes and rewriting the Manual.

Region's success is realized at the club level.

Strategy and perspective is to help the clubs be successful then the Region will be successful as well.

Initial Objectives

High Performance program

Hold a National HP Tryout

Host a CAP course

Implementing Beach Events

Actual Objectives

Looked at what the clubs were saying.

Focused on Tournaments

Staffing

Officials

Merchandise will further the brand

Awards

Club Customer service and Relationship Building. Developed good relationships with all the clubs. Being accessible to the membership.

Marketing / social media / messaging

Budget – tournaments awards \$2500, tournament staffing \$1000, officials (travel/hotel/food) \$1500, merchandise (retail awards incentives) \$1500

Club Grant \$1000 (brand new club), marketing/social media/messaging \$500, transitional management expense \$2000 (law suit from club director)

Social media – \$200 initial investment – 17 day campaign. JBT exclusive Molten volleyball discount.

As they were given the grant, they wanted to give back as well. Business man approached them about a trip to Greece.

Syrian Refugee Camp – took some of the product and resources they had to Refugee camp in Greece. They are playing the game of volleyball in the camps.

Results –

Membership increase 21.2%

5 tournaments, fun and well received

More clubs playing with the Region, more clubs committing to play next year

Developing officials' experience

Creating strong, long lasting partnerships – with sponsors and clubs

7. **Iowa Region** – Michelle Goodall

Congratulations to Lynne Updegraff on her retirement in December.

Grant was used to develop Sitting Volleyball in Iowa. Started research in November.

Partnered with adaptive sport programs and warrior programs in the local area.

Minimal expense at this point. Will have a better grasp as this progresses.

Challenges

Streamline the program – decide which avenue to go.

Explore adaptive side – physical therapy

Expanded to regular junior members at Region Championships

Warrior projects upcoming

University of Northern Iowa – adaptive day in June

PowerPoint from this morning is available on the ShareFile

8. **Puget Sound** – John Bryant

Report on ShareFile

Thank you for the opportunity

Robin Williams – authored the report on the ShareFile

Proposal to start running programs in elementary schools in the Seattle area.

Washington State Youth Soccer – approached the Seattle School District to run the soccer education PE programs in the Seattle schools. Want to get to that for volleyball.

Started planning in November/December – first goal was to run a mini volleyball program at Brookside Elementary. 19 kids in the program
Used the league membership to cover the players. HS players in the district were club kids and they coached the program. HS graduation requires public service credits. The coaches earned credits in this program.

Increased the participation in the 2nd league – 26 participants.
Parents at the two schools are asking for summer camps at their schools. Multiple programs to run in the fall and expand to other school districts. Get the school administrators to buy into the program. Generated more demand for it.

Challenges

People to run it – motivated and energetic
Access to schools – through the PTA programs.

Will be able to develop a Program in a Box out of this program.

9. **Rocky Mountain** – Glenn Sapp

Grant money was used in 3 areas

1. Boys
2. Beach
3. Tag U R It

Boys' volleyball is not a sanctioned high school sport in Colorado. Because of the proportionality they did not listen to the proposal.

Offered boys a statewide tournament free of charge. Giving out single day memberships and captured the member info for future communications. Have garnered 40+ memberships as a result.

Beach season is from June – September

Gave out 20 \$30 gift certificates so boys could come and play in different events for free. Males enjoy the game of doubles better than the structure of 6 person volleyball.

Added additional beach coaches – increased from 2 to 7

Princess and Prince of the beach – doubles – sometimes this is difficult to find a partner. Advocating with indoor facilities to run the tournaments. Three waves being played indoor.

The growth of the sand game has helped grow sand clubs. Create a club challenge to compete against each other in the beach discipline. They will be holding the challenge in Vail.

Beach HP program – creating an elite development program. Participating in the ABT. Coaches floating free to the teams. Send those coaches to the JBT and ABT to float for fee to teams that need assistance.

Tag U R It.

Connected the USAV map page to their contact info with Tag U R It logo on it. Want all the Regions to participate so that they can recognize the program wherever they may go to school or move.

The average age of National level officials is 52 or 53. Need to get younger. Hope this program will take off nationally to help grow the officials division.

Most of the initiatives are for growth or retention of officials.

Thanks to USAV for giving us the opportunity to Grow the Game

Sandy Abbinanti - Picking new regions in October. Get grant title to Sandy.

E. AVCA – Kathy DeBoer

The mission and vision for the sport is broad and comprehensive.

The mission is to advance the sport with AVCA members in a leadership role. The AVCA was formed as a collegiate coaching organization 35 years ago. 10 years ago the board decided they wanted to be more comprehensive. They worked to expand their outreach to high school and club coaches. Membership has grown in the last 10 years from 3200 to 7500. This is at the same time as other sport coaching organizations shrinking by about 25%. This was because of the strategic direction the board set – grow into the areas where we are not currently a significant presence and be part of the conversation. In high school and club Represent men, women. Took on a significant initiative to put beach volleyball as a college sport. Succeeded for women.

Packet distributed to commissioners. All commissioners will be signed up for AVCA membership. Can give it to someone else in your profile. Will intrude on commissioners whether you like it or not. Can delete what is not of interest to you.

AVCA Convention registration. December is a busy time for all. Can come to the spring conference instead – May 4-5 in conjunction with the men's final. Please give this to someone else in leadership of juniors or coaching if not able to attend.

Major initiative. The Motor Men's volleyball initiative spawned by John Speraw and Wade Gerard. The two have been in leadership activities together. They were asked what is keeping you awake at night. The answer was the prospect that men's volleyball at the collegiate level could disappear. Wondering how to sustain the Olympic level players if not in the collegiate programs.

Good news – boys' volleyball has grown by 20% in the past 5 years. 2nd fastest growing high school sport for boys out there. Five years ago NCAA added Div. 3 Men's Volleyball Championships – now have 75 programs. NAIA is growing – 24 programs to 39 next year – 40 gets then a championship. Div. 2 from 15 to 28 programs in the last few years. Places they are growing are the schools that are tuition and enrollment driven are where the growth is. Kids that are playing volleyball are from a college bound demographic. The colleges are looking for students that will be good citizens and tuition payers on their campuses. Can we do something that has never been done – grow in Div. 1 & Div. 2 that are not tuition driven.

AVCA board voted to give a \$150k gift in the next quad to the Motor Men's Volleyball Foundation to fund the fundraising and the proposal writing to see if they can have success at adding programs in Men's Div. 1 & 2 to provide scholarships for men and boys. Board have put in \$20k. Challenge Grant of \$50k to coaching community that will be matched dollar for dollar. The goal of the campaign is many millions of dollars to fund coaching staffs in colleges and scholarships.

Asking those in volleyball leadership to think about ways to help. Need additional boys playing volleyball. Made the gift because they could. Some in this room have dollars – some have already invested in the feasibility study. Try to provide opportunities for boys to be the futures of these programs. In the past 40 years men's collegiate volleyball at the elite level has shrunk – not grown. Need to work together as a community to change this.

NCAA Collegiate Beach volleyball - 64 teams playing this year. 11 more are adding next year. The strongest growth is in Div. 2 & 3 adding beach volleyball. Outreach from some schools that are building facilities are asking "why not men". NCAA does not have an emerging sports program for men's beach volleyball. The colleges themselves are sponsoring men's beach volleyball. Men's growth is about 3 – 5 years away. The AVCA is happy to partner with USAV for beachy. USAV was the drivers in holding the Pairs Championships event in Hermosa Beach that was a qualifier for the international pipeline. Because of the international pipeline aspect the colleges were able pay for their athletes to participate.

Gulf Shores – hosted NCAA Sand Championships. It will be held there for 4 more years. They provided 8 hours of live television; \$100k in tickets were sold. This is a very successful collegiate sport. This provides 6 scholarships for Div. 1 and 5 scholarships for Div. 2. Glad NCAA is doing the team championships. USAV now doing the Pairs Championships. There was a Men's segment of the Pairs Championships.

NCAA Div. 1 coaches are considering adjusting the recruiting calendar to close off more days to the Quiet Period when they are not collectively allowed to be out. This only affects Div. 1 colleges at this time. The significance of this is that 80% of the collegiate roster spots are outside of Div. 1. 90% of the college roster spots are outside of the elite level of Div. 1. We all need to keep reminding parents that their daughter can find a collegiate roster spot. It may not be one with a large scholarship. With financial aid and academic scholarship money 80% of the scholarship money is outside of Division 1. This item won't be voted on until next year. It may fall apart or may not be voted on.

Recruiting is happening earlier and earlier. Talked to high school, club, and the collegiate community and no one thinks this is a good idea. 8th and 9th graders are not in the position to decide where they will be going to college. Because everyone is doing it, everyone is doing it. NCAA regulates what college coaches can do. The players are going on campus visits but are not allowed to talk to collegiate coaches. All want to put a stop to this. There is talk about banning all contact until the Junior year. Lacrosse is asking NCAA to be the test group on this. Volleyball is watching it.

Packet – info about the Phenom College Prep Program. The Program has been operating for 5 years. The data says that if they participate in the program there is a 75% chance they will be on a college roster as a freshman. The Program is by invite only. AVCA provides educational opportunities for parents and players at their convention. Behavioral assessment.

AVCA started the club membership several years ago. They will take the loss on the club memberships to have the clubs and directors be a part of their organization.

The invitation to join the convention is real. Adding this group that environment rounds out the organization.

VI. Discussion Items

Doc Booth Award is a National award. The question is to bring it to an RVAA award. The deadline for the national awards is February. The person may not be selected by February. If this becomes an RVAA award it will not be in the Guide.

It has been a National award for 40+ years. There is no reason that anyone at the national level needs to know who wins the award ahead of time. We can get the plaque made if necessary. Most of the awards are a secret until they are awarded.

VII. Standing Committee Reports

- A. Education Committee** Report – Appendix 1
- B. Marketing/Branding Committee** Report – Appendix 2
- C. Strategic Planning Committee** Report – Appendix 3
- D. SafeSport Committee** Report – Appendix 4
- E. Structure & Function** Report – Appendix 5
- F. Competition Committee** Report – Appendix 6
- G. Insurance Committee** Report – Appendix 7
- H. Compliance Committee** Report – Appendix 8

VIII. Zonal Reports

- A. Atlantic Zone** – Appendix 9
- B. Border Zone** – Appendix 10
- C. Central Zone** – Appendix 11
- D. Pacific Zone** – Appendix 12

IX. Awards

Neville A. “Doc” Booth Award will be given at the Oct meeting this year.

Viggie O. Nelson National Communication Award - Best Website – New England

Commissioner Year Pins:

5 Years – Eric Lazowski (LK), Mary Andrews (FL), Michelle Carlton (KE)

10 Years – John Bryant (PS),

20 Years – Harold Cranswick (AZ), Jimmy Peden (PM), Sue Mailhot (GP)

30 Years – Ann Davenport (SC)

XI. Meeting Planning

Oct 6-8, 2017 – Denver, CO – Doubletree Denver – Travel Thurs, Friday morning to Sat night.
May 21-23, 2018 – Dallas, TX

XII. Review of Items to Work on before the Next Meeting

Atlantic and Pacific Zones suggest the Stakeholders' Committee research to see how Motion 7 complies with the complaint procedures in the USAV documents.

Send comments regarding a 3rd meeting or other type of meeting to Mark Noble by the end of June.

Send any ideas for simplified score sheet to Kevin Wendelboe.

Central Zone recommends that the Nominating Committee be a combination of elected and appointed positions.

Structure & Function is tasked with developing a Nomination Form and qualification guidelines for vetting candidates for elected & appointed positions. There were no qualifications for the positions when the Nominating Committee was vetting candidates for the RVAA Chair position. Send comments to Hazel Goldstein.

The Nominating Committee formed in October 2016 was an Ad Hoc Committee to find candidates for the vacant RVAA Chair position. The task is done and the committee is disbanded. Another Nominating Committee would have to be appointed in October for any elections in May.

Doc Booth Award timeframe

XIII. Adjournment

The meeting adjourned at 11:30 am

The minutes were recorded by Becky Hudson

RVAA Motions from this meeting

The following two motions were voted on by electronic ballot in November 2016. Please see also RVAA Motion 17 (from the second executive session of these meetings) to amend Electronic Motion 1.

Between Meetings Electronic Motion 1: Proposed RVAA Amended Motion 4.06: 4.06 Registration Privilege. USA Volleyball grants the privilege of registration to individuals committed to the principles contained in the Corporation's Code of Conduct. The privilege of registration may, therefore, be withdrawn or denied by USA Volleyball, *with the agreement of the registering region*, at any time where USA Volleyball determines that a registrant or prospective registrant's conduct is inconsistent with the Code of USA Volleyball or the best interest of the sport and those who participate in it. Motion carried RVAA 30 - 7

Between Meetings Electronic Election: Ken Cain was elected RVA Assembly Chair via electronic ballot.

RVAA Motion 1: Move to approve the minutes of the Oct 2016 RVAA meeting as amended and with the Motion 5 of Oct 2016 rescinded. (Updegraff/Abbinanti)

Motion Carries RVAA

RVAA Motion 2: Move to approve the May 2017 RVAA Meeting Agenda as amended. (Reitinger/Updegraff) **Motion Carries RVAA**

RVAA Motion 3: Motion to approve the new committee chairs as – Hazel Goldstein - Structure & Function, Mark Noble - Strategic Planning. (Updegraff/Andrade-Morioka) **Motion Carries RVAA**

RVAA Motion 4: Move to go into Executive Session with the Principal Representatives from the Regions and the following specifically named persons allowed to stay in the room. (Abbinanti/Bishop) **Motion carries RVAA.**

Jamie Davis to stay for one topic, Bernie MacLean to stay for one topic, Melissa Walker (NC), Mary Andrew (FL), Jen Armson-Dyer (BG), Mike McNeil (IE), Brett Myres (IA), Bertil Wamelick (HOA), Tom Donaghy (PR), Mike Deaver (IM).

The following recused themselves from the Executive Session on May 22nd presented by Sandy Abbinanti and left the room before discussion began: Sue Mailhot, Andy Reitingger, Mitch Stemm, Donna Donaghy, Jamie Davis and Bernie MacLean. John Hughes was not present at the meetings.

There was no information released on the 2 issues discussed in Executive Session.

RVAA Motion 5: (Education Motion 2)

Recommend to event staff that all National sanction event tournament materials contain the rule that: all coaches must have full IMPACT certification to coach in a nationally sanctioned event and that no waivers will be granted.

Rationale: That these coaches can get OnDemand course. This has been a rule and if not enforced by the events it will be abused. These events can make sure their systems automatically check for this certification OR they can require a Webpoint roster at tournament check-in to verify the certification. **Motion carries RVAA**

RVAA Motion 6: (Compliance Committee Motion 1): Move to change the name of the Compliance Committee to the Stakeholders Relationship Committee. **Motion carries RVAA 23-12**

Rationale: In recent years, most Regions have done a good job of staying in compliance however there are additional issues that could easily fall under the purview of the committee if the name and purpose were expanded.

RVAA Motion 7: (Compliance Committee Motion 2): Move to change the RVAA Administrative Manual, Article VII, 9. COMMITTEES, a. Compliance Committee on page 20 to read:

- i. **Purpose** – Recommend policy, propose sanctions or actions to be taken to help bring a Region, a member of the USA Volleyball Staff and/or a member of the USA Volleyball Board of Directors into compliance, be a liaison and act as a representative for the Regions on compliance issues.
 - ii. **Mentoring** – Establish and monitor a process by which new commissioners and/or principal representatives are assigned mentors.
 - iii. **Follow-up** – Monitor and hold accountable all motions and action items that come out of the RVAA meetings.
 - iv. **Calendar** – Notify USAV of any changes in required documents by September 1st.
 - v. **Job Description** – The Committee meets at the mid-year and the annual meetings, reviews and proposes motions to revise the compliance section of the RVA Administrative Manual. The Chair of the Committee receives information regarding compliance issues and then takes appropriate action(s) to resolve such issues.
- Motion carries RVAA**

Rationale: Parts i, ii and iii are new. A change in the name of the committee requires an expansion of the duties and responsibilities of the committee. The list above would

make the Compliance Committee a more dynamic and critical committee for the RVAA. The additional duties would provide new commissioners and/or principal representatives with a designated mentor, an avenue for the Regions to deal with disputes that may not have had an avenue for resolution in the past, and would ensure that motions and action items would no longer fall through the cracks.

RVAA Motion 8: (Competition Committee Motion 1)

Mandate that coaches (adult members) serve as second referees at all National Qualifiers at all age levels. **Motion Fails RVAA 12-20**

Rationale

- *In compliance with SafeSport, junior players serving as R2 would not be targeted by coaches and fans contesting officiating decisions.*
- *Match administration already allows for two junior line judges where they are potentially subjected to harassment and intimidation. Having three of the four junior players as members of each officiating team exacerbates that issue.*
- *Communication between adult coaches and adult officials is much more conducive to an orderly atmosphere.*
- *Disruptive communication across the court between a competing coach, (who has discounted a junior second referee), and the first referee may be minimized.*
- *Currently, some qualifiers including Northern Lights Qualifier, mandate this and many officials who work these events agree that adult second referees lend to match control.*

Due to the national bid process, there is significant amount at stake at Qualifiers and due to the temperament of coaches and parents, it is suggested that junior players not be subjected to the potential volatile reactions caused by these upset adults while serving as R2.

Although some junior players may have better officiating knowledge and basics than their coaches, it is imperative that we protect our youth in this competitive environment.

The USAV Officials Assembly Administrative Council supports further discussions on this topic and the consideration from the USAV Juniors Assembly and USAV RVA Assembly to institute this policy at USAV National Qualifiers. There are of course some additional concerns that will arise from this implementation, such as: what qualifications the coach R2 would need, how this will be tracked i.e. a certification card to present to the Certified Official working the match, etc.

However, it must be stated that we believe this is a Band-Aid, not a solution, to the bigger problem which is that adult coaches and spectators are verbally abusive and intimidating towards children serving on the officiating team as second referees, line judges, and at the scorer's table.

While officials have the ability to sanction inappropriate coach behavior during a match (no jurisdiction to sanction between matches), there is a much larger group of people that are spectators who are much worse in their harassment of the youth officiating. By not empowering the officials to penalize teams, or have abusive spectators IMMEDIATELY removed when these actions occur, it is virtually impossible to try and fix the issue.

The Arbitrator program within USA Volleyball is helpful, but there are still many issues that arise at multi-court events and go unnoticed by Arbitrators. It is very difficult to have someone run to Championship and to get an Arbitrator called to Court 107 for an issue. This takes time and the guilty parties often recognize that they are being identified and will leave the court. This does nothing to fix the issue.

*The USAV Officials Assembly Administrative Council believes that if USA Volleyball were to implement a **ZERO TOLERANCE** policy towards these types of abusive and unhealthy behaviors, there would be a stronger and quicker impact on the Junior culture and safety to the athletes.*

The intent of this proposal was never motivated by the need to have better second referees. The rationale is all about protecting our junior players. We need to protect them from the abuse they are now enduring, and if we ever hope to encourage players to grow into officials, we must quit exposing them to the behavior they are currently experiencing.

One thought is that the best outcome would be to implement BOTH policies. Put adults in the role of officials, and let the players see them treated civilly and with respect (resulting from the zero tolerance policy). If we can truly be successful in changing the culture, perhaps in the future we could start easing junior players back into that role.

It is important to remember, that according to rule 21.2.1, the behavior of the participants should be respectful and courteous, also toward the Control Committee members, their teammates and spectators. If the coach's (or any other team official's) attitude exceeds the disciplinary limitations laid down in Rule 21, the 1st referee has to apply the appropriate sanctions without any hesitation. A volleyball match is a sportive show of players, but not the team officials. Referees should not ignore this distinction. As a consequence of some recent examples, it is the very strong instruction from the FIVB Refereeing Commission that where the coach indulges in excessive play acting or demonstration, or where the coach (or any other team member) addresses the Jury Table or other FIVB official in any appeal loudly or in an aggressive or derogatory manner, or insult (by doing so even just to attract attention of the crowd), then the 1st Referee must make a strict application of the sanctions scale. The show must be for the play on the court and not for peripheral issues which detract from the main purpose of entertaining the crowd with spectacular play. The coach is not the show!

Behavior is our number one issue in FIVB now. We are to stop it with our sanction scale. Giving cards is not supposed to be an issue. It is training and of course support.

The Junior Assembly supported this proposal with the caveat that the R2 should be a rostered adult. It was noted that a junior player R2 is not always required to have a specific certification to work in that position. The Competition Commission supported this proposal.

There was further discussion about parent behavior. It was requested that best practices should be shared between regions.

RVAA Motion 9: (Voeck/Reitinger) Mandate a rostered adult serve as 2nd referees at all National Sanctioned events at all age levels. **Motion carries RVAA**

RVAA Motion 10: (Carlton/Sapp) Have a third USA Volleyball RVAA meeting just before the January USA Volleyball Board of Directors meetings. Funding for meeting spaces to be the responsibility of USA Volleyball. Transportation and hotels would still be the responsibility of the regions. **Motion Fails RVAA**

Motion 10a: to extend discussion 10 minutes (Abbinanti/Vick)

Rationale: The time between our national meetings is too long and some of the momentum we gain during the meetings wanes considerably once they are over. We would have another opportunity to meet and discuss, in person, relevant topics to each of the Commissioners. With

only two meetings, topics are sometimes skipped over because we don't have the time to fully understand the impact of what is being discussed.

The USA Volleyball Board of Directors meetings are important to the operations of the RVAA. Motions submitted and passed affect the RVAA finances and also their responsibilities to their individual members. Having another meeting in conjunction with the USA Volleyball Board meeting would afford the RVA the opportunity to observe the board, inform them of our opinions, and support our RVAA board reps.

Straw poll – Those interested in doing something. 14 yes

To Strategic Planning Committee for consideration. Send comments to Mark Noble by the end of June

RVAA Motion 11 (Carlton/Bishop): Move to include the RVA Assembly Chair, RVA Assembly Associate Chair and the RVA Assembly Representative to Nominating Committee to the same qualifications as the Board of Director positions in the RVAA Admin Manual - Article VII, Section 14. g. RVA Election Procedures. (Indicated in red)

- a. BOARD OF DIRECTOR, **RVA Assembly Chair, RVA Assembly Associate Chair, RVA representative to the USAV Board's Nominating Committee**, RECOMMENDED QUALIFICATION GUIDELINES. The following qualification guidelines have been established by the RVA Assembly [formerly the Regional Operations Division (ROD)] composed of all Regional Volleyball Associations (RVAs) and approved by the Regional Commissioners and RVA Board of Director representatives.
 - i. EXPERIENCE. A candidate shall have at least three-years' service as a Regional Commissioner or five-years' service in a leadership capacity directly related to RVA Operations.
 - ii. REFERENCES. A candidate's viability shall be investigated, validated, and judged adequately by the Nominating Committee appointed for the election involved.
 - iii. ATTENDANCE. A candidate must have attended full-time at least 50% of the regularly scheduled RVA and/or Junior Assembly meetings in the past three years.
 - iv. EXPERTISE. A candidate must have a good working knowledge of USA Volleyball, its policies, procedures and major activities, and a thorough working knowledge of their RVA and the Junior Assembly.
 - v. SKILLS. A candidate must have the ability to fulfill a strong advocacy role, to communicate verbally and in writing, and the willingness to fulfill the duties of a USAV Board member. This includes attending at least 50% of the regularly scheduled RVA and/or Junior Assembly meetings and all sessions of USAV Board of Directors meetings.
 - vi. LOYALTY. During USAV Board meetings, RVA Board Representatives must remember that they represent the RVAs and have an obligation to vote in the RVAs' best interest.

vii. ADDITIONAL QUALIFICATIONS See USA Bylaws.

Motion Withdrawn

To Structure & Function – to develop the qualifications for the above positions and a nominating form. There were no qualifications for the positions when the Nominating committee was vetting candidates.

RVAA Motion 12: (Stemm/Abbinanti) to add the following clause to the background screening application form: “USAV and the RVAs retain the right to require additional background screens at any time”. **Motion Carries RVAA**

Rationale: It is already in the policy. Want to add it to the application to match the policy.

RVAA Motion 13: (Mailhot/Price) Move to approve the following proposal:

Policy Proposal:

Taking the 18-&-Under age allowance and applying that to the 17s for the entire year. This would allow an “older” 17s player to play with the 17s team for the entire season, rather than just after the 18s Championship has concluded. **Motion Fails RVAA**

Rationale:

- The rule currently allows 19 year old players who are still seniors in high school to play in the 18's division.
- The rule would allow 18 year old players who are still juniors in high school to play in the 17's division all year.

RVAA Motion 14: (Mailhot/Williams) Move to add a USA Division to 13 and under division at Nationally Sanctioned events. **Motion carries RVAA**

Rationale:

- 13 and under teams have only 2 divisions to choose from, and the growth in the American divisions is now limiting the choices once the divisions are capped.
- 13 USA division winners could then play Open.
- The jump from American to Open is too large.

RVAA Motion 15: (Reitinger/Vick) Move to put a moratorium on age/grade discussion in the RVAA until after the 2020 Olympics. **Motion carries RVAA**

RVAA Motion 16: (Noble/Reitinger) Move to establish a 48 team 11 and under National Division at GJNC with a minimum of 1 bid per Region. **Motion carries RVAA**

Rationale: Have an 11 and under team that qualifies for 12 and under at the GJNC.

RVAA Motion 17: Move to go into Executive Session with the following allowed to stay: 40 Principal Representatives plus Mary Andrews (FL), Jen Armson Dyer (BG), Donise King (NT), Bertil Wamelick (HA), Wendy Sapp (RM). (Carlton/Sapp) **Motion Carries RVAA**

The RVAA approved the revised By-Law 4.06 Registration Privilege wording as 4.06 Registration Privilege. USA Volleyball grants the privilege of registration to individuals committed to the principles contained in the Corporation's Code of Conduct either through

one of the corporation's Regional Volleyball Associations or through the corporation. The privilege of registration may, therefore, be withdrawn or denied by USA Volleyball's Regional Volleyball Associations or the corporation at any time where USA Volleyball or one of the Regional Volleyball Associations determines that registrant or prospective registrant's conduct is inconsistent with the Code of USA Volleyball or the best interest of the sport and those who participate in it. If individual registration is withdrawn or denied by one of the Regional Volleyball Associations, the Regional Volleyball Association will notify the Corporation. If individual registration or a member that is registered with a Regional Volleyball Association is to be withdrawn or denied by the corporation, the corporation will notify the Regional Volleyball Association before final determination is made.

RVAA Motion 18: Move to adjourn

Appendices

- Appendix 1:** Education Committee Report
- Appendix 2:** Marketing/Branding Committee Report
- Appendix 3:** Strategic Planning Committee Report
- Appendix 4:** SafeSport Committee Report
- Appendix 5:** Structure & Function Report
- Appendix 6:** Competition Committee Report
- Appendix 7:** Insurance Committee Report
- Appendix 8:** Compliance Committee Report
- Appendix 9:** Atlantic Zone Report
- Appendix 10:** Border Zone Report
- Appendix 11:** Central Zone Report
- Appendix 12:** Pacific Zone Report
- Appendix 13:** Junior Assembly Motions