

RVAA September 2018 Minutes

RVA General Assembly Session #1

Friday September 28, 2018 at 9 AM

Chesapeake Rooms 7-9

- I. Call to order at 9:01 AM
- II. Welcoming remarks by Ken Cain and Lisa DiGiacinto,
 - a. introduction of the record keeper – Chynna Tavares
 - i. Zonal and committee chairs instructed to send her their email addresses.
 - b. Roberts Rules of order – reminder by Hazel Goldstein
- III. Roll Call declaration of proxies & declaration of quorum.
 - a. **Attendance (32):** Arizona / Harold Cranswick; Badger / Julie Voeck; Carolina / Kevin Wendelboe; Chesapeake / Lisa DiGiacinto (proxy on Saturday only); 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; Heart of America / Lisa Madsen; Intermountain / Jason Badell; Iowa / Brett Myres; Iroquois-Empire / Hazel Goldstein; Keystone / Michelle Carlton; Lakeshore / Eric Lazowski; Lone Star / Will Vick; New England / Dave Peixoto; North Country / Laura Bush; North Texas / Andy Reitingner; Northern California / Donna Donaghy; Ohio Valley / Bob Price; Oklahoma / Shawn McCarty; Old Dominion / Skip Weston; Palmetto / Jimmy Peden; Pioneer / Nancy Funk; Puget Sound / Cindy Compoc; Southern / Steve Kenyon; Southern California / Ann Davenport; Western Empire / John Hughes, Sr.;
 - b. **Absent (8):** Alaska / Julie Weber (Proxy: Donna Donaghy); Aloha / Ken Ma (Proxy: Donna Donaghy); Bayou / John Cline (Proxy: Sue Mailhot); Gulf Coast / Philip Bryant (Proxy: Steve Bishop); Hoosier / Mitch Stemm (Proxy: Donna Donaghy); Moku O Keawe / Angie Andrade-Morioka (Proxy: Donna Donaghy); Rocky Mountain / Glenn Sapp (Proxy: Wendy Sapp); Sun Country / Mark Noble (Proxy: Harold Cranswick);

Motion #1: Motion to Approve May 2018 minutes – Motion by Sandy Abbinanti, 2nd by Will Vick. Motion Passes.

Motion #2: Motion to Approve of Agenda – Motion by Steve Bishop, 2nd by Dave Peixoto. Motion passes.

IV. Reports

- a. Assembly Chair Report - Ken Cain;
 - i. Bare bones Budget
- b. Associate Chair Report - Andy Reitingner;
 - i. 2 checks written – one for Dallas and the other will be followed up on
 - ii. since then a beach check was written (RVAA pays half and USAV pays half).

V. Approval of Ad Hoc Committee Chairs and members,

a. Nominating Committee

Nancy Funk is proposed as the Nominating Committee chair. Proposed Committee Members are Will Vick (Border Zone), Jeff Mozzochi (Pacific Zone), Hazel Goldstein (Atlantic Zone), and Nancy Funk (Chair / Central Zone).

b. E & E Committee

- i. Created to handle an appeal recently received from a member of a region-
- ii. Andy Reitingner will serve as E & E committee chair
- iii. Committee Members: Bob Baker (Atlantic Zone), Jennifer Armson-Dyer (Central Zone), Joe Williams (Border Zone), and Jason Badell (Pacific Zone).

Motion #3: Motion to Approve the Nominating Committee recommended by the Assembly Chair – Motion by Nancy Funk, 2nd by Michelle Carlton. Motion passes.

Motion #4: Motion to Approve the E & E Committee recommended by the Assembly Chair – Motion by Sandy Abbinanti, 2nd by Bob Baker. Motion passes.

VI. Staff Reports by Chris Vadala

- a. First time USAV surpassed 350,000 members
- b. Staff report additions:
 - o Promo videos recently done in house

- RVA insurance fund in the reports
- Org Chart is in staff report
- New Marketing Director – Cassidy (added a report in Sharefile)
- c. Highlights:
 - Impact is free as of Sept 1
 - 2 hours shorter
 - Beach and indoor combined
 - Meeting materials are more professional (coaching education)
 - USAV is reviewing manuals with each department
 - Webpoint: Easier / more access for regions
- d. Officials Development:
 - Revamping program
 - New focus on training and development
 - More positive
 - *Pre-Approval process for uniforms so officials can ask a question about if a uniform is out of compliance – available on website and will be in writing (also available for clubs)
- e. Questions on Staff Reports:
 - Improving CAP and services to region
 - Making changes to online courses for high demand times
 - SafeSport questions
 - USAV is contributing over \$71,000 in 2019 to the SafeSport Center.
 - Figuring out how the center will be funded, current model is not working
 - High Performance – there is no longer a beach HP region accreditation program
 - Events – talking about changes and planning for the upcoming years
- VII. Remarks by USAV CEO Jamie Davis
 - f. USAV Mantra: “Disrupt or Be Disrupted”
 - g. Ways to say yes and stop saying no
 - h. SWAT teams

- i. Changes in the Olympic movement
- j. Changes in SafeSport – Funding
- k. Question from the floor
 - o branding for Region Logos on the jerseys for regions

General Assembly Session #1 Adjourned 10:02 AM

RVA General Assembly Session #2

Saturday, September 29, 2018 at 9 AM

Chesapeake Rooms 7-9

- I. **Call to order** at 9:02AM
- II. **Housekeeping items** from Ken Cain
 - a. Talk into the microphone for the recorded minutes
 - b. Joe Williams – perhaps Zonal Groups are not necessary
 - i. Steve Bishop – Take out motions but keep discussion items. Leave motions for the floor.
 - ii. Will Vick – had it that way for a long time and nothing got done.
 - iii. Steve Bishop – discuss the motions, but do not vote in zones and discuss / vote as a whole in General Assembly
 - iv. Decision: No longer voting in Zones but discussing them only. We will consider motions in the RVAA General Assembly, and only important items will be commented on by the zonal chairs.
- III. Reports from Integro re insurance and from SSCI re background screens
 - a. Sarah Nielsen (SSCI) – screened 370,891; 1,466 had a criminal record; 67 disqualifications
 - i. Small percentage of membership not able to participate
 - 1. Largest segment are crimes of violence (42%)
 - 2. Multiple alcohol & drug crimes
 - 3. 4 people with crimes against children
 - 4. 3 for a sex crime
 - 5. 9 with felony drug crimes

- ii. Regions can find out about specific statistics in their region if requested
- iii. SSCI screens to criteria, disqualification services, advises all parties about the disqualified registrants, registrant disputes
- iv. As of September 1, SSCI is handling verification for regions (no more putting verification of various details back to regions)
- v. Working on a document for regions to circulate about the background screen – touting what we do & procedures we take

b. Jennifer Rains & Sean Lankie from Integro

- i. Discussed last years' claims
- ii. Data has been on a good trend last few years
- iii. 2017-18 will be largest in recent history
- iv. Uptick of people making claims that are uninsured (no primary insurance)
- v. Loss ratio fluctuates each year – over 100% loss ratio = the insurance company makes no money & pays out more than premiums that are paid
- vi. More recent years are not accurate, payouts are not completed yet
- vii. 15% loss ratio required for renewal of policy, volleyball is usually not meeting that
- viii. Increase of over 3% for member rate
- ix. No deductible for general liability
- x. Language is cleaned up on certificates (same policy / coverage)
- xi. Only two templates – effort to streamline

IV. Discussion of Zonal Items

- i. Jennifer Armson-Dyer – discussion items 1 & 2
 - 1. Competing organization (not just JVA anymore, especially for beach)
 - 2. Discussion fits in well with the SWAT teams
- ii. Andy Reitingger – Discussion item 3
 - 1. Email from Rachel Stafford, Chris Vadala discussed

2. Sanctions against people are being re-evaluated and those being accused have a right to appeal
 3. SafeSport changes have brought this forward
 4. Restricting athletes right to participate should be only in the most extreme cases
 5. Policy is being put in place for national championships – athletes, coaches, admin, etc.
 6. Consider other avenues for penalty instead of restricting ability to compete
- iii. Jimmy Peden – Discussion item 4
1. Tryout Policies
- iv. Bob Price – Discussion item 5
1. % of insurance fund in RVAA growth fund
 2. Could be discussed separately and come from the Strategic Planning Committee
 3. Will be discussed in zonal – part of motions
- v. Nancy Funk and Jen Armson-Dyer – Discussion item 6
1. High School Boys memberships to play more
 2. This would help schools fund volleyball programs and more would get started
 3. No School insurance, it is a club sport for the high Schools (in KY) and are looking for insurance
 4. JVA is competing – can get everything set up for \$230 per team
 5. Have a cheap rate for the teams until they are sanctioned by the high school organization
 6. Doing something like the collegiate membership that would be cheaper for teams – could create teams for less than \$200.

General Assembly #2 Adjourned 9:58 AM

RVAA General Assembly Session #3

Saturday, September 29, 2018 at 1:30 PM – 5:30 PM

Chesapeake Rooms 7-9

- I. Call to order at 1:42 PM
- II. Assembly Chair Ken Cain reported that since our last meeting in May 2018, the RVAA approved an electronic motion in June 2018 to pay for food costs over the amount previously approved for the May 2018 RVAA meeting, to increase the amount to be paid from \$2948 to \$4391.09 .
- III. Motions from Assembly Chair, Committees, and the Floor were discussed and voted on and are listed below.

ASSEMBLY CHAIR

Motion #5: Motion to approve the proposed 2019 RVAA budget as presented. (Submitted by the RVAA ASSEMBLY CHAIR) – Motion by Andy Reitingner, 2nd by Will Vick.

Motion passes.

Motion #6: Move to ratify the electronic vote of the administrative council to authorize the expenditure of \$750 from the RVAA contingency fund to pay for the lodging and mileage reimbursement for Chynna Tavares, the minute taker for September 2018 meetings. (Submitted by the RVAA ASSEMBLY CHAIR)

Motion by Steve Kenyon, 2nd by Brett Myres. Motion passes.

Motions from Committees:

SAFESPORT COMMITTEE

Motion #7: (SS Motion #1) Motion by Nancy to approve funding for a SafeSport training at the 2019 Fall RVA meeting, 2nd Dave. (Note: Michelle & SS Committee to work with Bernie & Robin to finalize the training plan. Request to be funded by USAV.)

Rationale: The previous two SS training sessions have been very beneficial, and it would be helpful to continue this training for interested regions. The committee fully supports this motion.

Motion to Postpone and re-write Bob Baker, 2nd.

(Editor's note: See motion 22 for

STRATEGIC PLANNING COMMITTEE

Motion #8: (SP Motion #1) The Strategic Planning Committee proposes to conduct multiple season ending championships in different areas of the country, divided by age groups.

Rationale: This will increase the possibility of more available venues, smaller city locations, better housing options, increase in availability of local officials, and decrease club travel costs.

Motion by committee. Motion passes.

Motion #9: (SP Motion #2) The Strategic Planning Committee proposes finding a revenue source to pay for the RVAA expenses it currently has or might have in the future.

Rationale: The RVAA should be responsible for funding its own business interests. If this motion is approved, a second motion will be brought forward to vote on the funding mechanism.

Possible funding source options include: \$0.05 per full membership (per region), \$150 per region, or take from the insurance fund.

Motion to postpone by Bob Baker, 2nd. Motion passes.

(Once revisited, further discussion showed a consensus to not consider this further because it is covered in other motions passed by the Insurance Committee).

Motion #10: (SP Motion #3) The Strategic Planning Committee requests inclusion in the representation of USAV SWAT groups.

Rationale: The RVAA needs to be included in the planning and direction USAV is considering.

Motion by committee. Motion passes.

Motion #11: (SP Motion #4) The Strategic Planning Committee proposes that the RVAA General Assembly ratify Bob Price as the chair of the Strategic Planning Committee.

Motion by committee. Motion passes.

INSURANCE COMMITTEE

Motion #12: (INS Motion #1) Motion to renew CDs in January 2019 for an annual duration by Jeff, 2nd Kevin. Motion Passed Unanimously in the Committee (Note: Directive is to reinvest the principal and move the interest to the RVAA Contingency Fund annually.)

Rationale: This approach will allow the \$1M to be reinvested annually with the interest being made available to the RVAA if needed for future expenditures.

Motion by committee. Motion passes.

Motion #13: (INS Motion #2) Motion to ratify the change to the BG Screen policy recently made by the USAV Board of Directors by Kevin, 2nd Lisa. Motion Passed

Unanimous (Note: This is for adding an appeal process for DQs to comply with the Ted Stevens Act.)

Rationale: All previous changes made to the BG Screen Policy have come through the Insurance Committee. This motion will continue that trend and incorporate the change into the committee minutes.

Motion by committee. Motion passes.

Motion #14: (INS Motion #3) Motion by Skip to amend the BG Screening Policy to read: “Any individual who requires a background screening and is not a United States citizen will be required to obtain an international background screening. These individuals include but are not limited to those individuals with work visas or green cards living in the United States.” 2nd Jeff, Motion Passed Unanimously in the Committee.

Rationale: This change is to replace current language and to better define what constitutes a non-US citizen for the BG screen vendor.

Motion by committee. Motion passes.

STRUCTURE AND FUNCTION COMMITTEE

Motion #15: (SF Motion #1) 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]

iv. The RVA Administrative Council shall have the authority to approve expenditures above a specific amount from the Contingency Fund.

[Article VII;6;g]

v. The RVA Administrative Council shall have final authority for all matters within the RVAA.

Rationale: A motion from the May 2018 meeting was made requesting clarification of the duties of the RVA administrative council.

Motion by committee. Motion to Table by John Hughes, 2nd . Motion withdrawn. Motion to postpone by Hazel Goldstein, 2nd by Bob Baker. Motion passes.

[Editor's note: This motion was brought up again later and the Motion failed to pass the General Assembly].

Motion #16: (SF Motion #2) Motion: to add to Article VII:9:a;iii

The RVAA Administrative Council shall have the final authority for all matters within the RVAA.

Rationale: Part of the duties of the RVA administrative council.

Motion by committee. Motion fails.

Motion #17: (SF Motion #3) Motion: to update Article VII ;6;g to read :

Expenditures from the RVAA Contingency Fund cannot exceed \$ 100.00 per expenditure or \$ 500 per annum without prior email or phone majority approval by the RVA Administrative Council.

Rationale: Clarification of wording regarding restrictions on expenditures from the RVAA contingency fund.

Motion by committee. Motion passes.

Motion #18: (SF Motion #4) Motion: to add Article VII; 6; h

Expenditures which exceed the approved budget for the fiscal year must be approved by the RVAA General Assembly.

Rationale: Clarifying process for expenditures.

Motion by committee. Motion passes.

Motion to revisit Motion #15 by Steve Kenyon, 2nd by Bob Baker. Motion passes. When considered by the General Assembly, the motion failed.

Motion #19: (SF Motion #5) Motion: to insert in Article III;4 following the words " filing the complaint" that the Ethics and Eligibility Committee may return the appeal to the region for further evaluation.

Rationale: Assisting the Ethics and Eligibility committee with procedures.

Motion by committee. Motion passes.

STAKEHOLDERS COMMITTEE

Motion #20: (SH Motion #1) The RVAA agenda must be sent 30 days prior to RVAA meeting to commissioners and USAV staff. Allowing seven (7) days for the commissioners to send requests/changes. This gives the RVAA Chair/Associate Chair / Administrative Council three (3) days to make edits – and allowing 20 days for the final distribution to the RVA membership.

Rationale: To expedite RVAA meetings and topics.

Motion by committee. Motion passes.

Motion #21: (SH Motion #2) Decisions by the USA Volleyball Board of Directors (BOD) or the Chair of the BOD shall be timely reviewed by the BOD upon a written request submitted by a member of the RVAA. The RVAA Board Representatives and or the requesting party shall submit their request to the full Board of Directors directly, or through either RVAA Board Representatives or by requesting party.

Rationale: So the Regional Commissioners or Principle representatives have a voice.

Motion by committee. Motion passes. (4 abstentions)

MOTIONS FROM THE FLOOR

Motion #22: (SafeSport Motion from Michelle Carlton) Motion to request funding from USAV for a SafeSport training at the 2019 Fall RVA meeting. (Note: Michelle & SS Committee to work with Bernie & Robin to finalize the training plan.)

Rationale: The previous two SS training sessions have been very beneficial, and it would be helpful to continue this training for interested regions. The committee fully supports this motion.

Motion by Michelle Carlton, 2nd by Bob Price. Motion passes.

Motion #23: (Motion from Central Zone) MOTION from Central Zone: Recommend that a pictorial directory of all region attendees, staff attendees and other participants is created prior to each RVAA meeting that is sent out with agenda.

Additional Info: Slack may also be able to help with this.

Rationale: This will help new commissioners, new staff and new attendees figure out who is who, and foster engagement and collaboration.

Motion by Sue Mailhot. 2nd by Sandy Abbinanti. Motion passes.

Motion #24: (Motion from Jason Badell) To require electronic voting by the RVAA of the RVAA minutes to begin no later than 30 days after the conclusion of the RVAA meeting. Required to send draft minutes 20 days after meetings conclude. Allow 7 days for discussion, feedback, and comments and allow 3 days for edits.

Rationale: While agenda items and discussions are fresh in our mind. This would also save time during the next meeting in not having to address changes to the minutes during the meetings.

Motion by Jason Badell, 2nd by Sandy Abbinanti. Motion passes.

Motion #25: (Motion from Nancy Funk) Ask USAV to update "Limited" Memberships to include high school based club teams not sanctioned by the local state high school association as school sport. The level of "Limited" Membership should be the same cost as the Collegiate Player "Limited" Membership and include possible upgrade availability.

Rationale: To offer these club sport teams a cheaper insurance opportunity, similarl as the Collegiate Player "Limited" Membership option and add them to the USAV umbrella, with the ability to upgrade the "Limited" to "Full" Membership if participants want to continue playing with USAV Clubs.

Motion by Nancy Funk, 2nd by Jason Badell. Motion passes.

- IV. Sandy's update on incentive program
 - a. Winners: GEVA, Delta, Oklahoma, OVR, Pioneer, Southern, Great Plains (all 7 entries)
 - b. Extra money left over from program – Jamie using it to help promote diversity, inclusion, and SafeSport

- i. Jamie will send an Athlete (professional) for a player clinic, coaching clinics, SafeSport presentation free for members.
 - ii. Promote diversity and inclusion in clinics
 - iii. Many options for how to run this in region
 - iv. USAV will pay for airfare, per diem, and appearance fee. \$1,000 donated to region for their costs.
 - v. 6 available this season – Interested regions put names in hat to decide this. Need to spread out between indoor, sitting, and beach.
 - vi. Incentive program has formats for Regions event with Athlete.
 - c. Drawing winners for Athlete Event: Carolina, Heart of America, Iowa, Gateway, Delta, Iroquois,
- V. Jimmy – Discussion on Slack
 - a. Visited region websites looking for good ideas
 - b. Share ideas of great ideas in region with other regions
 - c. Straw poll for sharing ideas
 - i. Straw poll was unanimous in favor
- VI. Kevin – Slack discussion/training
 - a. Trello is another application in Slack
 - i. Has lists (i.e. best practices)
 - ii. Can be source of great idea sharing from VII.b. from this document.
 - iii. Could be an easy tool to use for meetings, agendas, committees, etc. – meant to be collaborative
 - b. All Commissioners have joined our slack account. All commissioners have not yet joined the Trello account.
- VII. Member Management Committee update – Steve Bishop, Jen Armson-Dyer, Kevin Wendelboe (Form with all information is on the ShareFile)
 - i. 800 hours invested since August 2017
 - ii. Two options on the table: SportsEngine & AI Group
 - iii. Contracts are on the table
 - iv. All committee members will review contracts and make recommendation to the CEO

- v. CEO will make final decision and sign contract
 - vi. September 1, 2019 is the go live date for new system
 - vii. List of desires put out in the RFP's – many benefits and moving forward technological capability
 - 1. Split credit card fees with USAV and immediately split the fee at time of payments
 - a. Easier refunds and reduced cost to regions
 - b. Discount codes for “shopping cart”
 - c. Multiple items in cart
 - viii. Improvements to database and integrate in new technology
 - 1. Looking at better processes
 - ix. Contracts are requiring terms to be laid out to protect the RVAs and information
 - 1. Including demands from the RVAs
 - 2. term of contract is for the Quad with option to renew
 - 3. Not a required system, but better for everyone if all regions are on
 - x. Working to get the decision completed ASAP
 - xi. USAV is paying for system
 - xii. Poll for regions that want to be involved in a small workgroup and next round of roll out to test system
 - 1. Committee will reach out to Regions interested
- VIII. Discussion of RVAA meeting survey results
- a. Changes for the meeting structures based on the survey results
 - b. Officials meeting structure is changing – beginning Wednesday Morning & Afternoon
 - c. Format for this Fall meeting was good
 - d. Juniors Assembly sessions important to attend for commissioners – possibly break RVAA meetings to attend JA
 - 1. To begin, get a report from Dave Gentile
- IX. Discussion of whether to move Fall October 11-12, 2019 RVAA meeting from Denver to Colorado Springs (by Andy Reitingner)
- a. Positive to interact with the new staff face to face

- b. Lower rates in redone hotel - \$99 per night and full breakfast, shuttle service (Hotel Elegante)
- c. Social with staff in evening to get to know everyone
- d. USOC – good for SafeSport (October 10)
- e. Consider: hotel location and airfare could be issues

Motion #26: Motion to move October 2019 meetings to Colorado Springs.

Motion by Joe Williams, 2nd by Andy Reiting. Motion passes.

- X. Discussion of AVCA presentation
 - a. USAV no longer has affiliate organizations – could be troublesome
 - 1. Sharing information
 - ii. Region Decision
 - iii. USAV logo is now on AVCA site
 - 1. Pushing for more from AVCA to recognize USAV as national governing body

- XI. Discussion of AAU/JVA issues [from Jen & Laura’s written document]
 - a. Discussed in Zonals
 - b. USAV sees they can assist more
 - c. RVA / Zones send Tori ideas (problems and solutions) and she will compile them and collaborative resources

- XII. ANNOUNCEMENTS –
 - a. National Hall of Fame new inductees and Board Members (Steve Bishop)
 - b. Remember the optional RVAA Commissioners Forum in Kansas City on March 6, 2019 [and see info sheet re lodging]
 - 1. Info will be sent out
 - c. Next RVAA meeting is tentatively Monday May 20- Wednesday May 22, 2019 in Columbus, Ohio
 - d. Sue Mailhot is retiring in May
 - 1. Her USAV Officials board position is up and she is not eligible for re-election.

Motion #27: Motion to Adjourn by Lisa Madsen, 2nd by Bob Baker.

Motion passed. Meeting Adjourned at 5:23 PM.

Guests in Attendance: Bernie MacLean / USAV Staff; Janice Kosbab / USAV Staff; Mary Kylander / OVR; Cindy Flynn / Aloha; Melissa Weymouth / USAV Staff; Stacey Kearns / USAV; Linus Shyu / Gateway Staff; Debbie Spray / Evergreen; Kia Kaufman / Rocky Mountain; Alan Herbert / OVR; Mike McNeil / Iroquois Empire; Chris Vadala / USAV; Jamie Davis / USAV; Robin Duttor / USAV; Steve Carrara / NTR; Bill Doyle / GEVA; Jen Armson-Dyer / Badger; Cody March / Columbia Empire; Becky Hudson / Arizona; Dennis Jackson / HOA; Chris Brandt / HOA; Heath Hoke / USAV; Shannon Davenport / SCVA; Kris Johnson / NCVA; Tom Donaghy / NCVA; A.J. Joseph / Florida;