

USA VOLLEYBALL
REGIONAL OPERATIONS DIVISION MINUTES
AUSTIN, TEXAS
MAY 23-24, 2007

- I. **Call to Order** - Jon Lee called the meeting to order Wed., May 23, 2007 at 8:00 AM
- II. **Roll Call**
Alaska – John Dean (proxy); Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Chris Haworth; Bayou – John Cline; Carolina – Kevin Wendelboe; Chesapeake – Ann Hughes; Columbia Empire – Tiffany Elioff (proxy); Delta – Will Vick (proxy); Evergreen – Jon Lee; Florida – Jim Phillips; Garden Empire – Bob Dingee; Gateway – Tim Neels; Great Lakes – Lea Wagner; Great Plains – Sue Mailhot; Gulf Coast – Will Vick (proxy); Heart of America – Hank VanArsdale; Hoosier – Chuck Stemm; Intermountain – Kim Norman; Iowa – Lynne Updegraff; Iroquois Empire – Patty Blacklock; Keystone – Steve Covert; Lakeshore – Mary Jo Hardy; Lone Star – Will Vick; Moku O Keawe – Elroy Osario; New England – Dave Castanon; North Country – Judy Praska; North Texas – Rodney Prater; Northern California – Donna Donaghy; Ohio Valley – Bob Price; Oklahoma – Shawn McCarty; Old Dominion – Bob Kyle (proxy); Pioneer – Nancy Funk (proxy); Puget Sound – Jenny Vogt; Rocky Mountain – Glenn Sapp; Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Rudy Nava; Western Empire – John Hughes. **Others in attendance:** Al Monaco – Ex Comm Liaison, Andy Reitingner – YJOVD Liaison; Bill Stanley – Great Plains; Byron Palmer – SSCI; Cara Bartolic – North Country; Donise King – BOD Rep; Jenny Hahn – Badger; Jim Sixta – Iowa; Joanne Stemm; John Kessel – USAV; June Lobeck – USAV; Laura Lindsey; Margie Mara – USAV; Michelle Goodall – Iowa Region; Mike Chandler – USAV; Mike Price – ESIX; Robin Barlow – North Texas; Steve Bishop – Florida; Susan Barkley – USAV; Tom Donaghy – Northern California; Tom Pingel – USAV; Tori Hoke – USAV; Wendy Sapp – Rocky Mountain
- III. **Rules of Order** - Ken Cain addressed the rules of order for the meeting
- IV. **Approval of Minutes of October, 2006 meeting**
Motion 1: Approve the minutes of the October 2006 ROD meeting as written (M/S/C - Updegraff/Dingee)
- V. **Approval of Agenda**
Motion 2: Approve the Agenda for the meeting (M/S/C - Updegraff/Stemm/MC)
- VI. **RVA Contingency Fund** - Judy Praska
 - A. Present Balance \$3818.74
 - a. No need for assessment this year
 - b. Insurance committee has motion on their agenda to put insurance surplus into the Contingency Fund

VII. ESIX/Insurance Report - Mike Price

A. Report –

The insurance industry is in a soft market cycle which translates to flat rates or slight reduction in rates.

Electronic signatures for juniors are now allowed however only within the USAV online registration system. There is now case law in some states that will allow us to go ahead with it. It can now be defended in court.

A few clubs are going outside their region for practice facilities. This is not a problem. Requesting a certificate of insurance for the facility is no different from any other facility. In the event of an incident at the facility the Incident Report form should be completed and submitted by the Region where the facility is located.

Massage Therapists – Officials and Trainers are covered as named insured on our policy. Massage Therapists are not trainers – they are independent contractors. They should have their own insurance coverage. Get a certificate of insurance from them before they are used at sanctioned events.

B. Claims status -

We experienced significant improvements in our premium for last year. Our Sport Accident coverage loss runs for last year are running at 100% - \$1 for \$1 – meaning that the insurance carrier is paying out \$1 for every \$1 collected in premiums. This will result in a probable rate increase in Sport Accident coverage. However we should not have an overall increase because we should be able to offset the increase in other areas.

Liability claims are down. See Floor Tape Memo put forth by Margie Mara (Appendix 1).

VIII. Background Checks - Byron Palmer SSCI

A packet was distributed to each Region of their Background Screening Recap. 2.3% of our individuals have some type of criminal history. Only 51 were disqualified. In the sport industry as a whole that is a very small number. Sex offenses have risen from 3 for each of the last two seasons to 10 this year. We are not alone – look at the news. Felony Drugs & Alcohol was not a disqualifier two years ago. We had a very small percentage.

The Background Screening Policy was discussed in the Insurance Committee meeting. The disqualifiers were a topic of conversation. The disqualifiers were not changed for next year. They will be monitored each year and may need to be changed in the future.

The method of data transfer will not change for the background screening process. The data however must be sent in early in the registration process – BEFORE the individuals are participating. Educate your office personnel to make sure this is happening. What happens in one Region affects all the Regions.

IX. Division Reports

A. YJOVD – Andy Reitingner – YJOVD Rep to ROD; Chris Hayworth - ROD Rep to YJOVD

Action items were distributed from YJOVD –

- YJOVD support ROD opinion on 18 & under policy for participation at Open Nationals.
- YJOVD created two work groups: 1. Transition group for Jr Representation to the Board; 2. How to properly distribute the funds from the Development Fund.
- Clarification for reallocation in the National Division for Juniors
- Deadline dates for submitting registration numbers for Junior bid allocation.
- Moving our YJOVD meetings to October
- Asking for support on all the motions put forward
 - Calling attention to Motions 16 & 17 from YJOVD Competition committee – potential for teams to lose bids received at the regional level if they forfeit certain matches at National Qualifiers.
 - Calling attention to revision of code of conduct in relation to tobacco possession, distribution or use by junior members.
- Review Player Transfer Rules (specifically Club to Club) within the Regions where it relates to National Qualifying Events and Junior Nationals. Please make sure office staff is aware of the rules. This was put into use in Aug 2003 and there have been violations of this rule.
- Glen Leitzke's Growth Plan proposals from YJOVD (Appendix 2) Even though they added the Open Div at PNQ the number of Open teams has not increased. The club division is the group that is growing – looking for more convention center style competitive tournaments as part of the growth plans.

B. Officials Division - Glenn Sapp

The two candidates from the ROD for the Joint Officials Committee are Jim Phillips and Donna Donaghy.

Be prepared for change in the evaluation and ratings process for officials. Over the last three years there has been a modest 7% growth of officials. The growth of the sport has outstripped our ability to staff events.

See Kathy Ferraraccio's report below for detailed explanation of revamped program in the Officials Division.

With this new program in place we will no longer require only National rated officials to officiate at Nationals – Regional officials could work men's 70's matches or girls 12's matches. This will open up all events to all levels of officials using the entire base of officials to cover the events. The Officials Division is no longer hung up on an official's title but their ability is what is important. There are plenty of good Regional officials out there that have not

gone through the system. The mindset of using only National rated officials at the National Championships is flawed. The hope is to expand this over to the high school system as well. This should help with staffing at all volleyball events.

To host one of the Jr Nationals & Nationals Clinic in your Region you will need to provide: 1. Housing and local transportation for the clinician; 2. A conference room; 3. Audio visual equipment; 4. A tournament on the second day to use for training and evaluation of raters. No courts are needed for the clinics. The Officials Division will pay for the transportation of the Clinician to come to your Region.

The clinic for Jr Nationals and Nationals will be open to any volleyball officials that want to attend. No ratings or designations will be awarded at the clinic – just training. This is just an opportunity for additional training for any and all officials that want it. Regions will still have control over who is assigned to what level in their own Region. The Region Ref Chairs will continue to determine level of the officials they are responsible for within their Region.

Noted from Great Lakes Region - A Region official that was suspended in Great Lakes Region applied for and was accepted to work at a Qualifier. There should be someone that verifies the standing of officials with each Region before they are assigned to tournaments outside their Region.

C. Transition Committee – Sue Mailhot

Transition Committee members include: Sue Mailhot – RVA Rep; Carl Henkel – Beach Player; Fred Wendelboe – USAV Foundation; Becky Oakes – Nat Fed of HS; Dave Gentile – YJOVD; Mary Bennett – AVP; Kathy DeBoer – AVCA

Transition committee has met twice and held three conference calls. Discussion has included the election process, how much power the committee actually has, how the constituents nominate/elect their rep, how will the subsequent positions be brought to the board, the makeup of the board and the refining of the organizational chart. The USOC rep was adamant about athlete representation. They must be on the committee and making sure constituents are taken care of.

The organizational chart (Appendix 3) is not a final product – it is a starting place. The Committee is open to suggestions and opinions of those in the organization now. The RVA Assembly could be very similar to what we are doing now. Junior meetings and commissioners meetings – don't see us being much different than we are now. Changes are scary but we could move forward and find the best way to move forward. Send Sue your thoughts and concerns. Don't be afraid of offending her with comments. In her position she wants to hear all sides and is open to hear all thoughts and comments.

Jon Lee - ROD & YJOVD groups will now be one body and harnessed together. The meetings will always coincide. The reps to those meetings and the communication level will have to change between juniors and commissioners.

Open your minds and open communication with the reps from your Region. The social at the Mid Year meetings in October will include YJOVD reps. This is just a draft but we do have input.

X. Officer's Reports

A. President-Al Monaco

The Amateur Sports Act instructed all sports bodies to reconstruct themselves in order to be recognized. Al instituted a number of changes within USA Volleyball at that time. The changes did not seem so dramatic at the time. Wondering if he is not repeating what the leaders were going through then when he instituted the changes. He does not like having to change.

The volleyball community has changed in 30 years. We did not have juniors or beach medals 30 years ago. We have to move with the times. Change is not easy. Al is an advocate for what we are doing. It is going to require some tweaking as we go along. We will still be the high quality leadership of volleyball. These members will still be the leadership no matter what the changes are. RVAs will only have two reps but the impact of those two will be greater than the six do now. The two will be involved in more committees and meetings. They won't just meet twice a year like they do now.

Get involved in all phases of the game – beach and indoor. Don't complain about it – get involved in it. The Regions are the leadership core of volleyball in this country. Everyone should be involved in the Regions – beach, juniors and adults. Our goal is good volleyball – get into all aspects and all disciplines of the sport. The door is open for the members of this body. Take on the governance full bore by taking on the leadership positions of the committees – this will take the leadership from this body into all phases of the organization. This is where the influence will be. This will require fresh new thinking.

The new board makeup and number was reached by finding the minimal number of voices that should be represented on our board. Other voices are important but they don't have a specific reason to be there. Function and Representation makeup on the board were not reconciling. They are trying to balance out the function and representation issues within the new organization. We can't run volleyball across the country from Colorado Springs – the Regions are the feet on the ground. The Region offices should be subdivisions of the National office. The Regions should be the outreach for the national programming and national growing the game.

Congress type structures work best when they have direct impact with the governance of the organization. When it becomes a "go and have a few good days at your own expense" format it takes on a different meaning – no one is interested in attending. This volleyball gathering needs to be attractive enough for organizations to send representatives and be able to give meaningful input to the organization on direction and programming. No one has been able to come up

with the perfect formula for what the Congress should be. The Ex Committee will be brainstorming on what this Congress should be at their meeting.

XI. Governance Committee Report - Fred Wendelboe – Transition Commission and Doug Beal – USAV CEO

The Article VIII was resolved in January at the last Board meeting. The technical withdrawal of the Article VIII has taken much longer than they thought it should. The official withdrawal of the Article VIII will happen by Friday at the next Board meeting. The Article VIII has never been about USAV being in compliance as a National Governing Body with the USOC. There will always be issues on where and how we are spending the USOC money. We are now having great conversations with the AVP. We will wait to see if the discussions with them come to fruition.

The new USAV is to be more efficient - board governed and staff managed. The process of reorganization was strongly recommended by USOC. The preliminary plan was conceived and will be fine tuned through 2008. The USOC established basic standards and governance guidelines for the restructured NGBs. More responsibility will be given to the staff. The budget will drive the hiring of additional staff.

The USOC examines what the NGB's are doing and if they deserve the money they are giving them. The main concern of USOC is that the NGB develops Olympic level athletes that win medals. This examination by the USOC takes place once every two years.

Fred Wendelboe's Representation of the new Board – (Appendix 4)

New Board makeup – 16 members – 15 voting – 1 at large non voting

- 4 Athletes – 2 indoor, 2 outdoor – one each male and female – USOC eligible
- 3 Independent Directors – knowledgeable, wealthy individuals that have not been involved with volleyball for at least the last two years.
- 2 RVA Directors – elected from the RVA Assembly
- 1 Indoor High Performance – NCAA – direct appointment
- 1 Junior Elite Indoor – yet to be determined identified junior constituency – first will come from YJOVD as identified constituency – thereafter to be determined.
- 1 National Beach Tour – AVP – direct appointment
- 1 Beach/Elite High Performance – currently unidentified constituency
- 1 Coach – AVCA – direct appointment
- 1 Official – OD and / or PAVO – elected from identified constituency
- 1 At large – non-voting – possibility of someone that has had history of leadership in USAV – involved for at least 12 years of high level leadership in USAV

New Organization

- 2 officers – Corporate Treasurer and Corporate Secretary
- Committees – 4 standing – Ethics & Eligibility Committee, Finance, Budget & Compensation Committee, Nominating and Governance Committee, Audit Committee

- Initial NGC – Terry Liskevych , Board Elected Representative; Angie Akers, Beach Athlete; Hank VanArsdale, RVA Representative; Al Lau, National Beach Tour (AVP); Rose Snyder, USOC Independent Appointee; Kevin Barnett, Indoor Athlete.
- Departments – CEO and Management of USA Volleyball
- Commissions – Primary substructure of USAV - specialized functions – not to exceed 10 members
 - Diversity Commission, Indoor HP Commission, Beach HP Commission, Indoor Championships Commission, Beach Championships Events Commission, Sports Medicine & Performance, Grassroots Commission, Officiating Commission, Recognition Commission, Coaching Commission, Disabled Sports Commission, Structure & Function Commission, Marketing Commission, Rules Testing Commission,
- Sub-commissions – Very focused interest groups – not to exceed 8 members
 - Indoor Junior Events, Indoor Adult Events, Beach Jr Events, Beach Adult Events
- Caucus’ – specific interest groups
 - Officials Caucus, Qualifier & Bid Event Director’s Caucus
- RVA Assembly
- Volleyball Congress

The Commissions are designed to give staff direction. RVA members will be on the commissions. RVA Assembly will want to know what the Commissions are doing as well as put info forward to the Commissions. The Board has only approved the top 2 layers of the organizational chart – through the 4 committees. The rest of the organizational chart is a proposal – very much a proposal. Please understand that we very specifically set up some time to discuss the three most significant portions of this org chart – the proposed Congress, RVA Assembly and this chart in general. The Board needs feedback before we move forward to approve any of this.

Access to the Board for the RVAs is through the two we elect from this body. Anyone has access to the Board – through a petition to be heard - even though no line is drawn on the org chart.

RVA Assembly will send up names of 6 people for the two representative positions to the NGC for them to see if they meet the criteria for a member of the board. The NCG will then send the names of those that meet the criteria back to the RVA and the RVA elects from those reps. The criteria to be used by the NGC for prospective candidates: 1. Leadership role with an RVA; 2. Member in good standing with an RVA; 3. Demonstrate a significant degree of involvement with a broad spectrum of volleyball programming. Additional criteria can be added or more specific criteria can be created if that is what we want. NGC will also be evaluating in a very generic way for all potential positions on the board their perception of that nominee and their view of the nominee being capable of seeing the big picture – not just bringing the perspective of that group to the Board. This is more difficult to define. Nominees will be brought forward by the constituency with some rationale and possibly some ranking or order of preference to convince the NGC why they would be a good Board member.

Question was raised as to why some groups have to put forward candidates names for approval from the NGC and some do not. Answer - Direct appointments are at the discretion of the organization (ie, AVP) since they are not elected from a constituency body. However those appointments must also meet the criteria for a board member.

Question - Should we not have the same requirements of each group to put forward names as candidates? The requirements should be consistent for each position on the Board. Answer - For appointments it does not serve the purpose. We don't want to make them go to the trouble of getting three names if they only have one appointment in mind. If it is an election for the positions we have the requirement to submit names. If it is an appointment there is no requirement to submit names.

Doug Beal likes this structure because it reflects the current state of the game more accurately than our current Board does and secondly because the general structure proposed - the small board with no Ex Committee - allows for direct accountability of that Board without the intervening entity of the Ex Committee. Those two concepts can accommodate the three roles of USA Volleyball. This model will work well for USA Volleyball. He is not sure if the USOC will feel the same. USAV has debated aggressively, sometimes even contentiously, with the USOC on a number of issues.

Some members of the ROD feel there is too much beach representation on the new Board. Not all can do beach in their Regions due to weather. Reply by Doug - This NGB covers two disciplines – indoor and beach. They must have equal representation in the NGB according to the USOC. We want the members of this new Board to look at the sport globally and give direction to the staff to accomplish this – not solely representing their own constituency.

Collective and individual feedback on everything that is proposed is requested by the NGC. With very few exceptions it is not cast in concrete. USA Volleyball must be responsive to the pressures and demands placed on them.

Becky Oakes, Chair of Transition Committee –We entered into the process with the restructuring with a boot to the back so to speak. We have really gotten into it and have gotten a lot of positives out of the process. We are moving the sport into the future. We are changing the uppermost structure – one board that is smaller and must be made up of individuals that have to look at the big picture. They will depend and rely on substructures for information and bring it to the table. This restructuring is a process that will improve the sport, this organization, the opportunity for people to play this sport and our highest level of participants to excel at the highest level they can. We are gathering info now and will be developing the structure as we go. We welcome input and suggestions.

Regarding the makeup of the Board we wanted to try to make those positions on the board available to a number of individuals – not so specific that it narrows the field. We intentionally left the criteria to be open and basic. We also wanted to make sure groups were empowered (by electing their representatives). We empowered groups that are an

integral part of the organization by giving them their choice for representation. Election of reps is more empowering than an appointment.

The RVA Assembly and Congress are very important. The National Federation of High Schools had a seat on the board and now will not. The question for my organization is What is it that I gain for the good of my organization and growth of volleyball at the high school level from 1. Direct representation on the board and 2. What opportunities does my organization have to gain more by having the opportunity to be with people that are working with volleyball all the time in the Congress or the RVA Assembly setting? My answer is that member organizations if we work at it have more to gain through a Congress or RVA Assembly setting than a seat on the Board by our interaction and sharing of information.

XII. Presentations

A. Kathy Ferraraccio - Asst VP of Officials Division (Appendix 5 & 6)

We are very short of officials everywhere in the US in every venue. We run short of officials wherever we go. We have been working with PAVO for several years on a joint officiating rating. That is not dead however we can no longer wait until PAVO and USAV make an agreement. The Officials Division has embarked on their own program to make it easier to train and evaluate officials at the regional and national levels.

The names of the levels are changing. We have not come up with the names of the levels just yet.

The Jr National and National levels are changing to a point system. They must earn points to gain and keep ratings. When we align with PAVO on a joint program we will already be in the growth mode.

The Officials Division is planning for growth using a three pronged approach: Prong 1 – They are developing a program for implementation in Oct & Nov 2008 to train the clinicians of officials. Each Region can send two clinicians to the clinic. They will go through the National clinic with the trainers then work at a tournament to help the officials learn to rate and evaluate. This is to better the consistency in the ranks; Prong 2 – The National clinics at Nationals are held too late. It is the end of the season. They are developing a program in January to host USAV National clinics. Every National and Jr National will be required to attend one of these clinics just as they are now only these clinics will be held at the beginning of the season instead of the end of the season. Thirty will be offered across the country. These will be scheduled to be no more than a few hours drive at most for every Region. If an official can't get to one of these clinics there will still be one at the National Championships. Costs are associated with this but they are budgeted to break even; Prong 3 – Online training. Modules are being produced that will be placed on the website. These are for the Regions. Three will be ready in October. The plan is for 30 more. The Officials Division is open to other suggestions for modules. The modules will be 15 - 30 minutes in length. The 1st module is to sell volleyball officiating – a recruitment tool. The 2nd

module is R1 basics and the 3rd module is R2 basics. These are very basic modules. The Official's slush fund will help fund this program. There is a need to recoup the money and it won't cover all the module productions. We need to work out a way to pay for it – there is a need for it. They will also be marketing this training to Recreation Departments, Colleges, YMCA, officiating classes, etc.

November can be a tough time for the officials as they are busy with collegiate or high school matches. Only two are required to attend in November – the Trainers. The Jr Nationals and Nationals clinics are in January when things are much quieter for the officials. If October or November is too late we need to adjust them.

Modules could be produced on a dvds for a charge for those that can't do it online. The modules are done online so that if the technique changes it is an easier fix than having a stockpile of dvds on hand that have to be changed or reproduced.

At this point in time there is no test at the end of the module to prove understanding.

Point of information – The Alaska Dept of Labor has recently decided that if you are assigned by and paid through an association then you are an employee of that association and not an independent contractor. This could trickle into the other states as well.

Noted from Sue Mailhot - Officials have not put USAV work ahead of other (collegiate or high school) work. We should pay them commensurate pay in the months of August and October (or whenever they are needed for training purposes) so that they will put USAV ahead of these other commitments.

B. Mark Herrin – Univ of Central OK – Disabled Team (Appendix 7)

Two years ago a collaborative arrangement was formed with US Paralympics, USA Volleyball and the University of Central Oklahoma. This is the first time a national organization partnered with an NGB and local operation group to put together a program that could enhance the sport at a level that had not been done before.

Bill Hamiter, Asst coach at Univ of Central OK, planted a seed to bring sitting volleyball to the university. The men's team was aging. He wanted more youth in the sport. They developed a scholarship program (in state & out of state tuition waivers for 4 athletes) to bring in youth. As a result a research program was also developed at the university. Research dollars have flowed in (grant and federal dollars) – 4 projects are now underway.

Where do we go from here? – more medals for the disabled teams. Women team will be training with them 5 times this year.

The program is now getting into the event business. They have hired an event coordinator to handle the events. They will be hosting a friendly tournament with Netherlands in June, hosting the 2010 World Championships and are in the process of bidding for the 2009 World Cup.

The University was interested in increasing the resident program. They took over an apartment complex. Home Depot descended on the complex and renovated the apartments all at the expense of Home Depot.

The VP3 program is a collaborative effort between US Paralympics and US Dept of Veterans Affairs. Dept of Defense is now placing recently disabled soldiers with experience in volleyball on the Central OK campus with government dollars. This is going to infuse the team with young energetic determined committed athletes. They are expanding research capabilities. They have purchased new equipment and have hired 3 new faculty members who will all be involved in paralympic research.

They are excited about the efforts to win more medals. They have a unique opportunity to make a difference in the lives of people that deserve a chance at glory on the court. This is bringing resources to the sitting program to bring it to the top tier in the world. This is a chance to demonstrate the influence volleyball has worldwide and to continue to inspire our followers and to bring home medals.

C. Mike Hulett - Paralympics

Thanks to the ROD for their support – financial, moral and informational. Keep spreading the word for everyone to keep their eyes and ears open for candidates to the disabled teams. Smaller regions may have disabled players on their teams. In the larger areas there are more kids playing so the disabled kids may be cut. Not so in the smaller areas where the disabled kids could have an opportunity to play. Send names of potential athletes to Mike Hulett, Bill Hamiter and John Kessel.

The Men are currently #6 in the world due in part to work of Bill Hamiter and the University of Central Oklahoma. He has taken them from part time team to being a resident athlete program. His team is running Quick attacks and back row setter. The Women are currently #5 in the world.

As a result of spreading the word, there are five new players all under 19 years old on the women's team. The Regions asked to help financially if you have someone from your Region on one of the teams. This helps with their travel costs to train and compete.

The Dutch are coming to Oklahoma in June. The women's team will be going to train with them and then traveling to Asia in July. The women will be training at the Univ of Central Oklahoma 5 times this year.

The next big item on the disabled side is the establishment of a coaching pipeline. We need coaches for junior disabled teams. The events are there but we don't have enough coaches to establish the programs.

Other outreach areas for potential players are: Military Summits, National Disabled Sports Conferences, working with US Paralympic Outreach and Development Director, Abilities Expos, solidify relationships with Brooke Army Medical Center, Naval Medical Center and Walter Reed Army Hospital, and a sitting volleyball club championships.

D. Rules Testing Commission – Jenny Vogt

Two reports – Position Paper and RTC Report (Appendix 8 & 9)

There are voting representatives on this Commission from the NCAA, PAVO, NFHS, AAU, and USAV.

Pat Powers is now on the Rules of the Game Commission with FIVB. USAV has not had someone on the Rules of the Game Commission since Jim Coleman.

This is your avenue for rules to be tested - to see if they should become a rule. The rules are the FIVB rules. We as an NGB can only make changes for safety reasons, risk management reasons or development of the game and only at the developmental level. We must be very vigilant to observe the FIVB rules.

There is a proposal out there for the libero jersey to be completely different than any other jersey on the court. There could be no common colors.

The Rules Testing Commission has proposed to the Events Dept to lean toward more formal FIVB protocols at the National Championships – at least in the Open Division. It does not take that much more time but does take education of the participants.

XIII. Professional Staff Reports

A. Doug Beal-CEO – Reported in the National Team Report (F below)

B. Margie Mara

Susan Barkley was introduced as the online registration system trainer.

Forms or Attachments -

- Revised floor tape memo – (Appendix 1) – 3M painters tape is the best product out there. Schools are now using a water based finish on the floors instead of an oil based finish. The water based finish is not as durable. A link will be set up on the website for Harrison Bros who markets all types of tape.
- Regional insurance fund tracking (Appendix 10). This is an accounting of monies that would have been refunded after 05-06. This money was held back for insurance purposes. Interest has accrued on the fund. Originally this money was listed on the books as a Board restricted fund (an asset).

The auditors have said it belongs to the Regions so now it is listed as a liability account.

- One page medical release form for junior players. (Appendix 11) Susan Barkley revised the form. ESIX has signed off on the form. SSN has been removed from the form. This form will be in use for 2008 season.
- Two page form – member type categories (Appendix 12)
 - Getting rid of the outdoor membership – replacing it with a Summer membership. Summer membership does not count in the count for bid allocations because it is a partial membership. USAV is reducing the fees that they collect for this membership. They are asking the Regions to charge \$15 or less for this membership. The magazine is included in this membership. The summer membership is not limited to beach. It can be used for summer camp participants, summer beach tour participants, etc. It is only good for a limited time – May 1st – Oct 31st. They hope to reach those that are not connected to USAV in hopes of bringing them in next season.
 - League memberships - \$2/person covers USAV fees – individual memberships on the online system – team registration does not work with the online system.

Reminder - Beginning Sept 1 you can renew membership or register for the new season – 14 month membership. Important if you have boys in the fall – can cover the transition from one season to another.

Mike Price reported insurance companies are now accepting electronic signatures for adults and junior memberships. The Insurance committee will ask to go to electronic signatures for junior memberships. This will be allowed only with the USAV online system. If membership is paid by credit card it would be seamless. The insurance company could get a copy of the form for their purposes. The forms would be part of the data and paper forms would not be required. The insurance company would now be willing to defend a suit in a state where electronic signatures are challenged and no precedent is set.

C. Tom Pingel – High Performance Program

Tryouts reached record breaking numbers this year (about 4000) - particularly in the Girls Select age. They were up over 1000 from the year before. Growth in the tryouts has corresponded to growth in camps. HP is looking for additional staff to cover the camps. There will be 10 development camps for all levels.

- All 4 teams – junior and youth, boys and girls all qualified for world championships.
 - World Championships -
 - Women’s Junior team to Thailand
 - Men’s Junior team to Morocco
 - Girls Youth team to Mexicali or Tijuana, Mexico

○ Boys Youth team to Tijuana, Mexico

- HP Championships 2007 – Ft Lauderdale – both boys and girls
- 2008 & 2009 HP Championships – bids have gone out and hope to announce both by the end of the year.
- January 2007 HP Coaches training – 182 coaches – largest attendance.
- 2008 HP Coaching Clinic – weekend after MLK is the target – need OTC approval of dates.
- Women's National A2 team – split for participation in Women's Open Division.

Tom Pingel asked Margie to report that a couple of years ago they did not have any money to do anything with the junior national teams. Some of the money from the surplus of tryout participants and camps is providing our teams with a real competitive edge. Money is being used in the same program that is collecting it.

D. Mike Chandler - Events Department

- 2007 Invitational has been cancelled. They have struggled to fill it the last couple of years to even breakeven point. Events will look at some other opportunity to provide a championship type event.
- Girls JO's full field – one championship court – 10 day event. Look at this format for the boys to see if the numbers justify – own finals.
- 2007 Sites - Girls – Minneapolis, Boys – Atlanta, Adults – Austin
- World League – 3 sites this summer – Portland (France), Green Bay (Japan), Chicago (Italy)
- 2008 – Girls JO's Dallas, TX – Boys finalizing, Adults finalizing – were in KC but were bumped for larger event at retail cost.
- Sept hosting NORCECA Championships – 8 teams - Men in Anaheim – first qualifying attempt.
- 2008 hosting NORCECA Championships for boys – looking for venue – rfp will be going out.
- 2009 almost done for all the cities – hope to announce by September. Mike is not sure of the meeting space needed for 2009 because of the reorganization. He wants to put a hold on the meeting space negotiations for that year.

E. John Kessel – MVP Project Appendix 13 & SGMA Report Appendix 14

Growth of Regions – Overall expect to see about 5% growth over 2006
Junior girls are 75% of USAV membership.

Options for growth –

1. League memberships online - \$2/person – no matter the number on the team – 14-16 hours of play for the time frame
2. Youth coaches – best option for league costs to remain low. Makes coaches better players as well.
3. Youth Option – offer 6 and under members free memberships
We have 3000 kids that are 11 and under

4. Consider reducing USAV fees and Region fees for 10 & U to have a \$10 - \$15 annual membership
5. Summer Membership –May 1st to Oct 31st – USAV drops fees and asking Regions to charge no more than \$15. To allow for membership to camps, team camps, beach tour, etc.
6. Many Regions reduce memberships for Starlings – Byron Shewman and John thank all Regions that offer reduced memberships to Starlings clubs/teams.
7. Free memberships for boys for last 2 years, Iowa offers \$15 membership for boys
8. Scholastic Grant Program – to grow boys' volleyball programs in the schools and for Men's Collegiate program startup. Jeff Moser targeting areas that are close to starting men's/boys' volleyball in schools

Grassroots opportunities –

1. Starlings Grant Program is available through USAV
2. USYVL and other youth program partnerships
3. Survey kids from Rotations list
4. Skills Kills and Drills Video to be put on a dvd for master to each Region. Can be given to new programs
5. Growth of Rotations
6. Growth of Mother's and Father's day tournaments
7. Pursuing Catholic Youth Organizations
8. State Games Organizations
9. Parent Magazine from David Eppersen – coming out this summer
10. Effective Practices Sessions – August and October

Affiliate memberships – abandoning the idea to concentrate on better membership opportunities for participants. Those memberships do not produce enough booster members to put in the effort right now.

An HP Camp will be offered at Starlings National Championships – great for diversity as well as finding a diamond in the rough.

The cd sets will be online soon. They are 1gig per cd so you will need a broadband to download.

A Facility Seminar will be held in September – talk about how to make the facility better and help where USAV can.

Places to Play will be posted on website – facilities in the US with links to sites and maps.

Molten is offering their camp volleyballs for under \$4 and to be shipped by Nov 1st – how many would order the balls? Quantity order will guarantee the low price.

F. National Team report – Doug Beal

This is the first year of Olympic qualification process for both indoor and beach. We are hosting the Men's NORCECA Championships in Anaheim in September. This is a qualifier for the World Cup. We have to finish 1st or 2nd to qualify. The World Cup will provide an opportunity to qualify for Olympics. If we don't qualify in World Cup we will have to attend a Confederation qualifier tournament where only 1 team qualifies. Our last opportunity to qualify for the Olympics if needed is one of three qualifying events in late May. Women's NORCECA Championship is in Winnipeg Canada. The women's opportunity to qualify for the Olympics is in Japan for all three positions at one competition.

Beach qualifying is an accumulation of points of top 8 finishes at FIVB tournaments in 2007 and 2008. The players have to participate in FIVB events when not competing in the AVP events. This make it tough on them.

World League starts this week for Men for the second consecutive year.

This is the second consecutive time that all 4 of our Junior and Youth teams have qualified for the World Championships. First time all will be able to attend due to location of the tournaments in prior years in restricted travel countries.

We have just finished hosting a Youth & Jr Beach camp – called international selection camp. It is for outstanding young athletes that have potential to represent us internationally. Thirty-five athletes attended. From the camp we will select those that will represent us at the FIVB Youth and Junior Beach World Championships. We will hold this camp annually for our high achieving athletes.

This is the second year of our Junior Beach Tour. There are 12 stops on the tour in addition to a Junior Championships at the end of the summer. In addition 2 HP Beach camps will be held. We also added an adult Open Beach Championships this Sept.

Anaheim is still happy with the Men's team. The City Council approved to host and fund a confederation championship. We want to host additional international events in Anaheim.

G. Kerry Klostermann – VolleyMall

This is a great source of revenue if we get everyone on board. In marketing the closer you get to home the more you can motivate the membership to use the VolleyMall. On that note the Hoosier Region has added the clubs as a beneficiary. This is now a fundraiser for the club and could draw more people to the site. Clubs get the majority of the benefit (70%) to the Region's 30%. If you are interested send Kerry an Excel list of clubs and or teams that you want listed under your Region link. USAV will send the Region the entire revenue and then the Region would need to send the individual checks to the clubs.

USAV signed GL7 as the official sports drink of USAV. It is a low glycemic sports drink. Our logo will be on all their bottles and packaging. They are considering a consumer redemption program – proof of purchase sent to GL7 will get them a Molten Pro Touch Volleyball with GL7 logo and USAV logo on the ball.

XIV. Committee Reports/Recommendations

A. Structure and Function - Ken Cain (Appendix 15)

Two motions –

1. Requested amendment to clarify motion already passed.
2. Allow regions to opt out of USA volleyball magazine subscription

Informational items

1. Amendments to Articles 11 & 12 of USVBA By-Laws and rationale for those changes.
2. Governance page review asked by Jon Lee – comments received.

B. Competition Committee - Bob Dingee (Appendix 16)

- 548 teams will participate at Open this year
- Masters and Seniors have gone to a three day event. Sun – Tues, Wed – Fri.
- Coed tournaments are growing. Events Dept is having trouble putting the field size in a two day format. How do we expand it? The same discussion will need to be held for U-Volley. Women's is growing – men's is not.
- Discussion - What is a club team? Can they bring in players from other teams in other Regions? Adults are traveling or living in another state and want to play with their friends back home but they have played in the Region where they reside. Competition Committee has formed a Sub Committee looking into conglomerate teams in Club Division.
 - Sub-Committee members are Chris Haworth, Bob Price, Dave Castanon, Sue Mailot, Donna Smith. Talk to your teams and get back to the members of the committee with input.

Three items from YJOVD

1. Regarding tobacco use of junior players.
2. Support all the rest of the YJOVD motions. Motions 16 & 17 will put penalties in place for intentionally forfeiting matches at qualifiers.
3. Clarify with Region personnel about the Transfer Rule

C. Insurance Committee - Kevin Wendelboe (Appendix 17 & 18)

- All coaches that are 17 and younger must be an assistant coach and supervised by a registered adult coach. Coaches 18 and older must be background screened.

- Coach was in the court system but had not been convicted of anything yet. Reminder - Regions are allowed to do another background screen if the need arises even though it has not expired. Will need another consent form.
- Does sexual harassment falls under sex crime. Sexual harassment is a civil offense and not criminal. It will not show up on our screens.
- Approved the RFP for approved background screen vendors – mailed to 4 vendors – will start the screening process in Oct, 2007. The Insurance Committee will select the vendor at the May 08 meetings if not before.
- ROD Ins Retention Fund has been established. The current balance is \$177,235 in the fund. \$100K must stay in the fund for deductibles. The balance of the fund is at our discretion to use. There is a motion from the Committee to move some of the surplus into the RVA Contingency Fund. Approving this will keep us from being assessed for 2008. There is a special funding request for this money. We are asking to move the accumulated interest and \$100 per region into the Contingency fund for a total of \$9600. The committee felt we should leave the rest in the Fund to take advantage of the interest accrual and as a cushion to offset any rate increase.
- The Committee is asking to approve electronic signatures for adults and juniors through the USAV online registration system.
- Floor tape memo has been distributed. This will hold down the property damage claims. The memo will be put on the ROD website.

- An RFP for our insurance broker is being produced. Chuck Stemm has volunteered for that. ESIX will supply the template that was used when they were contracted.
- A one page Medical Release Form was given the approval by ESIX for our use in 2008.

D. Compliance Committee - Harold Cranswick (Appendix 19)

- Reviewed and revised documents that are filled out for compliance
 - One page Regional Annual Audit Information Sheet Oct 2007 (Appendix 20).
 - One page Regional Verification of Compliance Form (Appendix 21)
- Recurring requirements – notification to National office of 990 forms being filed instead of sending in the forms and to just update handbook every three years.
- Online submission of materials was not dealt with – waiting until know more about reorganization plan of ROD. Concern was for storage of materials and ease of submission. Will be discussed in October when Kerstin is available.
- Boundary issues are best settled between the parties involved and early on. If they get long and involved it then brings in the DVP and Compliance

Committee. Encourage the commissioners to talk to each other and resolve the issues at the lowest possible level.

- Background screens must be done early in the process of registration – inform new staff members of the process.
- Remind teams of Nationals entry process – must be through the Region – not directly to the USAV Events Dept. Problems are minimized when the process is followed.
- Names of delegates from the Regions to YJOVD meetings should be sent to USAV prior to the meetings.

XV. Zonal Meetings

A. **Zonal Reports** – Appendix' 22 (Atlantic), 23 (Border), 24 (Central), 25 (Pacific)

Discussion items from Zonal Meetings –

Do you want to hold an election for BOD reps for one year term or extend the term of the two that would normally have come off?

General Forum – Three options –

1. Leave the two reps that would have dropped off in place until the end of the quad and the governance change,
2. Hold an election,
3. Let the positions drop off and not replace them – leaving us two votes short on the current board.

It was confirmed in Admin manual that we are able to alter the election process. This will be put before the RVA Assembly.

Move to retain for one additional year the current ROD Board Reps (Donise King and Sue Mailhot) whose terms were expiring rather than elect new Board Reps for a one year term. Motion passes – sent to RVA Assembly

B. Motions and Action Items Follow

XVI. Diversity Training facilitated by Doug Gertner, Carla Mestas

XVII. Wrap Up

1. 2007 Mid-year dates – October 5-7, 2007 (Friday-Sunday), Colorado Springs at the Cheyenne Mtn. Resort
2. Thanks to Will Vick – a very gracious host
3. Thank June Lobeck when you see her

XVIII. ROD Adjourned – 11:45 am – Thursday, May 24, 2007

Approved 10/5/07

Motions/Action Items as a result of this meeting

Motions –

Motion 1: Approve the minutes of the October 2006 ROD meeting as written
(Updegraff/Dingee/MC)

Motion 2: Approve the Agenda for the meeting (Updegraff/Stemm/MC)

Motion 3: Move to replace the two current versions of the USAV Regional Annual Audit and the USAV Verification of Compliance documents with the updated 2007 version of the USAV Regional Annual Audit with the changes discussed. (ROD Compliance Committee Motion 1) Motion Passes

Motion 4: All Head Coaches of junior teams must be at least 18 years old. Individuals 17 years old and younger may be an assistant coach if their RVA allows and they are supervised at all sanctioned events by a registered adult coach. All coaches 18 and older must be screened under the RVA of USAV Background Screen Policy. The ROD adopt the updated RVA Background Screening Policy. (ROD Insurance Committee Motion 1) Motion passes

Motion 5: Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the court case results in a “non-conviction” the individual would then be cleared and reinstated (ROD Insurance Committee Motion 2) Motion passes

Motion 6: Add the work “Criminal” before “Convictions” in the listing of automatic disqualifiers. (ROD Insurance Committee Motion 3) Motion passes

Motion 7: Direct USA Volleyball to issue a check to the RVA Contingency Fund consisting of all accumulated interest and an additional \$100 per Region (\$4000) (ROD Insurance Committee Motion 4) Motion passes

ROD requests that the check be issued to the Contingency Fund by June 15, 2007.

Motion 8: Accept electronic signatures in the National online system for adults and juniors beginning with the 2007/2008 season (ROD Insurance Committee Motion 5) Motion passes

Motion 9: ROD supports the institution of the (YJOVD) Interface Motion #1 and this policy. Motion from Interface is proposing to change the code of conduct Item 2 to read: Possession, consumption or distribution of alcohol and/or tobacco if illegal or in violation of RVA or USAV Policy at USA sanctioned events. Possession, consumption or distribution of alcohol and/or tobacco by any junior registered member at any USAV sanctioned junior events. (ROD CC Motion 1, YJOVD Interface Committee Motion 1) Motion passes

Motion 10: Recommend that the Events Department create a budget to develop standard boys bid tournament formats. (ROD CC Motion 2, YJOVD CC Motion 1, BCC Motion 1) Motion passes

Motion 11: Recommend that the attached grid with bid allocations based on registered boys per region from a prior year, then date of entry should be used as the criteria for oversubscription in the BJOVC club division. (ROD CC Motion 2, YJOVD CC Motion 2, BCC Motion 2) Motion passes

Motion 12: Recommend the following trickle down process for Boys Bid Tournaments: In the bid tournaments, Open Bids will be offered to the teams that finish the competition in a bid award position. A Bid will trickle down no further than 10th place in a 3 or 4 bid event and

Approved 10/5/07

16th place in any event with greater than 4 bids. (ROD CC Motion 2, YJOVD CC Motion 3, BCC Motion 3) Motion passes

Motion 13: Recommend that if a team finishes in a bid award position and declines the bid, that team will not be eligible for At-Large consideration. (ROD CC Motion 2, YJOVD CC Motion 4, BCC Motion 4) Motion passes

Motion 14: Recommend that the (YJOVD) Competition Commission and Events Department accept either email attachments or downloadable excel files from the bid tournament websites for all pre-tournament and post-tournament requirements. (ROD CC Motion 2, YJOVD CC Motion 5, BCC Motion 7) Motion passes

Motion 15: Recommend that the criteria being used for entry in the Club Division of Qualifiers also be used as the criteria for Open Division into Qualifiers (ROD CC Motion 2, YJOVD CC Motion 6, GCC Motion 2) Motion passes

Motion 16: Recommend that a manual be developed either in written form or electronically online outlining all formats used in Qualifiers (ROD CC Motion 2, YJOVD CC Motion 7, GCC Motion 3) Motion passes

Motion 17: Recommend that format of awarding bids out of the 3rd round of pool play not be mandatory in field sizes of 33 teams or larger. (ROD CC Motion 2, YJOVD CC Motion 8, GCC Motion 4) Motion passes

Motion 18: Recommend that beginning with the 2008 Qualifier Season, Qualifiers would be allowed to use computer based seeding programs to seed Open Divisions, under the same guidelines as were used for the 2007 Qualifier season. The (YJOVD) Competition Commission Girls Seeding Committee is no longer required to seed those events using computer based seeding. (ROD CC Motion 2, YJOVD CC Motion 9, GCC Motion 5) Motion passes

Motion 19: Recommend that Qualifier Events not be allowed to separate teams from the Open field that had previously qualified for the Championships in a previous event. (ROD CC Motion 2, YJOVD CC Motion 12, GCC Motion 11) Motion passes

Motion 20: Recommend that effort be made to publish an Operations Manual for Qualifiers and Championship Events to be implemented with the Format Publication. (ROD CC Motion 2, YJOVD CC Motion 13, GCC Motion 12) Motion passes

Motion 21: Eliminate "Contiguous States" criteria for both the Girls Club and Open Division selection criteria from the Qualifier entry process (ROD CC Motion 2, YJOVD CC Motion 14) Motion passes

Motion 22: Any seeding system being used by a Qualifier must be approved by the Events Department and (YJOVD) Competition Commission. (ROD CC Motion 2, YJOVD CC Motion 15) Motion passes

Motion 23: All Girls Open Divisions of Qualifiers at a minimum will play out through 6th place. Any team(s) that intentional forfeits in such matches will not be eligible to compete in that year's Juniors Olympic Championships. (ROD CC Motion 3, YJOVD CC Motion 16) Motion passes

Motion 24: All Girls Club Divisions of Qualifiers at a minimum will play out through 4th place. Any team(s) that intentional forfeits in such matches will not be eligible to compete in that year's Juniors Olympic Championships. (ROD CC Motion 3, YJOVD CC Motion 17) Motion passes

Motion 25: We then discussed a requested amendment to our current wording to add a second sentence. The following sentence will be added: "Players 18 years of age or older

Approved 10/5/07

registered with USAV as Junior Olympic Volleyball players are ineligible.” To clarify our earlier motion. (ROD Structure & Function Motion 1) Motion passes

Motion 26: Move to retain for one additional year the current ROD Board Reps (Donise King and Sue Mailhot) whose terms were expiring rather than elect new Board Reps for a one year term. Motion passes RVA Assembly

Action Items –

- ROD recommends to their Board Reps to approve Article XI and XII.
- All YJOVD Growth Proposals (Glen Lietzke’s presentation) referred to the ROD Competition Committee for consideration at the Oct 2007 meetings
- All Commissioners encouraged to review the Frozen Roster rule for players involved in qualifying events and participation with a team attending JOVC tournaments. Office staff should also be educated to the rule and its implications.
- All Regions are encouraged to participate in the VolleyMall Program. Contact Kerry Klostermann for further information and involvement.
- Commissioners are encouraged to discuss the process for entry into the National tournaments with their teams to avoid problems.
- Commissioners are encouraged to send the names of their YJOVD delegates to USAV before the meetings begin.
- Commissioners are encouraged to inform their officials, coaches and directors to be on the lookout for disabled players that could participate on the sitting teams of USAV. Forward contacts to John Kessel, Mike Hulett and/or Bill Hamiter.
- Regions interested in hosting a National Referee Training Camp to contact Kathy Ferraraccio for information.
- Commissioners interested in attending the Effective Practices Seminars in August and October should contact John Kessel to be included.
- Commissioners are encouraged to offer their opinion on the reorganization and restructuring of USA Volleyball to the Board Reps and Transition Committee members.
- Regions are encouraged to review their fee structure to offer lower rates to youth, boys and any other grassroots programs making it easier to join and become a part of USA Volleyball.

Appendix List

Appendix 1: Floor Tape Memo dated 05/05/07

Appendix 2: Growth Plan Proposal from YJOVD

Approved 10/5/07

- Appendix 3: Proposed USAV Organizational Chart
- Appendix 4: Governance Committee Report PowerPoint Presentation
- Appendix 5: OD National Clinic Program Proposal
- Appendix 6: OD Certification Model
- Appendix 7: University of Central Oklahoma & Disabled Program PowerPoint Presentation
- Appendix 8: Rules Testing Committee Position Paper
- Appendix 9: Rules Testing Committee Report
- Appendix 10: Regional Insurance Fund Tracking
- Appendix 11: One Page Medical Release Form for Juniors
- Appendix 12: Membership Type Categories
- Appendix 13: MVP Project PowerPoint Presentation
- Appendix 14: SGMA 2007 Participation Report
- Appendix 15: Structure and Function Committee Minutes
- Appendix 16: Competition Committee Minutes
- Appendix 17: Insurance Committee Minutes
- Appendix 18: Revised Background Screening Policy
- Appendix 19: Compliance Committee Minutes
- Appendix 20: RVA Audit Form
- Appendix 21: RVA Verification of Compliance Form
- Appendix 22: Atlantic Zone Report
- Appendix 23: Border Zone Report
- Appendix 24: Central Zone Report
- Appendix 25: Pacific Zone Report