

RVAA May 2019 Minutes

RVA General Assembly Session #1

Monday May 20, 2019 at 9:45 AM

Franklin Rooms BCD

- I. Call to order at 9:48 AM
- II. Welcoming remarks by Ken Cain
 - Introduction of the record keeper – Jim Hammar
 - i. Zonal and committee chairs instructed to send motions to his email addresses.
- III. Introduction of honored guest by Sue Mailhot – Craig Wiedel
 - Roberts Rules of order – reminder by Hazel Goldstein
- IV. Roll Call declaration of proxies & declaration of quorum.
 - **Attendance (39):** Alaska / Julie Weber ; Aloha / Ken Ma ; Arizona / Harold Cranswick; Badger / Jen Armson-Dyer; Bayou / John Cline ; Carolina / Kevin Wendelboe; Chesapeake / Lisa DiGiacinto ; Columbia Empire / Jeff Mozzochi; Delta / Joe Williams; Evergreen / Meredith Coupland; Florida Region / Steve Bishop; Garden Empire / Robert Baker; Gateway / Steve Mueth; Great Lakes / Sandy Abbinanti; Great Plains / Sue Mailhot; Gulf Coast / Philip Bryant ; Heart of America / Lisa Madsen; Hoosier / Mitch Stemm ; Intermountain / Jason Badell; Iowa / Brett Myres; Iroquois-Empire / Hazel Goldstein; Keystone / Michelle Carlton; Lakeshore / Eric Lazowski; Lone Star / Will Vick; Moku O Keawe / Angie Andrade-Morioka; New England / Dave Peixoto; North Country / Laura Bush; North Texas / Andy Reitingner; Northern California / Donna Donaghy; Ohio Valley / Bob Price; Old Dominion / Bob Kyle as proxy for Skip Weston; Palmetto / Jimmy Peden; Pioneer / Nancy Funk; Puget Sound / Cindy Compoc; Rocky Mountain / Glenn Sapp; Southern / Steve Kenyon; Southern California / Ann Davenport; Sun Country / Mark Noble ; Western Empire / John Hughes, Sr.;
 - **Absent (1):** Oklahoma / Shawn McCarty (attended Tuesday and Wednesday sessions).

Motion #1: Motion to Approve Agenda – Motion by Sandy Abbinanti, 2nd by Hazel Goldstein. Motion Passes.

V. Reports

- Assembly Chair Report - Ken Cain;
 - i. 6 Motions passed during the interim since the Fall 2018 meeting.
 1. The RVAA General Assembly approved the September 2018 RVAA meeting minutes, final approved copy was disseminated on 11/5/2018
 2. The RVAA General Assembly approved two changes in expenditures for the Fall 2018 RVAA meeting, and the vote outcome was emailed to the RVAA on 11/14/2018
 3. The RVAA Administrative Council approved the payment of two checks, based on the approval granted above in item 2. The vote outcome was emailed to the Administrative Council on 11/20/2018
 4. The RVAA General Assembly approved holding the RVAA Fall 2020 meeting in Anaheim, CA. The vote results were sent to the RVAA on 1/22/2019
 5. The RVAA General Assembly voted to amend the Anaheim meeting date to Friday through Sunday, 10/9-10/11/2020. The voting concluded on Saturday 2/23/2019 and notice was sent to the RVAA on Monday 2/25/19
 6. The RVAA General Assembly voted to add John Cline to the RVAA E & E Committee to replace Joe Williams, who was unable to serve. The vote concluded on 5/1/2019 and was sent to the RVAA on 5/2/2019.
 - ii. 5 passed by General Assembly, 1 from Admin Council

Nominating Committee Report – Nancy Funk

2 candidates – Bob Baker and Michelle Carlton, 1 candidate withdrew.

- Associate Chair Report - Andy Reitingner;
 - i. \$9620.49 is the beginning balance in the RVAA Contingency Fund
 - ii. Checks written to Florida Region for reimbursement of RVAA beach website expenses; and hotel, mileage, parking and per diem for the fall 2018 RVAA meeting minutes taker.
 - iii. Interest from USAV as income

VI. **Approval of Ad Hoc Committee Chairs and members,**
 Safesport Chair – Bob Baker nominated – Motion by Andy Reitingner, 2nd
 by Sue Mailhot.

Motion #2: Motion to approve Bob Baker as Chair of the RVAA Safesport Committee. Motion passes.

VII. **Staff Reports by Chris Vadala**

- Introduction of USAV Staff in attendance
- Annual report available on Wed 5/22/19
- The new rulebook name will change from DCR to Rule Book. There was a request at the meeting by a region for the next version of the rule book to offer options — Chris will check into whether the rulebook can be offered in abridged, full, indoor, and beach versions.
- Expanded Regional reps from 2 to 9 on the USAV Member Management software system committee – well received
- Exploring a new USAV Trial membership category that could be used by all Regions
- Reviewed submitted questions
 - Questions on CAP B to be discussed in the Zonal Meetings
 - Conversion to Sports Engine –
 - VRT to roll into USA Volleyball website

- Steve Webster to leave as of July 1 – will transition new eLearning system (LMS) coordinator – evaluations to the existing system to be conducted
- LMS coordinator to report to Pati Rolf
- HP Beach to be posted to the website when details available
- Region hosting of International events – contact USAV
- Marketing tools to be available on the shared drive for use by Regions.
- Time to be set aside for marketing tools to be discussed in the fall meeting
- Staff reports utilized to announce new staff hires to the regions.
- Request for staff directory – listed on website – to be revisited to include email, phone, pictures, department.

Question on new score sheet – Joe Williams

To be reviewed with input by Pati Rolf and National Scorers

SafeSport – Bernie MacLean

Several changes ahead

- U.S. Center for SafeSport Code
- Minor Athlete Abuse Prevention Policies (MAAPP)
- Background Screening

Trying to remove redundancies

Code

New terminology changes

- Claimant – Formerly reporting party, complainant, victim
- Respondent – formerly the accused

- Participant – formerly Covered Individual
- Locally Affiliated Organization (LAO) - Regions
- Temporary Measures – replaces Interim Measures

Code –

Temporary Measures

Any temporary measures previously imposed by USOC, NGB or LAO will be adopted by the Center as its own – Need to contact the center within 48 hours.

Safety Plan –

Allows a respondent to participate in activities while an investigation is in process

Assessments are conducted and safety measures issued which may include but are not limited to:

- Altering training schedules
- Use of chaperones
- Issuing contact limitations or no contact rules

Stay

Respondents may request a “Stay” of a temporary measure including interim suspension through the Center

Bernie confirmed there are issues with the length of time to investigate issues and timeliness of the statements.

Bernie will investigate a question on insurance coverage for regions.

New Code Provisions

- Aiding & Abetting
- Abuse of Process – Outing a claimant

Minor Athlete Abuse Prevention Policies (MAAPP)

Education and Training

- Center for SafeSport is responsible for the Core Training .
- Refresher – 30 minutes
 - Currently being tested – will be offered for the 2019-2020 season
- Parental Consent required for any minor to take any Safesport course.
 - Core
 - The Refresher (30 Minutes)
 - Age specific training provided by the Center (Center will facilitate consent)
 - Junior Officials 18 years of age are required
 - Parental consent for anyone 17 and younger
 - Coaches under 18 issue with enforcement on SafeSport
 - Potential to add permission to take SafeSport Training to the Junior Code

Key Theme: Interactions must be observable and interruptible

Questions as to One on One instructions and their coverage under insurance

SafeSport to put together a 1-page overview for clubs, coaches, ...

Applies to athletes who turn 18 when it applies to teams other than their own

What to look for with regards to Locker Rooms and Changing Areas

Background Screening

Tentative effective date Sept. 23, 2019

- Federal Search Component
- Supplemental off-season screen
- Red light/Green light – review of results

Mandatory Reporting Requirements

Sexual misconduct and child abuse must be reported to the Center and/or authorities

Reporting guidelines and links at <https://www.teamusa.org/usa-volleyball/about-us/safesport/make-a-report>

General Assembly Session #1 Adjourned 11:55 AM

RVA General Assembly Session #2

Tuesday, May 21, 2019 at 9 AM

Franklin Rooms BCD

- I. **Call to order** at 9:00AM
- II. **Housekeeping items** from Ken Cain
 - a. Welcome to Shawn McCarty – Oklahoma Region
 - b. The RVAA group picture is on Wednesday.
- III. **Address by Jamie Davis - USAV CEO**
 - a. Continued growth - over 375k membership
 - b. Growth of 7.5% on the boy's side – highest growth
 - c. Plans to change the USAV website following end of contract with USOC in 2020.
 - d. Gender equality at the senior management level
 - e. Safety First
 - i. Zero Tolerance, “One of us can affect all of us”
 - f. Transgender participation
 - i. Inviting further conversations at the regional level
 - g. Brand Building
 - i. Hosting International events in USA
 - ii. Hosting Olympic Qualifier – Shreveport, LA
 - iii. Hosting dual NORCECA events this summer
 - iv. Question regarding Beach – Promoters host events rather than USAV
 - h. Expanded Jurisdiction
 - i. Added Snow Volleyball and Beach Para-Volleyball

- ii. Goal to make Snow Volleyball Olympic sport
 - 1. 2026 – exhibition, 2030 – medal sport

Questions on budget due to change to Sports Engine management process

USAV will pay credit card fees for the national part of a registration processed within the USAV MMS

No fine if a region does not go to Sports Engine

No expected change in fees to register

Credit card fees to be about 2.95%

Question on Sports Engine transferring to other event systems other than just AES

Contract includes compatibility to other items (Open API)

Question on Jamie Davis visiting Zonal/Regional meetings – CEO is Open to this.

Question on other sanctioning bodies (JVA, AAU) appearing on AES prominently – Not something we can control.

Question on Transgender athletes – Can USAV maintain a list and updates on testing results, will need to be researched further

Would need to bring letter to competition (updated)

Question as to NFHS policy – Up to each state

Question – Is the policy available on the USAV website – Yes but is subject to changes.

IV. **AVCA Update - Kathy DeBoer, Executive Director**

a. We Make Volleyball Matter

i. Men's and Boy's growth – 127 to 221 in college teams

- 1. Growth supported by several regions in High School Boy's VB

- ii. Beach growth from 15 to 166 college teams
 - a. 28 schools in NJCAA beginning next year
- iii. Advocacy – Alabama and Mississippi proposed to change seasons with softball – item defeated with support of regions
- iv. Coaching Education – region assistance with AVCA Convention
- v. AVCA Region Affiliate Partner Program

Question- Could the Division I recruiting tip documents be sent electronically?

Kathy said yes it can.

- V. **Integro Report – Sean Lankie & Randy Melcher**
 - a. Name change to Epic Entertainment and Sports
 - b. General Liability – carriers now request 10-year history
 - c. Total incurred losses - Loss ratio at 117%
 - i. More recent years are not accurate, payouts are not completed yet
 - d. Participants
 - i. Renewal Estimate \$4.92 (from current expiring rate of \$4.61)
 - e. There will possibly be a RVAA Motion to pay for the 2019-2020 season cost difference from the region insurance fund.
 - f. 215 claimants come forth annually
 - g. 10% of total submissions were filed by members without primary insurance coverage.
 - h. Cyber Liability – Data Breach Misconceptions
 - i. Not generally included in General Coverage
 - ii. Athletes, Parents and Guardians, Coaches, Officials information at risk
 - i. Cyber Insurance Coverage Features
 - i. Legal Services
 - ii. Computer Forensics
 - iii. Notification and Call Center Expenses
 - iv. ID Monitoring and Protection
 - v. Public Relations and Crisis Communications
 - vi. Ransom/Extortion Payments

- vii. Data Restoration
- viii. Business Interruption & Dependent Business Interruption
- ix. Cyber Fraudulent Transfer
- j. Cyber Liability Protection
 - i. Third Party Claims – Defense and Indemnity
- k. Media Liability Coverage
 - i. Usually included with Cyber coverage
- l. Potential development for USAV Regions
 - i. Customized program for each RVA
 - ii. Standardization of rates
 - iii. Will need data points from regions to submit to carriers

Question – How long before we can get this coverage?

A – If the data is available, within a few weeks

Question – Cost to regions

A – will depend on the amount/limit of coverage requested

Question – If only 10 regions respond will this be an issue

A – Would like a greater number. Better for negotiating rates

VI. **NCSI/SSCI Background Screening - Sarah Nielson & Suzanne Boyd**

- a. Mission - Safety
 - i. 38,792 Registrants Screened
 - ii. Average turnaround 2.42 days
 - iii. 1300 had criminal records
 - iv. 50 were flagged by USAV (down from 63 last year)
 - v. 822 registrants had data to verify
 - vi. 183 international searches performed
 - vii. Small percentage of membership not able to participate
 1. Largest segment are crimes of violence (20 flagged, 40%)
 2. 19 with Multiple alcohol & drug crimes
 3. 2 people with crimes against children
 4. 3 for a sex crime
 5. 6 with felony drug crimes

- viii. Questions on emails to the registrant if questions – could the region be copied earlier– will look into it and get back with us.
 - ix. Issues with International screenings and local counties either not cooperating or the expenses of some searches.
- VII. **International Volleyball Hall of Fame - George Mulry**
 - a. 21 Regions supported the Appeal in 2018
 - b. 5 Regions received “You Make The Difference” Awards
 - i. Gulf Coast, Old Dominion, Badger, Iowa, Florida
 - c. Region Participation planned with 2’x4’ banners shipped so that members may sign with congratulations
 - d. Charity Motorcycle Ride – September 28, 2019 in Holyoke, MA
 - e. Sitting Volleyball Online and Museum Display – Shirts available for \$19.99 with \$10 of each to support the IVHOF
- VIII. Zonal Meetings delayed to 12:45pm to 2:45pm
- IX. General Assembly Session #1 Adjourned 11:26 AM

RVAA General Assembly Session #3

Wednesday, May 22, 2019 9:00am-3:00pm

Franklin Rooms BCD

- I. Assembly Photo
- II. Call to order at 9:13 AM
- III. Election of RVAA Board Representative, position #3 – Nancy Funk
 - a. Bob Baker and Michelle Carlton candidates
 - b. Voting results – Bob Baker elected
- IV. Awards – Sue Mailhot, Bill, Andy
 - a. Doc Booth Award – Donna Donaghy
 - b. Best Website – Northern California Region – Donna Donaghy
 - c. Service Awards
 - i. 10 years - Meredith Copeland, Mark Noble, Lisa DiGiacinto, Julie Weber, Andy Reitinger
 - ii. 15 Years – Joe Williams

- iii. 20 Years – Philip Bryant, Glenn Sapp
- iv. 25 Years – Donna Donaghy
- v. 40 Years – Will Vick
- d. Retiring this year – Sue Mailhot, Jeff Mozzochi,
- e. Special Remembrance of Donna Mayer, Mike Hulett

RVVA Committee Motions to General Assembly

Motion from Structure and Function

Motion #3: Motion: to add to Article III :7. c

- i. The RVA Administrative Council shall review agenda items.
- ii. The RVA Administrative Council shall review the budget.
- iii. The RVA Administrative Council shall determine the final course of action
against alleged non-compliance by a region. [Article IV:5; d]

Rationale – In September 2018 Structure and Function was asked to define the role of the RVA Admin Council – This motion clarifies the responsibilities of the RVA Admin Council

Motion Passes

Motion from Structure and Function

Motion #4: Motion; to add to Article III; 7; b

The RVA Assembly shall have final authority by majority vote over matters that come before the Assembly.

Rationale – In September 2018 Structure and Function was asked to define the role of the RVA Admin Council – This motion clarifies who has the responsibilities for the actions of the RVA

Motion Passes

Motion from the Insurance Committee

Motion #5: Put a small workgroup together to draft a joint position with USA Volleyball in regards to the potential background screen plan being presented by the USOC (Motion: Dave Peixoto, 2nd Michelle Carlton)

Motion Passes

Motion from the Insurance Committee

Motion #6: Do not raise the member insurance costs for the 2019/2020 season and use the regional insurance fund to cover excess insurance costs above the current member assessment level of \$4.00 (Motion: Steve Bishop, 2nd Michelle Carlton)

Motion Passes

Motion from the Insurance Committee

Motion #7: The Insurance Committee recommends the multi-media cyber insurance proposal be submitted by Integro for all Regions (Motion: Nancy Funk, 2nd, Dave Peixoto)

Motion Passes

Motion from the Insurance Committee

Motion #8: The Insurance Committee recommends that we extend our current agreement with Integro one year to cover the 2019-2020 season (Motion: Steve Bishop, 2nd Glenn Sapp)

Motion Passes

Motion from SafeSport Committee

Motion #9:

Motion Failed

Motion from SafeSport Committee

Motion #10:

Motion Passes

Motion #11:

Motion Passes (2 opposed, 1 abstained)

Motion:

Motion #12: 10) The RVAA supports the creation of the proposed new Tryout membership category by USA Volleyball beginning with the 2019/2020 season. (Moved Kevin Wendelboe, Steve Bishop 2nd)

Rationale: USA Volleyball has proposed a new flexible tryout membership category that regions may offer to their members during a tryout period that the region can set. This membership category is targeted specifically for tryouts and will be able to replace the various workarounds that regions have had to put together to cover their various tryout periods and policies.

Motion passes (2 opposed 2 abstained)

Motion #13: Move to authorize Hoosier Region to contact Matzen Consulting Group to explore that firm writing the text for region data privacy policies as well as the text for the pop-up boxes that would appear when members leave a region's web site during the registration process. (Moved Mitch Stemm, Bob Baker 2nd)

Motion Passes

Motion #14:

Motion #15: Moved to go to Executive Session with some specific individuals from the region's staffs allowed to remain. (Jason Badell Moved, Donna Donaghy 2nd) Motion Passes (6 opposed, 2 abstained)

Motion #16: Motion to ask USAV and Sports Engine to filter the content on the USAV membership management system portion of the Sports Engine website to exclude JVA and/or other competing organization's articles/information. (Motion Jason Badell, Mitch Stemm 2nd) (Motion to extend for 10 minutes Jason Badell, Ann Davenport 2nd)

Motion Passes (5 abstained)

Motion #17: Motion to ask USAV to disclose contractual written policies regarding third party direct communication and marketing with USAV regions, clubs and membership(s). (Motion Jason Badell, Mitch Stemm 2nd)

Motion Passes (4 abstained)

Motion #18: Motion to make these motions from Executive Session Public – Motion Jason Badell, Andy Reitingger 2nd). Motion passed.

The Executive session ended and the RVAA General Assembly recessed for Lunch from 12:30 -1:11pm.

Discussion Items

1. Limit number of teams allowed in a division at Qualifiers – Mary Andrew (sending to ZONAL for further discussion)

The committee recommends a limit of 128 teams which would create playing days of – 3/4/4. With the new structure coming could solve itself. A recommendation should not move forward without QD input.

Is this an occasional complaint or is this a normal situation? The drawback is that a Q might turn teams away. The new growth proposal could solve some of that. New structure would add a 4th bid. Q directors like the new addition. They would like to limit divisions to less numbers (96 or less).

Problem is mostly in 14's/15's/16's American. Do you want teams to have the opportunity to play for a bid or do you want more teams involved?

There is currently a USAV limit in place. A Q that goes over the limit can apply for a waiver.

2. Division priority – USA vs National (sending to ZONAL for further discussion)

There is a problem now that teams do not know how the priority works. Have an at-large process for USA or if a team has a USA bid do not allow them to now take a region national bid.

- a. It should be decided if a USA bid is higher than a national bid (i.e., a qualifier bid is a 'better' bid than a region bid)
- b. If you have a USA bid, you are not allowed to take a region bid
- c. Could offer USA at-large bids

Strategic Planning Committee - Discussion Items 3-16 [These items were briefly presented, were not discussed, and no action was taken.]

3. Do we need RVA Mission statement?
4. How can we help our clubs and regions compete with JVA? (Marketing help from USAV why we are the best option).
5. The MMS saves clubs money that is a member benefit that does not get promoted enough.
6. Gym development (construction/acquisition) and Coach training/recruitment how can we help.
7. Who is our customer? Clubs (What about a Club director mentoring program? To help provide more opportunities for kids to play,)
8. How do you get into local HS to use facilities? Hosting events as fundraisers for the school, (school rep must be USAV member). How to leverage the relationships that you develop with members of your community.
9. Multiple sites for Girls JN? Is event staff truly a constraint? How would multiple sites be an advantage?
10. What do you think about a rotation of playing sites (4 cities for one age bracket (12 – 14) another 4 cities for (15-17)) share the wealth help with cost as you can go to lower tier cities with great facilities that can't host the full JNQ.
11. Stay to play is still a challenge and has an image issue.
12. Have JVA/AAU affected regions been encouraged to network and share best practices to fend off competition?
13. Put regions together in groups separated by (those that run the majority of their events / host some and sanction some / host regionals and sanction everything else.)
14. Branding at every sanctioned event as part of the sanction requirements? Help with recognition.
15. Where are growth potentials? (Power league - like talent vs like talent). Small developmental leagues (single day competition 8-2 and 2-8) promotes grassroots and small clubs.
16. Would splitting up larger regions be good for volleyball? How would you facilitate this?
More ways to address the same issue = confusion

General Assembly – Questions on CAP and BCAP business model

General Assembly - Do you want to conduct another Commissioner's forum in the spring of 2020? (Majority in favor 25-5-1)

- a. Do we want to add some of those expenditures to our budget at the fall meeting?
- b. How do we facilitate the adoption of the ideas to become motions at the main meeting?

A straw poll was taken to determine the site of the 2020 RVAA Commissioner's forum. The votes: Philadelphia (7), Boston (1), Kansas City (13), Hilo, Hawaii (8) as potential

locations. Kansas City will be the location of the 2020 RVAA Commissioners Forum and will occur on March 4, 2020. Limitations on who may participate were discussed.

General Assembly - Modifications to the indoor court for younger players

Rationale: In almost all youth sports, modifications to the equipment and playing area have been created for the youngest players. Volleyball is far behind most other sports. We have lowered the net height; however, we expect a 38" player to play on a court the same size as a 74" player. We continue to make our sport extremely difficult for a young player who invariably gives up for a sport that is easier to learn and play with more success.

The following proposal is mindful of the need to modify the court without causing actual equipment/facility changes and allows facilities to quickly change the size of the court. The width of the court and the net height for younger ages remains the same.

By placing one 2" line from sideline to sideline, we can shorten the court for the younger players. This would be like how we have allowed the 12-year olds to have a serving step in line, this new line would mark the court end line. The Rule modification would be as follows:

Rule 1: Playing Area

- 1.1 8/9 and under: the end line shall be 7 meters from the center line.
- 10 and under: the end line shall be 8 meters from the center line.
- 11 and under: 1 meter step in line from the end line for serving

Allow a junior club player that is playing up as a 17 to play the next season

A player who is a junior coach but that coach is 18 years old (and a U18 player on that team) that coach is not allowed to stand in as coach in the absence of the adult coach (aka player/coach)

Thoughts on jewelry for indoor junior players – expanding the adult rules to junior players

Double hit, second contact allowance.

No longer allowing waived players for Patriot Divisions that had not been waived all season. Not allowing transfers for players to the Patriot Division for the National Tournament.

Will there be a searchable rulebook app available?

- V. Report on RVAA Incentive Grants – Sandy Abbinanti
 - a. Grant to Oklahoma for promotion of boys volleyball and sitting volleyball and beach volleyball
 - b. Appearance fees for the National Team Athletes
 - i. 3 requests came back

- ii. 3 types of appearances by the athletes, Meet and Greet, Keynote Speaker, Clinic
 - iii. Now a form to send in for requests
 - iv. Requests to bring more alumni into the program – extending outreach to those former athletes as well.
- VI. Remembrance of past commissioner Elroy Osorio – Angie Andrade-Morioka
- VII. Announcements –
 - a. Next Meeting in Colorado Springs on Thursday October 10, 2019- Saturday October 12, 2019. The Safesport session will be on Thursday, a USAV staff reception may occur later that day.
 - b. Meeting in May 2020 is in Minneapolis, MN.
 - c. RVAA Admin Council Meeting after the meeting is adjourned
- VIII. Adjourn – Motion Sue Mailhot, Second Jeff Mozzochi
- IX. Meeting adjourned at 2:53pm.