

**USA VOLLEYBALL MID-YEAR MEETING AGENDA
REGIONAL OPERATIONS DIVISION
OCT. 10-12, 2008
Crowne Plaza Hotel, Colorado Springs, CO.**

- I. Call to order: The meeting was called to order by Jon Lee on Sat, Oct 11, 2008 at 8:30 am
- II. Roll Call: Alaska – Dana Aasland (proxy); Aloha – Wayne Lee (proxy); Arizona – Harold Cranswick; Badger – Chris Haworth (proxy); Carolina – Kevin Wendelboe; Chesapeake – Ann Hughes; Columbia Empire – John Downey; Delta – Joe Williams; Evergreen – Marideth Coupland (proxy); Florida – Steve Bishop (proxy); Garden Empire – Bob Dingee; Gateway – Donna Mayer (proxy); Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Hank VanArsdale; Hoosier – Chuck Stemm; Intermountain – Tari Anderson (proxy); Iowa – Lynne Updegraff; Iroquois Empire – Mike McNeil; Keystone – Steve Covert; Lakeshore – Mary Jo Hardy; Lone Star – Will Vick; New England – Dave Castenon; North Country – Judy Praska; North Texas – Rodney Prater; Northern California – Donna Donaghy; Oklahoma – Shawn McCarty; Old Dominion – Skip Weston; Pioneer – Nancy Funk (proxy); Puget Sound – John Bryant; Rocky Mountain – Wendy Sapp (proxy); Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Rudy Nava; Western Empire – John Hughes. Quorum is present
No proxy or present: Bayou – John Cline; Gulf Coast – Philip Bryant; Moku O Keawe – Angie Andrade-Morioka
- III. Rules of Order read by Ken Cain
- IV. Approval of Minutes of May, 2008 as written
- V. Approval of Agenda as amended
- VI. RVA Contingency Fund
Judy Praska reported the balance of the RVA Contingency Fund is \$5874.84. The only expenditures since the May meetings were donations that we approved in May.
- The Fund provides for the meeting refreshments and socials. The joint social with YJOVD at these meetings was supposed to be paid for by the YJOVD. The YJOVD had exceeded their budget and could not pay for the social. The Admin Council voted by email to approve the funds to pay for the social. The expense will be approximately \$1200.
- There is no need to assess the regions for the Contingency Fund. It is still above the minimum required in the account.

VII. Insurance Reports

1. ESIX report -Mike Price
 - a. The depressed financial community has caused the market to show signs of changing to a hard market much quicker than normal. We will stabilize our market, closely watch our claims and reserves and keep our claim experience as positive as we can.
 - b. ESIX has completed the renewal process for USAV this year. Participant Accident coverage has increased significantly. We are at a 131% loss ratio and have been running on a deficit on the PA coverage for the past 4 years. The insurance company has requested increase in the PA premiums. They will be increased 32.4%. We negotiated a 15.8% reduction in the General Liability coverage which results in an overall increase of 3.33% in the cost of our per member rate. We have stabilized the insurance cost per member over the past 7 years. There will be no rate increase to the Regions due to the surplus of membership and premiums. This practice safeguards us in the event of a flattening of the membership.
 - c. ESIX was asked about the potential of a change of season start dates from Nov 1 to Sept 1 to make it easier to get certificates earlier and trying to renew at an earlier time. This will be discussed over these meetings. This is not a problem to do. It would be difficult to do for next Sept since the renewal has been done for the next 12 months. It would most likely happen in the next 23 months.
 - d. Electronic waiver and acceptance of the process – There is no state in the US that accepts electronic waivers. There is no state in US that denies electronic waivers. There is only case law. Case law determines what the insurance carriers can defend in any given state. USAV approached ESIX about electronic waivers. ESIX then hired a law firm to conduct a study of case law in all the states to see what was on record in regards to electronic signatures. ESIX took the survey to the insurance carrier and presented this to them. The insurance carrier will not look into this on their own. We have to show them there is a reason to do this. There was enough case law to consider doing this. The next step was to see what procedures we have in place to insure we are adhering to safeguards and that this information is not being obtained fraudulently but is being received from the actual membership. ESIX took the existing WebPoint system which was being utilized to the insurance carrier to see if was acceptable to get approval to use electronic signatures. The insurance company reviewed the system and approved the use of electronic signatures with the WebPoint system. They could not do this with every system that is out there. The insurance carrier is the one that will write the check has agreed to take the risk – they will defend it. The insurance carrier has signed off to defend the electronic signature in all states.
2. SSCI - Randy Rodebaugh & Byron Palmer
 - a. Background screening – 5th season of mandatory background screening for USAV. The biggest hurdle was deciding on what crimes to disqualify individuals. After the first year there was some tweaking and made the program a little tighter. After that we have been consistent. They are comfortable that we have a sound background screening system. We have removed 22 with sex offenses, 47 with violent

behaviors. We are currently disqualifying .15% of the people who apply – 33 of 22,000 individuals. We will never know how many walked away from the process without applying. Continue to review the types of offenses being disqualified and will keep USAV and the insurance company informed.

- b. Technology changes – developed new systems to increase security of the data with the background screens. Data entry is the focus – Regional Data Entry or Applicant Tracking System of the data. Moving forward with this system – received some requests for changes – have tweaked some and will wait until the season is over to make changes for function if they are needed. WebPoint users have a small change - the data is now automatically transmitted from the WebPoint system to SSCI without other human entry.
 - c. Turn around with the new data entry system has declined from 3 – 5 days to 1.5 days. Expect it to take 2 days. Do not assume that you can submit data two days from a tournament and have the results back in time. There are many factors that could delay the results. Require them to expect 7 days.
 - d. Store consent forms for 5 years. Standard in their industry and the insurance industry. They may need to pull the form at some time. Store membership forms to the age of maturity plus 3 years.
 - e. When a record has been returned for verification of SSN please verify. They need the SSN to match the names and locations of the person in order to make sure there is not fraud occurring. Verify with consent form first to make sure data was entered correctly. If the consent form is the same, verify with the person – prove to you that it is their SSN – photo id or SSN card – to verify exact name and date of birth. If we verify the SSN is correct they will run the screen.
 - f. Non US citizens with no SSN – continue to process through Kerstin Fracassini in the National Office. They are asking for consistency in the way it is handled.
 - g. Disqualification process – Certified letter sent to individual with a packet of info – copy of the report, summary of their rights and letter explaining disqualification. Region and Club will now receive a certified letter with the cover letter.
 - h. There are no appeals to the process. The only appeals are only if the data is not correct. Regions may not handle any portion of the appeal – refer to SSCI.
3. Insurance refund account - Margie Mara

The insurance refund account currently has \$258,167. Sexual molestation deductible is very high and would wipe out the fund in one shot. This fund has kept this as a hedge against this deductible and replenishes our Retention Fund. The Insurance refund for this year is estimated to be a \$132k surplus. This comes about as a result of increased membership and what is reported to insurance carriers.

Self Insurance Retention Fund was a legal requirement for the type of program we had to run for three years for the sexual molestation issues we experienced that year. It was a high deductible plan with the SIR. For premium stabilization reserve fund we were required to carry certain amount of insurance ourselves – a large deductible. We have to put a portion of it in the bank for them to draw and pay the first claims from. Once we have spent it in claims we have to replenish the fund. Last year we

were able to eliminate the SIR plan and now have a fully insured program again – no deductible. If we can continue this we can this, it goes away and the funds can be released back to the regions. The further we get away from that year the less chance we have to pay it since the likelihood of a claim coming against that year lessens.

USAV is doing a great job. Of the 19 NGB's that Mike Price works with we are the only one that has not had a rate increase in the past 7 years. Background screen procedures that are now in place have allowed us to get a full limit of sexual molestation coverage.

4. National Event registration and Web point issues – Margie Mara/Susan Barkley
National Event registration – WebPoint data can be pulled into AES for anyone that is registered in the system and is current with their requirements – age division, background screen, coach's info, current membership, etc. This will make it easier for club directors to enter their teams and for the regions to verify data for the National tournaments. Susan Barkley has a PowerPoint on this presentation. If a copy of the PowerPoint is requested from Susan via email and she will send it to you.

VIII. BOD Reps Reports - Ken Cain/Jon Lee

Ken Cain sent out a couple of emails prior to these meetings which included items from the upcoming board meeting.

- o Action Items and Agenda included names of people being discussed as potential committee members.
- o One item is a request to lessen the time for our compliance committee to respond to compliance issues.
- o There are revisions to the By-Laws and Op Code. Some motions from our May meetings were tabled at the board level. In particular Motion 23 from May meetings. A proposed amendment from USAV is being put forward. Discuss at zonal meetings.

IX. Committee Reports/Issues to Present for Discussion and consideration by ROD/RVA

1. Insurance Committee – Kevin Wendelboe – Appendix 1
 - a. Disqualifications – certified letter to the Regions is new. A motion will come from the committee to change the policy to allow for the certified letter to the regions.
 - b. Parents who register so they can shag balls or call lines. If affiliated with a club the policy calls for them to be background screened. They could be registered as unaffiliated to avoid the background screened.
 - c. Club Volunteer who just enters data – Mike Price does not see the need to background screen them. They are not covered by the policy
 - d. Hold membership forms until the age of maturity plus 3 years –
 - e. Officials will now be background screened – they are now on board with it for next season.
 - f. Board members for regions – background screens are recommended to avoid any negative publicity if there are any issues with the board members.

- g. Rugby player – head injury, went to the hospital, released then died at home. 17 at the time of signing up but turned 18 before the injury happened. Should they have required him to sign another waiver at the time he turned 18. ESIX will keep tabs on this case and report when it is over
 - h. D & O insurance premiums have been reduced. Renewal is underway.
 - i. ESIX New insurance policy for clubs – can be used in the event an event is not sanctioned by the region. Not a way to go around sanctioning. This would give them coverage for tryouts if they were not sanctioned. The policy includes non-hired auto coverage as well.
 - j. Certificate process – clearing it up. Go into American Specialty and delete all old certificates, old clubs to help clean up the system
 - k. Committee did not have a consensus on changing the dates from Nov 1 to Sept 1.
 - l. All certificates of insurance will now show Participant Accident insurance coverage on them as well as General Liability. California is now requiring this. This will be done across the board so it is not a special request.
 - m. It has been suggested that it was good business sense to request an RFP for a new insurance vendor. In looking at it closely, USAV has a lot of other insurance that is handled with ESIX and we have a good relationship with them. It was decided not to put out an RFP but instead just vote to retain ESIX as our insurance broker.
2. Structure & Function – Ken Cain - Appendix 2
- Recommendations going forward
- a. Elections be held at the annual meeting;
 - b. Nomination & Qualification process from ROD Admin council be used;
 - c. Proxies and absentee ballots – use current process for weighted votes or where votes are one per region you may give a proxy;
 - d. Terms for Reps to Joint Admin Council – 4 years for first term and staggered after that – to elect one every two years. One vote per region;
 - e. RVA Assembly Chair have a term of 4 years – first elected in 2008 – one vote per region;
 - f. RVA Assembly Associate Chair – first elected in 2008 – 2 year term and subsequent term is 4 years – one vote per region;
 - g. RVA Rep to NGC – 4 year term first elected in 2008 and subject to limitations in the Op Code – one vote per region;
 - h. Zonal reps elected using current procedures in Admin Manual and be held at annual meeting;
 - i. RVA Directors to USAV Board – use weighted voting procedures;
 - j. RVA Assembly Chair to appoint committee chairs and be comprised of reps from each zone;
 - k. Standing Committee recommendations;
 - l. Border issues
3. Competition Committee - Bob Dingee - Appendix 3
- a. Report from George Egan on Open Nationals

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- b. Review two motions passed in May – Sending in rule of two changes and sending all conglomerate team info directly to the National office.
 - c. Discussion on Puerto Rican teams playing in Club or not – tabled at request of Events Dept.
4. Compliance Committee - Harold Cranswick - Appendix 4
- a. Be diligent in having the forms signed properly, the right people are signing the forms and background screens are done before any participation at all with juniors.
 - b. Issue - coaches and Club Directors are filling out forms for players. Besides the fact that it is illegal, Mike Price warned that it could void the insurance policy.
 - c. Kerstin Fracassini has compiled a spreadsheet of compliance items for the regions.
 - d. Proposal to reduce the time frame from 30 days to 10 days to comply. The Committee feels this is too little time since the majority of the commissioners are doing so as a second job and doing this on the side. Some issues are time sensitive and need to be addressed quickly. Chair along with staff should know when those issues are time sensitive and need to be addressed immediately – ex background screening. Recommend Board Reps vote against this motion.
 - e. Many recommendations for the RVA Chair in going forward.

X. Division Reports

1. YJOVD - Chris Haworth
No report due to the meetings running concurrent
2. Officials - Sue Mailhot
Glen Sapp will be meeting with Doug Beal to determine the structure of organization. Officials Assembly will continue to operate as in the past until further notice. The Assembly will meet in March. Proposed structure of the Assembly has been sent out.

Question to Margie Mara regarding appointments to Official's Commission – Kathy Ferraraccio asked to make some appointments because of the timeliness of materials needed or clinics that had to be scheduled. Doug Beal approved that the appointments be made. A couple of others had requested to make appointments too. An announcement is forthcoming about the process as to how those people are chosen for commissions or if they will just be named to the commissions.
3. CEC – New structures proposed by Events Dept will supersede the CEC.
Kevin Wendelboe is no longer on the CEC.
4. Rules Testing Commission – Margie Mara
The committee is struggling with how to write and convey what the contrasting and libero jersey requirements are. They are waiting on a rule interpretation from Steve

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Thorpe now. The committee has tentatively set a meeting date for the weekend prior to President's Day weekend.

5. Special Presentation - Beach Volleyball Programs by Elevation Group- Christy Cox and John Kessel
 - Elevation Group is a promotion company and produces our tour and events.
 - US Open of Beach Volleyball, in conjunction with Elevation group, runs a series of qualifier events that lead up to the National Championships. A few AVP players participated and one AVP team won the tournament.
 - Qualifier Tour Schedule is not a set list. If commissioners know of tournaments that should be on this list contact Steve Lindecke. slindecke@elevationgrp.com w. 216-363-1650
 - Corona Wide Open is a beach series of 8 events. The winning team wins air and hotel to US Open. There is a multi-year (4 years or maybe longer) commitment to this event by the sponsors. The plan is to expand the series to 10-12 events.
 - USA Jr Beach Tour – Denny Lennon runs it – Christy works many of them. There were 13 cities this year. It started as grassroots program for beach. In 2006 there were 11 tournaments in 10 states. In 2008 there were 13 tournaments in 9 states.
 - They would like to cover more parts of the country with the tour and the beach events and incorporate grass events in the US Open as well.
 - Puget Sound noted that the registration process was very confusing. You were sent in all directions and it was very confusing. Christy acknowledged that the system needs work. USAV needs to figure this out and go through the regions.
 - Chuck Stemm noted that the Michigan Beach Assn. knows and is familiar with the comprehensive contract with the state park and recreation dept. It is an all inclusive contract in which ESIX refused to allow the Michiana Region to sanction the event. Christy noted that Elevation Group will make the contracts with the appropriate bodies.

XI. Staff Reports

1. President's Report - Al Monaco
 - Al Monaco emailed a final letter to the Regions about a month ago.
2. Executive Director Report - Doug Beal is meeting with USOC. Kerry Klostermann & Margie Mara reported
 - a. By-laws and Op Code updates - Kerry Klostermann
 - Revised and adopted By-Laws were sent out to the new board for their review and input prior to their meeting next week. Review, adoption and suggestions for By-Law and Op Code revisions will be forthcoming. Governance issues for them will be to flush out the standing committee members, the substructures and the makeup of the Congress. All have budget implications. The budget is significantly out of balance at this point which is normal at this stage of the process.

3. Senior Director Report - Margie Mara

- a. National Event Registration System
This will be handled through the AES system which is being revamped to allow for data to be downloaded from the WebPoint system into AES. This will help the regions with verification of data for the National tournaments and the club directors by saving them time in the entering of data.
- b. Registration/Background Issues
Only two entities may enter the data for a background screen. The individual entering the data themselves or the Region is entering the date with a signed consent and waiver. No one else should be entering the background data.
- c. Sanctioned Events
JVDA clubs that are also USAV clubs are okay to host sanctioned tournaments. If the club is calling their event a JVDA event it implies a relationship that does not exist. JVDA is not a member organization of USA Volleyball. That entity (JVDA) is not requesting sanctioning it is the club that is requesting sanctioning as a USAV club. JVDA may put the event on their website but it also must be a USAV registered club requesting sanctioning for a USAV sanctioned event.
- d. Commemorative books and videos
The commemorative books and videos that are being produced are going to be nice work. They will make nice prizes to give out. USAV will be offering them at their cost if the regions want to offer them as gifts or prizes. Commemorative T-shirts and sweatshirts can be ordered and shipped within two to three weeks.
USAV is working on a pin and decal design. They are trying to reduce the design to fit on a pin. Cost will be \$1 - \$1.10 per pin (USAV cost) and decals (.10) per decal. The design is the ball with 5 medals draped over it.
- e. Migration to new USOC website
The frustration with the new website is that it is taking a long time and resources that were earmarked for this project were diverted to other projects. We are the largest NGB that is on board with this. We are testing the limits of the site. Migrating all that was on the old website will take a lot of time to move it over. USAV will be keeping the old website for some of the pages and work on the navigation between the two. The site was designed more for national team information.

4. Staff Reports-

- a. Men's National Team, Women's National Team, Beach - Kerry Klostermann
 - o Doug Beal is in process of talking with both coaches to see what their plans are. Hugh's staff was admirable in dealing with the aftermath of Wiz' father being killed and getting the team to play to their abilities. Women's team was just as affected due to their relationship with Wiz. USA Reps on the ground, the USOC, US Government and the Olympic Committee sponsors all were very forthcoming with any help that was needed.

- Head coaches are the key priority to lock in as soon as possible
 - Women's program is in a state of suspension. All but one player is playing around the world. Men's team members are all playing around the world. A2 Training teams will be working out in Anaheim. Talented pipeline in place for men and women's teams. Future is bright for both teams. Veterans on both squads will be used in a regulated way in the program for the first year or two. Veterans may only play in the World League and Grand Prix. It is very difficult to train and play at that level all year long.
 - Beach programs – we have an arm's length relationship with the beach athletes due to their contracts with the AVP. The intent is to continue to ramp up support for those athletes we identify mainly through their performance and through Aly Wood. We plan to have a national beach team of 5 or 6 teams in each gender offering technical support, USAV & USOC, travel support, sports medicine, and elite athlete insurance support. Budget permitting USAV is looking to hire someone at the beach office in CA and also a program administrator for the men's team and marketing/pr person. Right now this responsibility is falling on the technical people out there.
- b. Disabled/Paralympics - Mike Hulett
- Men did not qualify for the Paralympics – their budget was reduced. They are still training at UCO. Bill Hamiter is the coach.
 - Women's team – silver medalists in Beijing – ROD was part of the success by their efforts 1) to help with recruitment of players – biggest, most ongoing impact we can have, 2) financial support made a big difference because we were able to take an additional coach to take statistics and video. She was paid for by a fund that anyone can donate to. She even took video for the men's program so they have the video from the Paralympics. The average age of the starting team was under 21. They will take all the help they can get in financial and recruitment efforts.
 - Recruitment area – For the first time ever sports clubs can now use the term Paralympic with their name. BLAZE clubs can now use the Paralympic sport name. This is a great advancement to get the word out. 75 clubs under contract now with the hope of 200 by the London Games. Pieces are in place on the recruitment side.
 - Elliot Blake has relocated to UCO. His sole purpose is recruitment – he is paid by UCO and USAV.
 - Regions are coming on board to start sitting volleyball programs in their region. Great Plains, Oklahoma, North Texas, Great Lakes have Paralympic sport clubs in their region. Make contact with rehab hospitals to help develop the sitting volleyball program on the local level.
 - We are looking good to medal for the next two Paralympic Games. We are younger, bigger and the best looking team in the world. 27 international matches in 9 months was a big factor in our success in Beijing.
 - Today USAV provides a lot of support but is not officially our governing body. USAV wants to be the governing body. The struggle has been with

the past board. Doug wants it to happen. John Kessel wants it to happen. Need Board support to make it happen. Looking for USAV to match what we get from US Paralympics at this point. That is the only way to get the matches we need to compete.

- Hosting the World Championships 2010. We are hosting men's sitting, women's sitting and men's standing divisions. Plan to make it an all comers event and then break it out to a championship level. Plan to host officials, coaches and trainers clinics in conjunction with the tournament. The Championships will be held in Oklahoma City. Shelly Ramsey is coordinating the event.
- If you get Universal Sports TV they are supposed to be televising the Paralympic Games. Mike does not think that volleyball will be televised – it was not on the schedule that Mike saw.
- Mike Hulett is the interim chair of the Pan Am zone. Pan Am Zone Championships in Canada in June 2009.
- Big goal is for the Olympic Games to be held in Chicago in 2016. Encourage membership to sign up on their website. This is one of the factors in being awarded the Games. Push this with membership. If there is a former Olympian or Paralympian in your region to help support this that is another plus.

c. CAP/IMPACT - Diana Cole.

New IMPACT materials are available on the Instructor access portion of the website. Webinars will be starting up in October – first one special for the Starlings coaches involving Byron Shewman and Todd Mattox. There will be another one in November for Starlings as well. Four or five CAP Courses are scheduled before the end of the year. Five to six courses are scheduled for 2009 so far.

d. Officials – Margie Mara

Kathy Ferraraccio is in charge of Officials development and national referees for USAV.

- New last year we had a website subscription for officials' videos. In addition to paid resources there are some free resources on the site.
- Nov 1 & 2 training session in Dallas – a train the trainer session for regional trainers.
- National clinics will be offered at the beginning of the season – same clinic that has been offered at the National tournament. \$20 charge for national level officials. Can be opened up to others as well for another price. Some regions have come on board. If interested in hosting one, contact Kathy Ferraraccio.
- Tests are not out yet and will be sent out as soon as they are available

e. Membership Development/Effective Practices - John Kessel

- Article – One of the most impactful articles in the clinics he is doing now is Training Tools for Jr Olympic and Youth Programs.
- Getting the word out more is a big area of John's department. The magazine Athletic Business is a facility owners' magazine. The magazine goes out to 42k

subscribers. Already have included articles in the magazine on Paralympic and Beach Programs. Working on an indoor volleyball article for an upcoming issue. Working with Park and Rec, NHSF (High School Today Magazine) and the magazine Athletic Business to get the word out.

- Brent and Adam have been upgrading the electricity system in the office to handle expanded web service and larger server capacity. We have paid for unlimited licensing on some of these servers. Will be using web conferencing for live meetings. USAV owns Live Meeting software. SharePoint by Microsoft is designed as a place to mingle and swap ideas. We have unlimited licenses of SharePoint. Wiki pages, part of Wikipedia, will have key articles posted on there for grassroots. Adobe Presenter will be used to share ideas and get the information out there. Not all online yet – hopefully after Christmas. Starlings will be web conferencing for their convention to save them the cost of travel.
- USAV has the rights to the Olympic photos but they can't sell them. Looking to make motivational posters with the photos. One word and motivational sayings to be put on the poster – for download. Posters set up for 18x20. Team Photos of national teams with the roster. Favorite quote from national team members and coaches on photo as a poster. Screensavers to download from IOC website. Creating new screensaver with RSS update feed from website to get the most updated photos for the screensaver. USOC has great screensaver on their site now for download.
- Special Olympics book sent out via email. It is good book for PE teachers too.
- Positive Coach Alliance and Epperson's Parents for Good Sports – John has been making their material specific to volleyball for use with Region parent info to grow parent education through USA Volleyball.
- We headlined a 22 nation volleyball presentation in Canada. The FIVB and University of Saskatchewan put the material on their respective websites. This material is to grow the youth side of the game.
- John will present in Tampa a 4 hour course on how to make volleyball the best class you have taught to a PE Teacher convention with an expected attendance of 8000. Make volleyball fun and learn at the same time.
- Leave a ball behind program – will continue to do. Always run out of balls. Leave team bag behind – received 250 then gave to Girl Scouts and fill them with school supplies for back to school drives.
- Park and Rec magazine – Catch the Olympic Volleyball wave - directs people back to regions for officiating training, etc. Create ways to give back to park and rec. volleyball. Tennis, football and baseball already do this through Park & Rec.
- Youth CD has been updated with all this material – let John know if you want one.
- Volleyball Extravaganza – Great Lakes Region produced this at their Club Director meeting. Offered free clinics and every coach got a disc with key drills and scoring variations. 256 coaches attended. Every evaluation was positive toward John. Sandy Abbinanti thanks USAV for employing someone like John. There will be a sitting volleyball version in Oklahoma that will eventually be turned into a module that will be interjected to other parts of the country.
- John will be doing a volleyball blog on the new website. Everything we create will be posted on the new website.

F. Events Department - Mike Chandler

- Great World League in 2008. We hosted 3 cities and did okay. We were asked to put a bid in on the finals for 2009. World league was later than normal due to Olympic qualifying process.
- Dates for 2009 World League have changed. Have the schedule but don't know the cities yet. June 26-28 we will be playing China, mid-July playing Italy and Netherlands. During June 26-28 we are also hosting Pan Am Cup in Miami and girls JO's at the same time. World League finals in late July.
- Goal is to get some of our women's team members out there at JO's- to give out awards or some other PR positions.
- Figuring out ways to help teams with travel in 2009 due to financial constraints out there. People are paying for all bags checked – one thought is to give the teams shipping options for their balls, equipment, etc and it will be held at check-in. It would be cheaper than everyone paying for each bag they check. Mike feels that juniors will see less of a bump in 2009 due to parents cutting back and not letting kids feel the hit. It has affected the adult travel to leisure events which is what our event is. We need to plan accordingly. If anyone has any suggestions to help with the adults pass on to Mike Chandler.
- Kansas City will host the 10th National Qualifier for girls. It will have bids - including one open bid. April 3rd weekend. The data will be up later this month.
- Some Qualifiers are requiring that teams stay at tournament access hotels. USAV is not doing this for any of their tournaments. The qualifiers are struggling with the cost of the event. They are trying to get credit for what they bring to the city so they can get the discounted charge for the facility which in effect keeps the cost of the event lower.
- Dates for the qualifiers are a big point of contention. Because the qualifiers are getting discounted rates a big convention coming in may force the tournament to move their dates. July 1 is the published date. We will push them for July 1.

g. High Performance -Tom Pingel

- Tryout participation numbers since start of program has increased each year except for 2006.
- 2008 Results
 - Men's Jr National – 3rd at qualifying event – received an at large bid to 2009 World Championships in India
 - Girl's Youth – finished 1st – qualified for 2009 World Championships in Mexico – this team left from Jr Olympics without much practice
 - Women's Jr National – finished 1st – qualified for 2009 World Championships in Mexico
 - Boy's Youth – finished 1st - qualified for 2009 World Championships in Italy
- HP Championships – Tucson, AZ
 - Largest boys field ever in the tournament – 22 teams
 - Most teams overall in the HP championships.
 - 18 different regions represented – highest participation yet

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- 2009 Ft. Lauderdale – July 22-26, 2009
 - International standpoint all international teams that attended this year have expressed interest in attending next year plus Slovenia, China, Australia, New Zealand, Nicaragua and Great Britain.
 - Both international teams this year were off of recommendations from the regions – making the connection.
 - Holiday teams and camps coming up.
 - Coaches clinic Jan 22-24 at OTC in COS – should have no limitation on number of attendees – Jenny and Hugh will be the headliners at the clinic
 - Women’s National team tryout Feb 20-22 at OTC for Jr college and older.
 - Tryout schedule to be posted soon. All tryouts are open to anyone.
 - World University Games next summer for women’s and men’s teams
 - Coach pipeline – continue to build and investing a lot in people. Application process should be published by the end of the month.
 - Pipeline to the Games – the majority of players that were on the 02 form are still in program.
 - 2012 and beyond – starts with hours and hours of training and effort that goes on unnoticed that leads up to our national teams. Not everyone is cut out for the National team – many intangibles are not present in all very good players. Programs have worked to bring athletes through pipeline and produce medals. It is a job for these athletes.
- H. VolleyMall/sponsorship/ -Kerry Klostermann
- Signed through 2012: Mizuno Japan, Mizuno USA, Molten, Sport Court, USOC – the content license agreement and payment of the host broadcast fees, production for World League television, and rights fee cash provides significant income through 2012
 - Spaulding Net support systems through 2009,
 - Dartfish through 2010,
 - Bank of America Affinity Visa Card through 2010 (automatic renewal every two years);
 - In negotiations for renewal with Active Ankle, 24 Hour Fitness, Hilton, Albertsons & DSM;
 - Contract with City of Anaheim to be host city for the Men’s Team through 2012;
 - Sent out an RFP for an official event merchandiser. Unlikely we will renew with XP Apparel. Nine responses have been received – narrowed to three as event merchandiser.
 - Finishing up the Strategic Plan for the staff that is being presented to the Board meeting next weekend.
 - Putting finishing touches on 09-2012 HP program for the Olympic Committee. This is how they evaluate our funding based on HP report. USOC funded \$1.7m in 2008.
 - In the process of completing an Olympic commemorative book. 80-100 pages chronicling the Olympic teams. We can’t sell them because they are utilizing photographs copy written by the FIVB, but we can give them as a premium item for a donation.

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- They are finishing, edit and image editorials with IMG Media in London. IMG was commissioned by the FIVB to do an official Olympic film. It was also offered to Federations to do a custom film. USAV did buy into it. It will be a 27-30 minute film memorializing the Olympic Games – again a premium item for a donation.

Question from Judy Praska - Since the success of our teams in Beijing has any thought been given to advertising our sport? Regions have received phone calls as a result. KK - Comes down to economics. Full page ad in USA Today is about \$60k, TV advertising is very expensive.

- Status of moving the women's team – sent out approximately 20 RFP's to move the women's team. Not a good response. The sponsorship involves approximately \$400,000 -500,000 per year unless the city can get some of the costs underwritten by local involvement. Anaheim is also interested in the women's team. Their interest was not overwhelming and not sure having both programs in the same city is not necessarily a good idea. The men are the Olympic team of Anaheim, they don't want to dilute the sponsorships and attention they have. Looking to put women in a different locale to give them the opportunity to be the premier team in the city and to develop fan support and sponsorship on their own. Having the women in another geographical area can also promote the development of their sport in the area they are located. Have talked to Dallas, Tempe, Chicago and Orlando. Except for Chicago the three are potential sites for expansion for the American Sports Centers. Not to the point of a site visit or written RFP yet.
- VolleyMall is not doing well. There are only about 10 people using it right now. It has tremendous potential but need to convince/encourage the membership to use it. It is just not getting used. We are not generating enough revenue for the company to pay for the hosting fees on the site. There are no pass through fees attached – it is the same as if they went to a merchant website and ordered the merchandise. Talk it up and pass on the info to membership as best as we can. Regions interested in invigorating the VolleyMall please send Kerry a note. Possibly offer give-a-ways to boost for use of the site.

XII. Zonal Reports

Atlantic Zone Minutes – Appendix 5
Border Zone Minutes – Appendix 6
Central Zone Minutes – Appendix 7
Pacific Zone Minutes – Appendix 8

Elected Zonal Reps – Bob Dingee, Atlantic; Harold Cranswick, Border; Lynne Updegraff, Central; John Bryant, Pacific

XIII. Motions

Motions and Action Items follow the minutes – Appendix 9

XIV. Elections & Appointments

RVA Chair Elect – Joe Williams

Candidates: Steve Bishop, John Bryant, Joe Williams

Move that nominations be closed. (Vick/Downey/MC)

Associate Chair Elect – Judy Praska

Candidate: Judy Praska, Sue Mailhot

Move to close nominations (Vick/Dingee/MC)

NGC Rep Elect – Nancy Funk

Candidates: Nancy Funk, John Bryant

Move to close nominations (Vick/Cranswick/MC)

Rules of the Game Committee – Appointment by Jon Lee of John Bryant as the RVA Rep

XV. Recommendations to the BOD Reps

An email was sent out prior to these meetings requesting items for the Board Reps

Considerations for USAV Standing Committees

Steve Bishop would like to be considered for the Budget & Finance Committee,

Chuck Stemm would like to be considered for the Ethics & Eligibility Committee

XVI. Miscellaneous Items from the Floor

a. ROD Resolution – Joe Williams

ROD would like to offer a resolution on behalf of all our RVA members congratulating the US Olympic teams, including the men's indoor Gold Medal winners, the Women's indoor Silver Medal winners, the Women's Sitting team's silver finish at the Paralympic games and the Gold medal success of both our men's & women's beach teams. On behalf of the hundreds of thousands of adult and junior players, coaches & officials who make up USA Volleyball membership at the grass-roots level, we are proud to be associated with our national teams and thank them for their positive influence and the international recognition they have provided to USA Volleyball.

b. Qualifier Directors Response to Use of Hotel Blocks – Kay Rogness, Curt Glesmann, Lauri Dagostino

It is a rather complex interaction in a convention center setting between the city itself, the agent of the city (CVB), the hotels which are members of the CVB, city government, and convention center management. The formula for who has access to be on the calendar and what dates you can have available is based on room nights you can bring to the city. Factors for the city include Travel & Hotel tax that goes to city, CVB get commission on hotel rooms sold as a result of bringing in pieces of business to the city and the convention center wants to maximize their revenue stream to the city. Their focus is how can we generate more income for the city? In addition, events that are able to move from city to city can leverage their

stay there one time where events that are there every year can't. This all comes into play in negotiations for space and rates in the convention center.

The last 5 years the hotel occupancies have been at an all time high. The rebound from 911 has produced high hotel rates. Hotels have raised rates as a result above their normal raise of about 5% to as much as 10%. Q's attempt to lock in multi-year hotel contracts so they can have some control over what the rates are.

There is a misconception out there that the Q's control the room rates and the number of rooms available. Rebates from the hotel rooms offset the cost of the convention center which keeps the entry fee lower.

Crossroads has not raised prices in the past 4 years but their costs have gone up. They have high sensitivity to the costs of the tournaments and the travel costs because they have teams that travel too. It is to their advantage to try to influence the industry by keeping the cost low.

Hotels know if they don't have to pay commission to travel agents there is more money in their pocket. Hotels have a vested interest in not working with the events. This has two large impacts: 1. City will not recognize the hotel rooms for an event unless they come through the block. 2. City then says you are not generating enough rooms to be on our A calendar or B or C calendar so they raise the rates. The hotels then reduce the number of rooms they will give you for the block - fewer properties and higher prices for the rooms. It penalizes the teams that are working the hotel block if everyone does not use the block.

Other sports have standard procedure that you must go through their hotel block or not play. This is known in the industry as Stay to play process. Crossroads was still having issues with the hotels so they could not release their dates - they even considered moving it out of Denver. When they decided to go with the Stay to play policy they were able to reduce hotel rates for all the hotels in the block except for the Hyatt which instead increased the number of rooms available.

Crossroads will guarantee the group the lowest group rate they can find. If someone can find a lower group rate, call Crossroads and they will negotiate a rate equal to their low group rate and negotiate with the hotel to become part of the block. This is a positive for the teams. It will produce more rooms and lower prices and they will work with the teams that feel they could have gotten a lower price. This has resulted in an increase of almost 40% the number of properties available and at lower prices than previously offered.

The three tournaments (Crossroads, Big South and Northern Lights) plan to do a marketing job to the teams that had been to their tournaments in the past to help them understand the situation and to work with them.

The tournaments are looking at bids from other cities to use as leverage with the city for their event. However, they don't want to move to another city because they are comfortable with the operations when they have been there awhile. There is a learning curve that happens when you move to another city. That bargaining chip is their last resort but they can play that game if they have to.

If there are questions for the qualifier directors, pick up the phone and call them. They will answer your questions.

Request to RVA Chair to have the Qualifier directors address the RVA Assembly more often.

- c. Verification of teams at Qualifiers – Margie Mara
It can't be stressed enough how important it is that we work together to verify that everyone is registered, background screened and IMPACT certified. Q Directors are very dependent on the Regions to have the teams verified. We need to make sure this is done. We have a system in place to handle this but we need to use it. The interface between AES and the WebPoint system will help this. USAV is discussing interface with Signuptoplay but it is a ways out.
- d. Moving the Mid-Year meetings to another location
There was discussion of moving the meetings to another location or reducing the number of meetings for this body.
It was decided to leave things as they are right now until we see what we will need in going forward. It is a new organization and we may need staff to aid in the forward process. By moving the meeting to another city staff would most likely not be able to be there. Right now they are available to meet and work out issues face to face between meetings. Margie Mara will investigate the cost of moving the mid-year meeting to Denver, which would decrease the costs to the Regions to attend. Teleconferencing is also an option to investigate for the mid-year meetings.
- e. Concern regarding the YJOVD – Sandy Abbinanti
There were no minutes provided from the May meetings and several meeting sessions were cancelled at these meetings due to no quorum on some committees. It is expensive to send people to these meetings and then when no business is conducted it becomes an important issue.
- f. Thank you from Jon Lee
“As the VP of the ROD it has really been a pleasure for me. I want to thank a number of people, Judy the Assoc VP, Harold our Assistant, Becky stepped in when Jennifer was not available anymore, she has done an admirable job of getting the minutes to us in a really efficient fashion especially so when we've had so many appendixes and what not, so I need to show my appreciation on that. Same with the committee chairs, we established a system where each of one you were assigned to a committee. You took your responsibility really diligently and as a result, I think, at least the feedback I got, was that this has become a very efficient operation to the point where Doug in his discussion with me on Tuesday indicated - hey we are just changing the names - Division to Assembly and what not. When I share that with you this weekend and I will share this again. I think as large as we are we are able to accomplish things in a fairly efficient fashion. So I want to thank all of you, as well as the chairs, certainly the zonal reps as well, because these are ways we can get a lot of material done in a small span of time and I really appreciate that. One other thing during the course of my being a commissioner I was really blessed with having people like Will Vick, Chuck Stemm, Ann Davenport, Lea (Wagner), Hank

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(VanArsdale), Elroy (Osario), Ann Hughes some of the ones who have been here a long time, the Roberts, I was thinking about them the other day, the Morgans, people some of you don't even know who I am talking about. People who have served very willingly, diligently throughout, and made USA Volleyball part of their lives. Talk about a family. You had to come to the Boyce to see what that was all about and appreciate that. To have Ken Cain, somebody that I can look to and sound off things. I know that he and I never saw eye to eye on all of the things but certainly we understood where things were and how we were able to accomplish things. And so as a person in this position it was really helpful and I thank all of you.”

- g. Statement of Appreciation to Jon Lee– Judy Praska/Harold Cranswick
Whereas in this final meeting of the Region Operations Division of USA Volleyball, we wish to pay homage to an individual who has provided leadership and expertise on behalf of our organization. Working with the USAV staff he has quietly mediated countless disputes and acted as a sounding board for the variety of ROD and YJOVD issues arising throughout the year. Due to his organizational skills our ROD meetings have been businesslike and productive. At a significant cost to his business and his family he has dedicated countless hours in helping guide USA Volleyball through the most significant reorganization in our storied history. We have been privileged to have enjoyed the guidance provided by this leader over the last two quads. In recognition of your efforts Jon the Regional Operations Division of USA Volleyball wishes to take this opportunity to say thanks and to honor you.
- h. Final Statement – Jon Lee
We will be moving forward with the new organization and developing a congress. Please continue to support the Boyce Banquet. It is our heritage.

XVII. Meeting Adjourned – Sunday, Oct 12th, 11:11 am

Motions and Action Items as a result of this meeting

Motions

ROD Motion 1: Approval of the minutes of May 2008 minutes as written (Williams/Mailhot/MC)

ROD Motion 2: Approval of the meeting agenda as revised (Dingee/Stemm/MC)

ROD Motion 3: ROD would like to offer a resolution on behalf of all our RVA members congratulating the US Olympic teams, including the men's indoor Gold Medal winners, the Women's indoor Silver Medal winners, the Women's Sitting team's silver finish at the Paralympic games and the Gold medal success of both our men's & women's beach teams. On behalf of the hundreds of thousands of adult and junior players, coaches & officials who make up USA Volleyball membership at the grass-roots level, we are proud to be associated with our national teams and thank them for their positive influence and the international recognition they have provided to USA Volleyball. (Williams/Stemm/MC)

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ROD Motion 4: (Ins Committee Motion 1): Recommend to the ROD to maintain our relationship with ESIX as our Insurance Broker and Risk Manager for the next Quad. (Prater/Downey/MC) – Motion Carries

ROD Motion 5: To change the membership and insurance start dates to Sept 1st from the Nov 1st date as soon as possible. Rationale: to allow insurance certificates to be produced earlier so that tryouts can take place. (Mailhot/Updegraff/MC) Hand Count - Yeah 21 Nay 13

Motion 5a: to extend discussion 5 minutes: (Williams/Downey)

Motion 5b: Call for the vote (Updegraff/Dingee)

ROD Motion 6: (Structure & Function Motion 1) Elections for all positions of the RVA be held at the annual meetings (Updegraff/McNeil/MC) – Motion Carries

ROD Motion 7: (Structure & Function Motion 2) Recommend that the nomination and qualification process be as defined in the RVA Election Procedures in the ROD Admin Manual, Article VII, 13.A-N. Motion carries

ROD Motion 8: (Structure & Function Motion 3) Concerning proxies and absentee ballots, we will use the current process defined in Article VII, 13.x, of the ROD Admin Manual for weighted votes. For decisions with one vote per region, you may give a written proxy to another region. (Current process) Motion Carries

ROD Motion 9: (Structure & Function Motion 4) Recommend that the terms of the 2 reps to the USAV Joint Admin Council be 4 years for the first term (those elected in May 2008) and be staggered at the completion of their term (first elected is 4 years, second elected is for 2 year term) . Subsequent terms will be 4 year terms. These positions will be elected using a one vote per region in future elections. Motion Carries

ROD Motion 10: (Structure & Function Motion 5) we use one vote per region to elect USAV Joint Admin Council reps (Vick/Bryant/MC) Motion Carries

ROD Motion 11: (Structure & Function Motion 6) RVA Assembly Chair has a term of 4 years, first elected in 2008, using one vote per region (Updegraff/McNeil/MC) Motion Carries

ROD Motion 12: (Structure & Function Motion 7) RVA Assembly Associate Chair has an initial 2 year term, subsequent terms will be 4 years, with the first election in 2008, using one vote per region. Motion Carries

ROD Motion 13: (Structure & Function Motion 8) RVA rep to the NGC will be elected for a 4 year term starting in 2008 subject to any limitation in the USAV Bylaws and Op Code, using one vote per region. (Cain/Dingee/MC) – Motion Carries

ROD Motion 14: (Structure & Function Motion 9) Zonal reps will be elected using the current procedure in Article VII, 14 of the ROD Admin Manual, except the election will occur at the annual meeting. Motion carries

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ROD Motion 15: (Structure & Function Motion 10) For future elections of RVA Directors to the USAV Board, we recommend using weighted vote procedures, defined in Article VII, 13.O of the ROD Admin Manual. Motion carries

ROD Motion 16: (Structure & Function Motion 11) Move that the 4 existing committees (Insurance, Competition, Structure & Function, Compliance) become standing committees and discretion be given to the RVA Assembly Chair to create additional committees (i.e., Elections, Ethics & Eligibility) as deemed necessary. (Vick/ McCarty/MC)

ROD Motion 16a: Amendment to ROD Motion 16 – To add the sentence “The RVA Assembly Chair will appoint Committee chairs and committees will be comprised of representation from zone (Dingee/Price) ROD Motion 16 carries as amended.

ROD Motion 17: To add to the RVA of USA Volleyball Background Screen policy that the RVA will be notified by certified letter of any disqualifications. (Wendelboe/VanArsdale) – Motion carries

ROD Motion 18: (Motion from the Atlantic Zone) that the ROD oppose any change to the Bylaws (4.01 a 14) regarding the two 30 day resolution periods for compliance violations. Rationale – oppose the change to any time frame to resolve any compliance violations. (Dingee/Abbinanti) – Motion carries

ROD Motion 19: To move the October meetings to Las Vegas. (Updegraff/Prater) Withdrawn

ROD Motion 20: Adopt the following as an implementation of ROD Motion 23 from the May 2008 meetings. (VanArsdale/Abbinanti) Motion carries

ROD Motion 20a: to extend discussion 5 minutes (Updegraff/Dingee) Motion carries

- a. The first regional membership report, fee payment and data transfer to the national office is due no later than the 15th of the second month of the season
- b. Data Transfers shall be done no less than twice month, from the 15th of the second month through the end of the season, with weekly data transfers recommended. Such data transfers shall include all membership data available at that time.
- c. Membership reports and fee payments shall be done no less than once a month through the end of the season, with a recommendation that such membership reports and fee payments be made on a more frequent basis in conjunction with the data transfers.
- d. 80% of the fees and the data from the previous season must be submitted to the national office by March 15th

ROD Motion 21: For the purposes of these elections this meeting is considered our annual meeting for 2008. Rationale: Due to the reorganization it was unknown what process was going to be used to fill these positions. (Cain/McNeil) Motion carries

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ROD Motion 22: To adjourn the meeting (Vick/Bishop) Motion carries

Action Items

- Commissioners are asked to keep background screen consent & waiver forms for 5 years and membership forms until the age of maturity plus 3 years. This means if a player started as an 11 year old the forms must be kept until they are 18 years old plus 3 years.
- Commissioners are asked to make sure to submit background screen requests at least 7 days before the applicant is expected to participate.
- Commissioners are asked to verify information if requested by SSCI even if the information is the same as that which was submitted. It is also requested to get a second form of identification if the information is the same as submitted, i.e., photo id or copy of the Social Security Card.
- Commissioners are asked to process background screens through Kerstin Fracassini-Reiff if they have an applicant that is not a US Citizen.
- Commissioners are asked to delete certificates of insurance that are no longer needed off the American Specialty system.
- Commissioners interested in the presentation on pulling the WebPoint data into AES are encouraged to request the PowerPoint presentation from Susan Barkley
- Commissioners are urged to be diligent and require background screens be submitted before the applicant participates at all.
- Commissioners urged to educate their club directors to the legality of filling out membership forms for anyone but themselves. It is illegal to fill and sign forms for anyone else and could violate the insurance policy if it is done.
- Commissioners are urged to educate their club directors and coaches of the legality of filling out background screen info for someone else. Only those authorized to enter the data is acceptable. Those authorized are region personnel or the individual – no one else.
- Commissioners are cautioned not to sanction JVDA events that are not open to USAV teams. Events that are hosted by JVDA teams but include USAV teams are okay to sanction as long as all members are USAV members. Events that are not open to teams outside JVDA are not sanction able by USAV regions.

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- Commissioners are urged to contact Steve Lindecke of Elevation Group if they are aware of beach events that should be included on the Qualifier Tour Schedule
- Commissioners are urged to participate and encourage their clubs to participate in the Leave a Ball Behind program. They always run out of balls and can use balls and ball bags. Contact John Kessel about any donations.
- Commissioners interested in the updated Youth CD should contact John Kessel for one.
- Commissioners urged to send John Kessel motivational sayings for creation of posters with Olympic team members on it.
- Commissioners are encouraged to pass on any ideas to reduce the cost of travel for the adult teams to Mike Chandler. Any help for the teams from the Regions is also encouraged.
- Commissioners are encouraged to have their members sign up on the Chicago 2016 website. Hits on the website are one of the factors in the IOC awarding the Olympics to a site. Also if you have a former Olympian or Paralympian who can support it that also carries weight to support the Games as they go forward.
- Mike Hulett asks commissioners to educate their coaches, club directors and officials to keep their eyes open for potential disabled team players in their everyday life and volleyball life. Donations and referrals are greatly appreciated.
- Commissioners are encouraged to be a part of the Disabled Volleyball World Championships in 2010. Contact Mike Hulett if you are interested in being involved.
- Commissioners interested in hosting a National Clinic for officials are encouraged to contact Kathy Ferraraccio.
- Commissioners interested in continuing the VolleyMall program are urged to contact Kerry Klostermann and talk it up/push it with their membership.
- Commissioners urged to encourage their club directors to book the hotel rooms in the block for the Qualifiers. If they can find cheaper group rates at another hotel the club directors should contact the tournament director for consideration of those hotels in the room block. If the club directors have questions for the Qualifier directors, they should call them.
- Commissioners are urged to comply with the implementation of Motion 23 of the May meetings. Data and fee schedules are now more frequent and begin earlier than before.
- Commissioners are urged to update contact information with Kendal Kelly

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- Commissioners are urged to support the Boyce Banquet. It is our heritage.
- Margie Mara to investigate the possibility of holding the next mid-year meetings in Denver.

Appendices

Appendix 1 – Insurance Committee Minutes

Appendix 2 – Structure & Function Committee Minutes

Appendix 3 – Competition Committee Minutes

Appendix 4 – Compliance Committee Minutes

Appendix 5 – Atlantic Zone Minutes

Appendix 6 – Border Zone Minutes

Appendix 7 – Central Zone Minutes

Appendix 8 – Pacific Zone Minutes

Appendix 9 – Motions, Action Items and Recommendations for RVA Chair