

**USA VOLLEYBALL
REGIONAL VOLLEYBALL ASSOCIATION ASSEMBLY
MID-YEAR MEETING MINUTES
OCTOBER 10-12, 2009
EMBASSY SUITES, AURORA, CO**

I. Call to Order: Meeting was called to order by Joe Williams at 12:20 pm

II. Roll Call:

1. Present: Alaska – Julie Webber; Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Chris Haworth (proxy); Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Tifani Wendt; Delta – Joe Williams; Evergreen – Jon Lee (proxy); Florida – Steve Bishop (proxy); Garden Empire – Bob Dingee; Gateway – Donna Mayer (proxy); Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Hank VanArsdale; Hoosier – Chuck Stemm; Iowa – Lynne Updegraff; Iroquois Empire – Patty Blacklock; Keystone – Marty Lang; Lakeshore – Mary Jo Hardy; Lone Star – Will Vick; New England – Dave Castenon; North Country – Judy Praska; North Texas – Andy Reitingner; Northern California – Donna Donaghy; Oklahoma – Shawn McCarty; Old Dominion – Skip Weston; Palmetto – Jim Peden; Pioneer – Nancy Funk (proxy); Puget Sound – John Bryant; Rocky Mountain – Wendy Sapp (proxy); Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Mark Noble. Quorum is present

2. Absent with Written Proxy: Gulf Coast – Will Vick.

3. Absent without Proxy: Bayou - John Cline; Intermountain – Kim Norman; Moku O Keawe - Angie Andrade-Morioka; Western Empire – John Hughes.

4. Guests:

USAV Staff - June Sander – meeting organizer replacing Kendal Kelly. Susan Barkley, Tori Hoke, John Kessel, Tom Pingel, Kerry Klostermann, Doug Beal, Kerstin Fracassini-Reiff, Mike Chandler, Margie Mara.

5. New Commissioners: Alaska – Julie Webber, Chesapeake - Lisa DiGiacinto, Columbia Empire – Tifani Wendt, Keystone – Marty Lang, Sun Country – Mark Noble

III. Rules of Order were read by John Bryant

IV. Approval of the Minutes of May, 2009

The minutes of May 2009 were approved as amended – (Updegraff/Dingee/MC)

V. BOD Reports – Ken Cain, Jon Lee

Jon Lee reports that only 11 Regions returned the survey that was sent out. Lee asks each Region to complete and return the survey so that he and Ken Cain can prepare for their report at the Jan BOD meeting.

May 2009 meeting recap -

1. There was a long presentation by the AVP regarding sharing the qualification process for the 2010 Olympics in beach with AVP and USAV. An agreement has been made but further developments are coming.
2. Survey of Jr Club Directors by Dave Gentile. This was not a totally flattering picture of the Regions. The Regions and National Office were portrayed as regulators instead of assistance givers. This was a very small survey.
3. The RVA Assembly passed a motion proposing an alternative fee increase – The Board did not vote on the proposed alternative.
4. Dave Gentile resigned from the Board. A nominating process for candidates will go forward. Andy Reitinger will be standing in with voice but no vote until a replacement can be made.
5. The Board approved a line of credit and use of credit cards for staff up to \$500,000
7. Several board members have stepped down and need to be replaced - Karch Kiraly, Steve Simpson and Dave Gentile.
8. Jason Hodell provided information on the new AVP – new partnerships and investment capital that was implemented and the 50/50 partnership agreement proposed by Ryan Morgan, the individual bringing the suggested By-law changes.
9. There were a number of presentations by board members - Wincraft, Professional Indoor league, Jr Club Survey.
Regarding the Jr Club Survey the club directors wanted a deregulation of the clubs from the RVA's and USAV. The club directors want to be more collaborative - to do their own thing because they saw themselves as independent business people.
10. The focus of the Board is to grow the sport. Adam Rymer talked about using new communication means – Facebook, Twitter, to get the members communicating. Rymer also talked about the Congress and the value of the Congress. Rymer's thought is that if USAV can generate another 100,000 members it would pay for what needs to be done. Selling USA Volleyball (branding) is very important.

Two meetings are coming up for the Board – an Oct 30 face to face meeting and a phone meeting on Oct 19th or 20th.

At the Oct 30 meeting the Directors will be asked to consider the following:

1. Vote to fill the vacancy of the Jr Beach Dev Director. Two candidates have been put forward – Joy McKenzie-Furbringer and Mike Dodd.
2. The RVA motion removing the 80% requirement of membership and fees data transmission of the previous season
3. Membership fee and categories
4. By Law Change recommendations
 - a. In the area of Ethics & Eligibility - dealing with what happens when an action occurs late in an event when an arbitrator or E & E committee cannot be used. New wording is coming forward to deal with this situation.
 - b. A set of recommended By-law changes by the AVP. This was produced by an agent of some of the AVP players to create a Beach Oversight Committee (BOC) of 5 people that would have a lot of responsibilities and power. The BOC would be responsible to approve the annual operating budget for beach volleyball for USAV – rather than the USAV board. The BOC would be responsible to formulate plans, implement programs and otherwise make all decisions with respect to all matters relating to the Corporation's role as the National Governing Body for the sport of beach volleyball – including but not limited to creating the USA national beach volleyball team and program, overseeing and developing the selection process for the Olympics including the planning, executing and marketing of the Olympic trials. Negotiating and approving the annual operating budget for beach volleyball that details the revenue and expenses for the BOC and identity sources. Relating to beach volleyball this change would require the CEO to serve at the discretion of the BOC and shall have only that authority that is expressly delegated to the CEO by resolution of the BOC. Once the BOC has been put in place it may only be amended by an 85% of the voting power of a fully constituted board.

Doug Beal – USAV just received the proposal on the By-Law changes a couple of days ago. There are two principles USAV is trying to operate under in under the current board structure that have been made clear by USOC:

1. The Board should be involved in broad policy issues and let staff operate day to day. This AVP proposal is at odds with that. It basically creates a NGB within an NGB. Per the USOC there can be one NGB for volleyball because there is one sport with two different disciplines. If it volleyball were separated into two different sports there could be two different NGBs or two different national federations. This cannot be right now.

2. Creating Board authority over selected parts of the budget would create competition for dollars within board positions. This would break apart the purpose of the Board and mix Staff responsibilities with Board responsibilities.

We have entered into a contracted agreement with AVP and separately beach athletes to produce, operate and create the structure for the Beach Olympic trials. The FIVB has made a radical change. The qualification procedure for beach athletes for 2012 London Olympics will still be primarily through FIVB however individual athletes will not be qualifying through the FIVB events. The countries will be now qualifying. The countries will then be able to run Olympic trials for the athletes who USAV will then nominate to the USOC. This happens across all sports. We could not run the Olympic trials without the cooperation of the AVP or any other professional tour due to scheduling reasons.

NBC is currently the rights owner for all sport's Olympic trials. NBC has indicated an enormous interest in Beach Trials. This would give us a very marketable event to produce revenue on the beach side. The cooperation with the AVP and the beach athletes would be to the number of events, location, and the cost of the trials.

VI. Commission Reports

1. Rules Testing Commission – John Bryant

The Domestic Competition Rules (DCR) is now being published once every two years. Regions should order enough DCR's for a two year cycle.

If a Region is modifying any of the rules at the local level they should notify USAV of those modifications. There is a form to send this information to USAV. The form will be emailed to the Regions. The purpose of the form is to be consistent in the reporting of the modifications to the Rules Testing Commission.

Two thirds of the Regions will be allowing the libero to serve. Doug Beal says this will not be happening at the FIVB level.

VII. Professional Presentations

1. Employee vs. Independent Contractor – Susan Campbell

Susan Campbell is a partner for Holme, Roberts & Owen, LLP. Her area of expertise is Employment Law. She has done extensive work with for-profit and non-profit organizations.

The IRS has confirmed they are going begin a new tax audit program to target about 6,000 US companies and organizations with the main objective to look at employment taxes - mainly how they classify independent contractors. The companies will be selected for audit by looking at their Form 941 and data on 1099

issuances. The IRS is gearing up for this audit program by training up to 200 auditors. It will be a multi-year effort. Tax lawyers and CPAs have commented that the IRS' concern about mis-classification of workers is a persistent hot button for them. This is a top agenda item for them right now.

The IRS would target a youth sports organization. In 2004 the Fairfield United Youth Soccer Assn was audited and assessed \$344,000 in taxes and penalties. The entire budget for the organization the same year was \$390,000. The association consisted of 45 elite soccer teams. Up to 2004, the association paid all its coaches and referees as independent contractors. Of the \$344,000 assessment and penalties all of it had to do with the treatment of coaches and referees as independent contractors. The league engaged an attorney to be its president who made his life's mission to oppose the audit. The audit was appealed. Negotiations with the IRS went on for 3 years. At the end of the 3 years, The IRS and the league worked out a settlement which involved a payment of \$11,690 in back taxes and penalties and the league agreed to treat about half of its coaches as employees going forward – those coaches who were not employed by a professional coaches association. All the referees were allowed to be treated as independent contractors. The referees were often kids and were paid as independent contractors.

Item of note - in the 3 year process the association lost a large number of volunteers and board members for fear of being made personally liable for the IRS taxes and penalties potentially owed by the league.

What can the Regions do to avoid and/or prepare for an IRS tax audit?

How an organization classifies individuals for the IRS purposes will often dictate how they will classify them for other employment law purposes. For example employment discrimination laws, workman's comp, wage and hour laws, unemployment compensation, federal income tax and Social Security apply to employees and not generally to independent contractors.

IRS Analysis – IRS divides employment classification into 3 characteristics

1. Behavioral control – the more influence or detail required by the organization the more likely the worker will be seen as an employee.
 - Instruction given as to when, where or how the worker does his job.
 - Required training for the worker as to how they do their job.
 - Evaluation or rating program as to the worker's job performance.
2. Financial control – who has control over the economic aspects of the job – the worker or the organization?
 - Does the worker have more financial control over the work?
 - Does the worker have a significant investment in tools or supplies to perform the job?

- Does the worker have unreimbursed expenses or are the expenses taken by the business?
 - Does the individual have a risk for profit or loss?
 - Does the individual make his services available to the market – serve other customers or clients?
 - Method of payment – Is the worker paid an hourly wage or a flat/contract fee for work performed?
3. Type of relationship – How does the individual and the organization perceive their relationship?
- Is there a written agreement/contract? This is not a single determinant factor.
 - Does the worker receive employee benefits – retirement benefits, vacation pay or health insurance?
 - Permanence of the relationship – How long is the worker engaged – short time period or for a long period of time?
 - Key activity of the business – is the employee at the heart of the business? Does the business depend on this job to exist?

Revenue Rulings of the IRS regarding sports referees

Rulings finding Referees as employees –

Referees typically:

- Were required to attend a training session,
- Were furnished a schedule listing the dates they were expected to work with no deviation allowed,
- Were expected to make weekly game reports,
- Were reviewed after the game regarding their performance,
- Could be terminated at any time during the season.

Rulings finding referees as independent contractors –

Referees typically:

- Were not given specific instruction or training – they may have to follow rules as to the game but no required training for performance,
- Furnished their own equipment or uniforms,
- Paid their own their business and travel expenses,
- Regularly made their services available to other organizations – not exclusive to one organization,
- Not guaranteed specific assignments – they were able to pick and choose which assignments to take and it would not affect their ability be on the roster,
- Were given no review or supervision,
- Had no duty to report on the game to the organization

Instructor rulings by IRS – none specifically found for coaches

Coaching – the greater the extent to which the coach handles their own items the greater probability they would be considered independent contractors, the more the club dictates the better chance they are considered employees.

Factors relevant for coaches

- To what extent are they supervised or directed?
- Is their work schedule set and controlled?
- Does the club train them?
- To what degree are they subject to detailed policies and procedures
- The time and duration of work performed. If they have other jobs and other coaching assignments the argument can be made for independent contractors.
- Are their uniforms provided?
- Are their supplies and equipment provided?
- Are their expenses paid by the club or the individual?

Section 530 - Safe Harbor Relief

If audited by the IRS and the question of how the organization classifies the employees is an issue of the audit most of the discussion with the attorney or CPA will be focused on whether or not the organization qualifies for Section 530 Safe Harbor relief.

Three issues are very important in Section 530 Safe Harbor -

1. Whether there was a reasonable basis for the classification
 - Whether this is industry practice or not and what is the evidence of industry practice,
 - Whether the classification was based on the advice of an accountant or attorney who analyzed the situation and advised this classification,
 - If you feel you are at risk in the way you classify workers engage a CPA or attorney to make sure your classifications are correct and get it in writing. This can furnish a basis for Section 530 Safe Harbor in the future.
2. Consistent over time in the way the workers were treated. If inconsistent in assigning classification with similar type workers this could jeopardize the ability to use Section 530 Relief.
3. Reporting consistency
 - Complied with the law by filing 1099s and complied with the IRS rules for independent contractors.

Questions and Answers -

Q. Why is the IRS so upset about this issue?

A. They feel they are losing a lot of tax dollars in these instances.

Q. Does it relieve the situation if the region or club requires the referee or coach to sign a form indicating they know they are an independent contractor?

A. It is not fully protective if the region or club is not treating them as independent contractors. The region or club is just making them sign a form stating that they are.

Q. How does this affect clubs that might be loosely organized and not really incorporated? How would they pay their taxes since they don't have an EIN number?

A. Talk to a CPA for information. They can be liable for not paying their taxes correctly even though they are not incorporated.

Q. Does this information replace the old 20 Factor Test to determine independent contractor vs employee?

A. Yes – they took the 20 factors and grouped them into the 3 areas – behavioral, financial, relationship.

Q. Many in this room are interested in referees and putting requirements on them to be in good standing. In looking at the factors they could be parts of both the employee side and the independent contractor side.

A. The bottom line is that the more requirements and expectations are put on them the more they look like employees. It is understood that we want some level of quality and therefore exercise some require training. The more this is done the more they look like employees.

Q. In the case of a tournament that pays for hotel rooms and food for the officials would they then be considered employees?

A. It may be that you need to pay for these items in order to get them to come to the tournament. However if the organization is taking care of a lot of their expenses it makes them look like employees.

Comment - Ohio Valley official fell off the ref stand incurring severe injuries. The person taking him to the hospital listed his employer as Ohio Valley Region of USA Volleyball. The Region has spent \$15,000 in legal fees over the past year to get him declared an independent contractor for the purposes of workman's compensation. The Ohio Valley attorneys advised them to appeal the decision or be subject to 20 years of workman's comp fees. The Region appealed and won.

The position the Ohio Valley Region took regarding training of officials was that they are hired with an expectation of a certain level of expertise to do the work and therefore can offer the training.

Response - Workman's comp can be a benefit over time because it can control and avoid a personal injury or negligence lawsuit.

The youth sports organizations are under a lot of pressure these days in that they are being forced to require more control over their officials – background screening, required training, and required service. The liability issues are requiring more control yet the IRS would say that this control makes them look more and more like employees.

Q. Assuming the worst happens does the D&O Insurance or an Errors and Omissions insurance policy protect a board from personal liability in tax debt?

A. Most D & O insurance do not cover tax penalties and fines. Don't know the specific answer – should ask an insurance broker.

Q. How are the high school officials handled?

A. Most referees are treated as independent contractors. Referees move from school district to school district and they supply their own uniforms. Coaches are paid a stipend and treated as employees. In the Regions the referees also work for the high schools, colleges and region tournaments.

Q. If a Region is running every event and assigning officials – do they have to be treated as an employee?

A. Not if they can pick and choose the tournaments from the schedule to work. This helps to show they are independent contractors. The referees are not just working for the Region that is running the tournaments but also for the high schools and the colleges at the same time. If an attorney or accountant has issued this advice it is reasonable to accept it as practice.

Q. In a contract for an independent contractor what should be steered towards and away from?

A. Cover and recite the 3 areas of analysis of the IRS. In Colorado if you have a written agreement with an independent contractor that recites 9 factors – if satisfy the 9 factors test there is a presumption in the law that they are independent contractors. The agreement will be governed by state law and the IRS test.

2. IRS 990 Requirements for Not-For-Profits - Jill Goodwin

Jill Goodwin is a partner with Waugh and Goodwin, LLP - an accounting firm in Colorado Springs which specializes in non-profits. They work with nearly 20 NGB's and other youth organizations.

- Q. Can an individual get an EIN number so they can file their own tax returns?
A. Yes you can if it is for employment purposes.

New IRS 990 Requirements

The IRS redesigned the 990 Form for all filings for the 2008 fiscal year and beyond. There are huge changes. The move is toward transparency in governance and consistency in reporting with the non-profits. They are trying to put in place some standardized attachments so it is easier to compare one non-profit to another.

There are three different ways to file the return – Form 990, Form 990EZ and Form 990N.

- Form 990N is an electronic postcard that tells the IRS you don't have to file. Very small organizations will be able to file the Form 990N.
- Form 990EZ is the short form
- Form 990 is the full form

An organization that is not required to file the Form 990 or 990EZ and doesn't file the 990N for three years in a row can lose their EXEMPT status.

The IRS is gradually dropping the eligibility requirements to file a 990EZ over the next three years. This ratcheting down is to allow the smaller non-profits to get their processes, procedures and policies in place before they have to file the full Form 990. To file Form 990EZ your organization must have:

- Fiscal year 2008 – gross receipts of \$1M or less and assets of \$2.5M or less
- Fiscal year 2009 – gross receipts of \$500k or less and assets of \$1.25M or less
- Fiscal year 2010 and beyond – gross receipts of \$200k or less and assets of \$500k or less
- Most non-profit organizations will have to file the full Form 990 from 2010 and beyond.

A lot of organizations miscalculate their income. It must be gross collected – not net or only from specific events.

There is a huge change in the amount of time it takes to complete the form. The form must be filled out completely and correctly or the IRS can deem that it was not filed at all. Must understand what you are filing.

Major Changes to Form 990

The new Form 990 has 11 sections and 16 schedules. The following have major changes that could affect the RVA's:

Part I: Executive summary – overall summary

Part VI: Governance, Management, & Disclosure – how to monitor

Do you have a conflict of interest form in place, whistleblower policy, document retention and destruction policies, executive management and key employee compensation?

Part VII – Compensation - New definitions of officers and key employees

Schedule A – Public support test

Schedule D – Supplemental Financial Statements

Provides support documentation for other areas of the 990 – particularly the balance sheet.

Schedule I – Grants and Assistance to Organizations, Governments and Individuals in the US – over \$5000.

Affects grants to non-profits, training stipends, prize money. If paying grants to other non-profit organizations ask the organization for an IRS determination letter and their federal EIN. For individuals –the number of individuals is reported not their names.

Schedule J – Detailed Compensation Information.

It requires a lot of disclosure with respect to key employees, officers and directors – spouse travel, drill into the transparency issue through fringe benefits, substantiation requirements for expenses – original receipts, why the expense, etc. Questions how the organization determines the compensation for CEO/ Ex Director. Contingent compensation – if the organization receives an amount of money from donations does the CEO receive any of it.

Schedule L – Transactions with Interested Persons

Relates to direct business associations, who is the Region doing business with? Are you making sure the organization is getting the best deal or is it done with someone that has a direct business relationship with the organization? The attempt is to show transactions are being done at arm's length. Have documentation in place to show why the decision was made for a related person's business over an independent business.

Schedule M – Non cash contributions

If receive more than \$25,000 cumulative for the year in non-cash contributions. Contributions include donated vehicles, airline benefits, comped hotel rooms. Non-cash contributions have been an area of abuse in the eyes of the IRS. They are attempting to show this is all properly documented and all is reported. General rule for non-cash contributions is that if it is budget relieving and something you would have paid out for if they were not donated then there is a need to record and report them as donation income and corresponding expense. With respect to services they must be professional or technical in nature and the organization

would have purchased them if they were not donated. Pro bono attorney work would be a non-cash contribution.

Schedule N – Liquidation, Termination or Dissolution

Relates to substantial reduction of assets and/or activities or in the dissolving of the organization.

Schedule O – where everything else for disclosure goes.

Schedule R – Related Organizations and Unrelated Partnerships

Organizations under a common control like a club being controlled by the RVA or the RVA leasing facilities from a board member

990 Penalties

There are some pretty significant penalties imposed by the IRS. For organizations with under \$1M gross receipts the penalty is \$20 per day, for gross receipts over \$1M the penalty is \$100 per day.

The IRS is pushing the non-profits to file electronically to prevent errors. Penalties start on the due date for the return. If the IRS sends the company a letter and there is not response within the allotted time frame the person responsible for replying can incur personal penalties for not replying or filing the forms.

Form 990T

Form 990T is a separate tax return used strictly to report unrelated business income. Selling advertising or souvenir merchandise with no logo would be an example of unrelated business. If own a building and rent out the space that is not being used the rent is reported on 990T. If the income is not substantially related to the exempt status of the organization then it is unrelated business income.

State filing

Some states have separate forms for non-profits. States that don't have a state tax return filing requirement may have a charitable donation filing requirement. More than 40 states require the organization to file or register with the state before soliciting donations. Check www.nasconet.org/agencies to find the requirements for each state.

Public disclosure

As a non-profit you are required to provide financial statements if requested. Forms 990, 990EZ, 990T, and 1023 are all public documents. If you don't provide it on your website and someone requests to see the forms you must provide the form for them. The information must be provided within 30 days. The IRS allows you to charge \$.20 per page for printing. The Form 990 Section VI asks how the financial statements are made available or disclosed.

Contribution acknowledgements

Donations over \$250 must be acknowledged with a letter or receipt. The acknowledgement must have the organization name, the dollar amount and that no goods or services were provided if they were not. For donations over \$75 and goods or services were provided the acknowledgement must state that the donation is limited to that over the cost of the goods or services. Penalties for failure to provide this information may be applied per event.

New rules for cash, check or other contributions

The organization is required to acknowledge donations over \$250. For cash donations of any amount an acknowledgement must be provided to show that the donor gave to the organization. The donor needs something in writing to prove they donated.

Volunteer donations

Volunteers can deduct unreimbursed expenses in excess of \$250 if receive an acknowledgement from the organization. The donor needs an acknowledgement from the organization that they incurred the expense for them to write off the expenses on their taxes.

Excess benefit transactions

This is another hot area for IRS. Excess benefit transactions are a benefit in which an economic benefit is provided by a tax exempt organization in excess of consideration the organization receives. The donation exceeded the cost of the benefit. For example, for a \$250 donation to the organization the donor received \$1000 worth of travel. The tax to the recipient is 25% and there can be a tax of 10% on the board of directors for allowing it to happen.

The new 990 form asks the filer if aware of any fraud or something that is not right in the organization. The organization needs some internal controls. What are the practices in place? Be above reproach in reporting and conducting business.

Both of the speakers remind us we operate our organizations as businesses. We may have started as volunteer organizations but we have evolved. The hiring of relatives or holding elections as called for in by-laws where not many come forward may cause some problems going forward. Check these practices in your organizations. Budget implications for the accountant to prepare the new 990 should be considered going forward as the requirements to file the new form are being ratcheted down to include more of our organizations.

VIII. Insurance Reports

1. SSCI Report/Presentation – Randy Rodebaugh/Byron Palmer

Recap of 2009 – the 5th year volleyball has mandated background screening

- Over 29,000 background screens were done;
- The turnaround of reports averaged 2.7 days;
- Of the 29,000 over 1,000 had some form of criminal record – may be just arrest only or other non disqualifiers - a 3.5% hit rate. Other NGBs and youth sports organizations SSCI screens for has an average hit rate over 10%;
- A total of fifty three individuals were disqualified;
- For a false application disqualification the omission had to be a felony that was left off or the individual was not disqualified;
- The #1 category over the 5 years is violence;
- 11% of the individuals had crimes outside their home states which would not have been detected in just a statewide search.

2010 season

1. Officials are now required to be screened
2. Request from SSCI to verify SSN – it important the Region verifies the SSN because it is a critical part of the background screen.

The procedure – may be a phone call requesting verification, if Region is not able to verify from the form submitted then ask for some form of documentation from the individual that shows the correct SSN. Normally it is a transposition of numbers that is the problem.
3. For non US citizens – send the form to Kerstin Fracassini-Reiff first. She will send to SSCI in a different format. If it comes from the Region then they assume the person has not provided a SSN or it is invalid. Different type of search is done on non-citizens.
4. Duplicate requests – more than one time in two seasons – they have a system in place to help identify duplicate requests – manual procedure but they do check first – ask the Region to verify their submissions first as well to help avoid duplicates.
5. For those using the SSCI online submission system – they offer training for those new to it or that need a refresher as to how to use the system.
6. SSCI Support – Candy Breeden handles billing issues, Kristen Oddie?? handles customer service and status of screens.
7. Appeal Process – the appeal process only applies to the accuracy or thoroughness of the data. It is not a way to be heard as to why this does not apply to this person. The Region is not to handle the process – it is between the individual and SSCI only. The procedure is part of the Fair

Credit Reporting Act – the federal mandate and regulation that governs background screenings.

2. **ESIX Report/Presentation** – Mike Price

Jennifer Waller is the RVA account agent.

Overview of evaluation of losses

Insurance industry takes a look at a 5 year history for trends and exposure to risk to determine premium rates.

When evaluating our losses the insurance company looks at two policies – General Liability (GA) and Participant Accident (PA) that are directly affected by membership numbers. They look at the premiums collected and the payout for claims. For the past 5 years we have over 100% loss ratio – which means an increase in premiums.

The main reasons for increase in premium are due to:

1. Significant increase in membership – increase in members brings more injuries and claims;
2. The state of the economy – participants don't have primary insurance so they rely more heavily on the participant accident insurance when injured;
3. The overall increase in medical expenses;
4. There have been several significant claims that have paid out over \$100,000 in claims from the USAV policy. There are a few significant injury claims still open and susceptible to increase in cost. There is a two year window for reporting claims against the participant accident policy. As the claim works its way through the medical and legal system it may take up to 5 years for the claim to be finalized. Reserves are what would pay this off.

Renewal

In May ESIX estimated a 10% increase and came in right at that rate. We ended up with a 21% increase overall or a 9.3% increase per member.

History – in the past 10 years our overall per member rate has increased 52 cents. We have not moved the deductible in 5 years. Currently the deductible is \$250 if the member has primary insurance, \$1000 if they don't have insurance. We might want to look at increasing the deductible to keep the premiums lower.

D & O Renewal

There was an uptick in the number of claims. However the fee will remain flat for 2010. ESIX was able to negotiate a reduction in the deductible from \$1000 to \$500 per claim. The 2010 D&O Premium is \$575 for \$1,000,000 coverage or \$875 for \$2,000,000 coverage.

A Directors and Officers Policy (D&O) is to protect the organization against claims of mismanagement of the organization. General Liability protects the Region from claims brought by bodily injury or property damage only. General liability insurance does not protect from mismanagement of the organization.

D&O Insurance does not cover errors or omissions. Errors & Omission (E&O) coverage is for errors and omissions in contracts. E&O insurance is primarily directed at businesses that deal with contracts.

Most D & O claims are brought forward for mismanagement of the organization. Mike Price recommends document, document, document everything. Most of the claims stem from someone who is dissatisfied politically rather than actual mismanagement of the organization. Because the claim is made it has to be defended and the D&O policy has a duty to respond.

Question – Would the back workman’s comp premiums or unpaid taxes to the IRS for an Independent Contractor deemed to be employee be covered by E&O insurance?

Answer – No, E&O coverage would not cover that. For seasonal employees for events or short periods of time establish the independent contractors as seasonal employees if they have to be deemed employees.

Question - Mike Price was asked to discuss establishing a committee to evaluate failed background screens.

Answer - Price strongly recommends against creating this. Example given as to why he recommends creating this - Another organization had an appeal process for failed background screens. The process formed a committee to hear the case. The committee heard the case and overturned the failure of background screen because they believed the individual’s story. Within a short period the individual committed another sexual offense. The organization was sued as well as each committee member individually. The D&O policy did not cover the individuals because they overturned the established process and because they were volunteers – not directors, officers or employees of the organization.

Mike Price defined the SFR – Self Funded Retention and SIR – Self Insurance Retention as interchangeable. It was explained why the funds were needed, how long they must be funded and how we are better off as a result of accepting some of the responsibility for the claims. These funds and the balances are described in appendices of the Insurance Committee Report. The reserves will be refunded when the liability for those years has diminished.

ESIX is conservative in the amount that they ask us to retain so that we don't pay in a lot more than is needed. They also give the insurance company a membership number that is not auditable. They underestimate the membership number and then when we have membership increase there is a surplus. When there is a membership decrease we could have a shortfall in the collection of these funds. The excess can be used to offset premium increases in a membership decrease year.

Question was posed about establishing a club insurance program that would cover activities outside the normal program – for clinics, tryouts, camps, etc. The problem is that if this is opened up it opens up liability of coverage for non-members. ESIX will explore this and report back.

Question was asked if ESIX is trying to code the incident report forms to track where the incidents are occurring. The information could be given to RVA Assembly so that we can address risk management at the local level. The accuracy of the incident report forms is lacking right now in relation to exactly how the injury took place. ESIX and the insurance company are looking to create an online incident reporting system to more accurately receive the information. The information would then be tallied by the computer and not by individuals.

Knee, ankle and elbow injuries seem to dominate the participant accident claims. More of this seems to be due to the nature of the sport versus the training of the individuals.

IX. Committee Reports

1. RVA Competition Committee – Bob Dingee (Appendix 1)

- USA Volleyball may raise fees for National tournaments – cost analysis shows the need to increase the fees.
- Change some staffing at adult nationals to standardize methods
- Discussed the structure at adult nationals and some alternatives
- On the junior side there are some changes in format in the Open division at Junior Nationals.

2. RVA Insurance Committee – Kevin Wendelboe (Appendix 2)

- Appendices on past claims history and the RVA Self Retention Fund are attached to the committee minutes. Please read the appendices.
- D & O Insurance does not cover tax liabilities of independent contractors deemed employees

- Discussed whether adding new member categories or leagues affect our insurance. It was determined that it does not affect the policy at this time. Be careful about changing many member types without looking at the big picture.
- Sanctioned event document recommendations
- There is no cap for self insurance retention fund – we have paid out of this fund to keep the Region from being assessed for the contingency fund and insurance premium increase.

3. RVA Structure & Function Committee – John Bryant (Appendix 3)

- The committee worked to insert the May 2009 motions into the Draft Admin Manual. The elections section needs to be revised.
- Border Issues were discussed and a motion will be brought forward to change the language in the RVA Manual to that of the USAV Op Code.
- Ken Cain and John Bryant will go back to the 2007 Admin Manual to restart the revision.

4. RVA Compliance Committee – Judy Praska (Appendix 4)

- Updating the RVA Manual with the new By-Law Change – adding two steps to the compliance notification 1. Region would receive a phone call and email from the National office when not in compliance, AND, 2. the Compliance Committee Chair would receive an email.
- Recommend a creation of an RVA Ethics and Eligibility Committee.

X. Q & A with Events Department - Mike Chandler, Brad Preston, Tom Burkman

1. Stay & Play – Tom Burkman (THS)

Several documents are on the jump drive regarding Stay & Play. Parents and clubs need to be taught the process. THS returned about 3000 room nights in the \$79-\$99 price range for Miami. The blocks are made mostly in the larger hotels where the teams would want to stay together. The number of comp rooms being returned to the clubs is being doubled for 2010. THS is now better able to track the number of room nights brought to a city.

2. Ranking System – Hangastar.com

- It is a tournament ranking system but there is a regional ranking component to it.
- Regions can submit data (rank or match results). Match results are preferred by USAV.

- Team codes CANNOT change with a team throughout the season when ranking systems are used. It is critical for the codes to remain the same for ranking.
- The system is still under development but is being beta tested now. It is hoped to have the system started in January to be beta tested by the National Qualifiers and then used at Junior Nationals.
- USAV is paying for this from the Events budget. USAV spends a lot of money on seeding now.
- Teams will be able to see their progress through the season.
- USAV wants this to be a tool for the At Large process, Open and Club Divisions, boys and girls.
- Access will be from USAV website.
- Andy Reitingger and Buzz Bohmeyer will be helping Mike Chandler to write the “how to” manual.

3. Site Selection Process – Mike Chandler

Most do not understand the site selection process. All the RFP's or Bid Manuals are on the USAV website. The cities bid on the events. Sometimes the cities involve the Regions in the process and sometimes they don't. It is not a slam to the Region if they are not brought into the process until after the award.

There is a point in time that USAV wants the Region involved. Just because USAV visits a city for an inspection does not mean the tournament is going to be there. They look at the city as a part of the bid process. Sometimes the city does not read the bid manual fully and they don't even have the facilities to host the tournament they are bidding for. The site visit will determine this before any award would be made.

USAV and the Regions need to work together but the Region needs to be comfortable with the event and the process. The event is much more involved than in the past. It is very finite number of cities that can handle this event and get around the issues due to unions or hotel rates. The goal is to get the cost down in the city while the teams are there because USAV can't control the cost for the teams to get there. Events Dept has to do a good job of controlling the costs in the city to make it a viable location for the tournament.

Steve Bishop requests they visit with the Region during the process.

4. NCVF Event – National Collegiate Volleyball Federation.

NCVF has asked USAV to run a Club Championships tournament. The tournament will be the National Collegiate Club Championships run the first week in April in Louisville, KY. It is a USAV event. This event can be advertised to our local colleges to register the members through the Region. It will be a one event membership for those areas not already registered. The Regions would like USAV to

push the members to the Region first instead of a one event membership. USAV does not want the Regions to charge a full adult membership to play in this – they don't want to turn the players away before they ever get them to play by charging them too much money. Badger Region charges a collegiate membership that is reduced fee but is a full adult membership registration. A team may be required to pay a higher entry fee which would include the one event memberships. For those already registered with their Region it would be a lower entry fee. There could be some very confusing time ahead for the organizations as they sort out NCVF or NIRSSA. The event does need to have the mechanism at the event to make sure everyone is registered since it is sanctioned.

Question - How to handle if a player is still a minor – must still register as an adult but they are still a minor. Some of the teams don't have coaches so there are some items to work out. If the player is playing for the college they are no longer a junior eligible player.

5. Name Change for JOVC

Olympic word is no longer available unless we pay big money for it. USOC Sponsors have tied up the categories for sponsorships. We would not be able to have competing sponsors so we would lose our sponsors. If we want to put our name on the event we have to change the name and take Olympic out of it. We are using USA Volleyball Junior National Girls or Boys Championships.

6. Changes to Junior National Championships

- Events Department is looking at changing the format from 28 to 32 teams and adding bids. Matches will be 2 out of 3 sets for all age groups. 8 team pools. This will better utilize the court situation.
- USAV is removing the stand alone chaperone requirement. The chaperone can be another staff member already on the roster except for the head coach.
- USAV is no longer requiring copies of the medical release forms be turned in to the tournament. The teams must have the copies with them at check in and all through the tournament.

Sandy Abbinanti and Chuck Stemm expressed concern in matches being played after 9 pm. This discussion was put on the agenda for the zonal discussions.

7. USAV Open National Championships

Cost analysis of all the events has been completed. The Open Championships is close to running in the red. Over the past 10 years history has shown that only half of the Regions send teams to Open Nationals. The adult tournament is entry fee based. Costs have risen for the event and the entry fees have not been raised in several years.

The entries have flattened out. There is a need to create programming at the local level to grow the event. The Events Department is seriously looking at changing some things with the tournament. There are some amenities with the event which are costly and have no return for the event.

8. Boys Florida Fest in Daytona Beach.

USAV is partnering with another established tournament to hold the Florida Fest. It will have a collegiate aspect to it with an NAIA tournament and a girl's tournament at the same location. It is the last weekend in January. Information has been posted on the USAV and Florida website.

9. 2010 National Championships

USA Open – Phoenix, AZ

Boys – Austin, TX

Girls – Reno, NV – June 26 – July 3. Reno has changed. It is not the same city it was in the past. They were a community before gaming came into town and they are going back to their roots. There will be a campaign to break the past perception and to show that Reno has changed.

The Reno/Tahoe Convention and Visitors Authority sponsored lunch for the RVA Assembly. Elly Oppenheim, president and CEO of Reno/Sparks Convention and Visitors Authority and Robin Nichols made a presentation on the new Reno. The Convention and Visitors Authority owns and operates the convention center and the other major public assembly facilities. Robin Nichols is working with Mike Chandler to bring the event to Reno. The video presentation can be seen on a page of the website www.visitrenotahoe.com (a micro site on their page). There is also an airport page on the site to see what the options are to get to Reno.

Tom Burkman of THS discussed the changes to the hotels and accommodations in Reno that will be used for the Jr Girls National Championships. Examination of the hotels in Reno looked at walking distance, family friendly, and how cooperative the hotels are to provide rooms. Four years ago the hotels were not cooperative at all. After this visit Burkman reports the tone of the city has changed. Reno offers a very inviting downtown and Riverwalk area and the two walking distance hotels are now very anxious to cooperate. Quality and cost of hotels, affordable restaurants, and family friendly activities in the area made the decision to go to Reno for the event.

In picking hotels for Jr Nationals teams have two concerns - location (4 blocks or closer) and quality of the hotel. In Miami only 4% of the hotels originally contracted were within walking distance. After receiving many complaints about the hotels within walking distance THS had to add 45 hotels to the list before they were finished – hotels not originally contracted because of quality.

XI. Official's Development – Kathy Ferraraccio

Kathy Ferraraccio offers thanks for supporting the Officials Commission. Officials can make or break an event. We need to grow the officials for the Region and for the National level.

The Ref Training site went up a couple of years ago. It is now open and free of charge to all USAV members. Steve Webster has been hired to work on the site. It is linked on the USAV Website Resource page.

The Basic Clinic DVD for all regions has been sent out to the Regions. Glen Reid is hoping to do two a year. These will be on the training site. Think of all the officials in your region that could benefit from this. There are 5 or 6 clips of net changes that are included in the Basic Clinic DVD. For net violations it is basically touching the top tape in the act of play. Nothing else is a net unless it interferes with play.

The Basic Clinic curriculum will be written after the fall season. The next up is Basic R2 training. It can be used for all levels – use the pieces appropriate for each level.

Camp Program for training – There are two in the works. Gloria Cox is working with the Region chairs to set these camps up. Volleyball Festival will host a Training Camp for officials in conjunction with AZ Region.

The Premier Camp is geared toward helping officials pass their rating. This is a great tool for the candidates to use prior to their rating.

The officials budget is in the red. The main reason it is in the red is due to Kathy asking for stipends for those directors that have put in a lot of work on the training clinics and for the Officials Commission.

The exam is ready now and will be up on Oct 15th. Passwords will go out this week. The exam has moved from Yankee website to USAV Training website.

Ratings will be held at girls (Jr National) and boys (Nationals) Jr National Championships. Applications will be online Jan 1st. Applications are due in March or April.

Evaluations on Train the Trainers were good. The Train the Trainers clinics are for the region use to help their officials to grow and develop. Work on training all officials the same way. Train the Trainer does not teach someone to teach the National Clinic. The National Clinic is given by National Clinicians. The Train the Trainers clinics are to learn how to train clinicians for the region or to work with new officials.

Hosting National Clinics in the Regions – the only cost to the region is a hotel night and local transportation. The cost to the participant is \$20. The National Clinics are geared toward nationals but valuable for all level referees.

The Regions will be sent a list of those officials that have paid their dues to the Officials Commission. In turn the Regions should send a list of those National or Jr National level officials who have not registered. Officials that are not registered or

paid their dues should not be working qualifiers or bid tournaments until their dues are paid to the Officials Commission and registered in the Region. Included on the list will be officials who have not done a background screen.

The Ref Chair Assembly will again be held at the PAVO convention. The Ref Chairs will talk about the rule changes. It has become a great benefit to the Regions and the chairs.

XII. RVA Best Practice Presentations

1. Youth Development – John Kessel, Judy Praska (NO), Michelle Goodall (IA), Eric Hodgson (AZ)

Judy Praska (North Country)

The number one goal is to take care of our membership (customers).

Offer many options for teams so they have all different levels of play

1. Hold down membership fee. \$35 membership fee includes background screen. Make it simple for the member.

2. Offer Summer memberships with lower cost and no team fee. This has been a great option for the team and then they migrate from summer teams into regular teams.

3. Offer play for age/grade teams that don't travel

4. Offer League memberships - The teams will test the system and then later register as a team. Team fees are waived for the league teams to get them started. #1 item keeping teams from playing is cost.

5. Region sanctions the events and runs only 3 tournaments. Over 600 events were sanctioned in the region. – no same age levels in the same area so no competing for teams in the area. Teams want to play in local areas.

6. Moved the non-bid year end large tournament around the region so that everyone does not have to travel every year. It is a one day tournament for each age group. The area Reps/ board members facilitate the tournaments at each location.

7. High school volleyball in MN is the largest participation sport for girls and second overall largest participating sport in the state.

Michelle Goodall – Iowa Region – Grassroots commission member

The Region is a service organization for our members and need to keep the membership costs down. They parallel North Country Region in many aspects.

1. Offer Grassroots and Elite programs.

- Investment in Junior programming –
- junior leagues for 4-6th graders – low cost, focused on player development, low pressure, goal is to have fun, rules are adjusted, goal is to make it successful for the kids, run by passionate staff.
- Opportunity to participate in half day events which breeds next generation.

2. Invest in HP programs –

- understand HP is important for the membership
 - usually lose money with the program
 - offers a great opportunity to showcase their skills
 - the Region has seen a resurgence in the HP program. Over 300 tried out at the last HP tryouts.
3. Offered Beach clinics which were highly successful
- Beach kids have moved into the indoor programming.
 - Started Boys' development programs – have to be patient in this endeavor.
4. Final Thought
- You may not always see the growth you are after at first – patience gets you there. Be service oriented. Understand that all growth is good. Seek investments before revenue in the grassroots programming.

Eric Hodgson – Arizona Region and Chair of grassroots commission

Grubroots Coaching Clinics – GrassRoots Outreach (GRO) Coaches

- Directed at upgrading the coaching at the Park and Recreation level.
- Paid CAP certified coaches \$500 to teach these clinics.
- Nothing is wrong with winning unless it comes at the expenses of learning the game – teach the coaches to be focused on development over winning.
- Team practice time for the Park and Rec programs may only be one hour – help them set up a practice that maximizes the player touches in the one hour practice.
- Talking to some Park and Recreation programs about adding Mini and Maxi Volleyball as their program. Volleyball Festival will be setting up Mini and Maxi Volleyball courts for demonstration.
- Help the coaches create goals to meet by the end of the season – different goals depending on the age group.

Question – how were the Park and Rec programs recruited?

Answer – Sent an email to the city Parks and Rec Dept and offered to help their kids make their high school teams without playing club.

Question - How were the recreation programs located and insured?

Answer – The cities were contacted individually as there was no central list available. The program was run through the city so no sanctioning was involved.

National Association Park and Rec Director and John Kessel will work out how to promote nationally through the Regions the projects being talked about on the Grassroots Commission.

John Kessel – Grassroots

- Suction cups – double suction cups from Bed Bath and Beyond to get out of the shower \$10, Grainger has them for \$6. Use the racketball court for sitting volleyball.
- Growth charts were emailed to the Regions
- Performance & Conditioning in Volleyball is a newsletter for sports medicine and performance
- Intern from Korea – Hay Young. She is here for a year through the Nest Program from Korea. She is tasked with looking for all volleyball facilities and contacts for those facilities in every state. She will also be creating lists of districts for girls HS volleyball and HS volleyball coaches.
- The boys lists were created by Jeff Mosher
- Education Weekend – Officials training, Coaches education, parent education should all be a part of the weekend.
- Parent Night – in conjunction with a college team. The Parent Night brings in coaches and club directors to meet and greet prospective players to get their club info out.
- Parent Connector – The Yellow Shirt with Region logo – Recruit parents of players that have gone through the club system and are done. Send the parents out to tournaments to sit in the stands and gather information on the parent perspective of how the club and region are doing. The parents would report back to the region and/or national office.
- Leave a Ball Behind – Festival, Jr Nationals, Region Championships. Put out markers and let the kids write on them and send them on. At Jr Nationals the official on the court gives markers to the teams and ask the teams to donate a ball with their good luck messages written on it.
- Motivational posters – with pictures of high level players and motivational sayings and coaching tips relating to the volleyball skill. There is a USA version and a FIVB version. The posters are free. The posters can be downloaded and printed as poster or 8x10.
- Award certificates – many Regions have requested professional certificates – clear photo type certificates with a volleyball theme and editable blanks for the personal info. These certificates will be put on the RVA page for all to use.
- Jim Peden – parent tryout info – My Daughter should be on the Olympic team but they picked her for the 14-3 team. How can that be? John Kessel will draft the article and send to the Grassroots Commission for editing. Articles will be coming out to educate parents on the process.
- Creating a PSA contest – kids make the announcement from video clips and photos that are currently owned by USAV.

- Blaze Sports is part of the Paralympic sports clubs which is part of US Paralympic growth for sitting volleyball. Have a “Getting Down With Sitting Volleyball” webinar for developing a sitting volleyball program. The webinar is available online. The skill poster for sitting volleyball is on the poster area of Grassroots page of website.
 - Sitting World Championships at University of Central Oklahoma July 11 – 18, 2010. 16 Women’s and 24 Men’s teams will be participating. Qualification for 2012 Paralympics. To be a part of it contact Bill Hamiter or Elliot Blake.
- Serving Three Masters Powerpoint for directors of state high school federations. Explaining how NGB’s have many partners. Helping the high school federations understand who the NGB has to answer to. The three concerns of the NGB is to sustain competitive excellence, grow the game and commercialize (build, promote and achieve).
- USAV website Grassroots section – let John Kessel know what to put on the site. Best Practices are on the website. Suggestion to include Region Best Practices on the USAV Grassroots section for the Regions to use.
- Returning Coaches Webinar – not IMPACT. It is a “Thanks” to the coaches for returning. Retention of coaches is very important. Belief Based vs Evidence Based Coaching. The goal is to teach the coaches new things that have come about since they took IMPACT. This seminar will be recorded and placed on website for those that could not attend. John Kessel would like to do one for each region.

Example of items that could be presented are:

 - Water bottle injuries – tripping on water bottles in the bench area left when teams move out of the way for pursuit
 - Non-dominant hand hitting
- Mini Volleyball – Volleyball for Youth – is a new book by John Kessel. The book is designed for two types of people: a club director wanting to do Kindergarten – 8th grade volleyball better and to teach PE teachers how to make volleyball more fun. The book is available free of charge on the website soon.

Hank VanArsdale is looking for volleyball video footage to show on big screens in his facility. He would like to show some educational components and not just matches – a demonstration of skills, etc. USAV would need to package it for public 30 second to 5 minute increments for consumption.

- 2. Beach Development** – Ali Lamberson, Steve Bishop (FL), Eric Hodgson (AZ)
Beach Development Report – Ali Lamberson
2008 focus was international competitiveness

2009 focus was to Grow the Beach Game

- Continued Beach National Team support
- Focus turned to building the pipeline
 - Split everything into two categories - Beach High Performance and Beach Development
 - Reworked the pipeline to reflect international qualifying
- High Performance
 - Jr HP and Senior HP Programs

Beach HP tryouts –

177 athletes participated in ages 14 – 25.

50 athletes were selected for USA Beach training team.

Next 28 athletes will be attending Holiday HP Camp in Chula Vista in December.

USA Beach National Team Program

24 male and 26 female athletes at tryouts

8 were selected in each age group and a few extra in U19 Women's age group.

12 male and 12 female athletes were selected to participate in international tournaments.

The international game has changed with other countries raising the bar. The international players are no longer playing indoor. They are focusing on outdoor right from the start. A tour was created for development of the U23.

International Development Qualifiers (IDQ's)

Created the Qualifiers in partnership with the AVP in an attempt to solve the issue of who will attend the FIVB and NORCECA events. Top AVP players do not want to attend. AVP was supportive of the event.

Beach Development Camps

Lakeshore Region, Florida Region and Southern California hosted camps

Facebook helped get the info out regarding these events

- 2009 Junior Beach Tour
 - 13 events in 11 states, with 2,224 participants
- USAV Collegiate Challenge
 - 10 universities, 56 athletes, doubles and 4's divisions
- Beach Coaches Clinics
 - Introduction to coaching beach volleyball
 - Heavy emphasis will be placed on the basics of beach volleyball. Participants received CAP credit and a USAV Beach Coaches Clinic manual.

A Beach CAP module will be launched at the AVCA Convention in December

- USA Open Beach
 - Doubled participation in the event over one year
 - Location and time of year appear to be right for the event
- City of Long Beach
 - Built 24 new sand courts for our use
 - Tentative plans include a locker room and facility
 - Small office included
- Chula Vista OTC building sand courts
 - Huge benefit is that the athletes have a place to stay, three meals a day and the support of a trainer
- 2010 Looking Forward
 - Expand to at least two more Regions with tryouts
 - Create a U17 and U23 division
 - Planning to add USA Beach HP Camp and Championships opportunities
 - Need to increase the opportunity to participate in Beach HP camp or championships
 - Regions will be able to nominate teams
 - Create additional competitive opportunities for Beach National Teams in late July and early August
 - Expand development camp programs into at least five more Regions
 - Create Pee Wee Beach - half day programs for 7-12 year olds
 - Continue Women's Collegiate Challenge, add a Men's NCAA Event and host a NORCECA Event next year.
 - Junior Beach Tour 2010 Tentative Schedule is set
 - Getting the Regions involved to -
 - Host a Beach HP tryout
 - Host a Beach Development Camp
 - Host a Beach Coaches Clinic – normally with a Camp or Tryout
 - Send teams to different beach events
- Best Practices
 - Running a beach tournament
 - Running a beach tryout
 - Building a beach court

Comment - Elevation Group is not reaching out to the Region when hosting beach events in the Region. Better communication is needed between the promoter and the Region.

Eric Hodgson – Arizona Region

This powerpoint is available on the RVA Resource page of the website

The benefits of playing on the beach –

Misty May says you can't hide on the beach,

Ed Ratledge says beach play demands the removal of bad habits.

- The NCAA has put the brakes on the emerging sport due to the need to develop courts on the campuses. With the current economic conditions it may take a while for this to happen.
- AZ Region offered a Collegiate Challenge. 22 teams participated. DI, DII and Jr College teams participated.
- Jr Beach development – coaches optional is a big benefit to the players. One way to draw boys into the sport.
- Getting started
 - Secure a facility – health clubs, outlying facility, sports parks, city parks.
 - Costs involved – Facility rental, staff, tournament directors, currently don't use officials but might begin to use the junior tournaments for beach official training
- Marketing Beach
 - It is an alternative to bad park and rec programs, alternative to indoor, low injury risk, offer free clinics, AVP influence with Phoenix a tour stop, inexpensive but valuable training.
 - It is FUN - Best marketing play is that it is fun
 - Coed tournaments, playing with friends, prizes given for each tournament, keep it a quality volleyball experience.
- Beach program –
 - \$20 for the program and
 - \$10 per person tournament entry
 - Guaranteed 4 matches per tournament but usually get more
- Tournaments
 - Before each tournament offer a rules clinics for players and parents.
 - Set up pools based on standings and age group.
 - The number of teams determines the type of tournament play offered – pool play followed by bracket play – matches 2 of 3 games or one game to 21.
 - Play 4 – 5 matches per tournament

- Make it a quality tournament
- Needs for a beach tournament
 - Water, Facility, Band Aids, Loud Speaker, Sunscreen, Box of pools/bracket sheets
- Programs offered over the course of the program
 - AVP Next involvement at first – later abandoned because there were no benefit for the players – only additional cost.
 - Increased the number of cities around the state to the schedule
 - Added Coed
 - Added Collegiate Women’s Tournaments
 - Added Father/Daughter, Mother/Son tournaments
 - Attempted In-Season tournaments during the club season – did not work so well – weather was the main factor that it was abandoned.
 - Added U22 Division
 - Added Open Division – with Jr Rules as far as behavior is concerned – no drinking, etc.
 - USA Jr Beach Tour Stop
 - Added King and Queen of the Beach
- Issues to deal with
 - In Arizona the high schools start in early August so the better players are unable to participate in the late season events at the National level.
 - Trying to offer a quality product with a lot of touches and play
 - Parents/spectator alcohol
 - SMothers that hover over their kids
 - AVP Participation – love for the AVP to offer junior programming
 - Arizona weather
- Programs going forward
 - Special Olympics
 - Big Brother/Big Sisters tournament
 - Boys and Girls Club events
 - Region to lead the cause to separate beach and indoor volleyball with the state high school federation (AIA) – to offer a spring beach season for the schools
 - Parents or dads and daughters to play in a beach league in the spring
- Beach Growth
 - 5 clubs have added summer beach programs or introduced beach training in their normal programming.

- Beach successes have increased the level of play indoor for our clubs. The word is getting out about the benefit of playing beach for the athletes.

Chris Haworth – Badger Region

History

Badger Region has been running beach events since 2000.

Since 2005 Badger Region has teamed up with AVP Next to host 3 indoor events in the winter and 3 outdoor events in the summer. The Indoor events are run at indoor sand facilities (normally 6-8 courts). The tournaments offered are for adults, juniors, open level, and A level.

From 2006 to present the Region partnered with USAV to host a stop of the USA Jr Beach Tour. They have incorporated the event as part of the Bradford Beach Jam. They have seen an explosion of players at the A level and coed 6's. There is a party to finish off the day of the tournament.

County partnership

Reach out to the county parks people and identify where the courts are and the number of courts available to use.

The Region partnered with Milwaukee County Parks Dept. Bradford Beach is the main location for the Badger Region tournaments.

Twenty five courts are set up at Bradford Beach between May and September. The Region paid for wooden poles to be set up at the beginning of the season. The County stores the poles for the Region in the off season. They also asked the county to till the sand for them to remove glass, bottle tops and other debris. All of the nets were donated by sponsors. The cost was about \$75 to \$100 per court as an investment by the Region.

Tournaments that were run also include other sports – beach soccer, beach volleyball, bands playing – festival atmosphere. The Region partnered with a marketing company to get more people to the beach to the event.

To get more juniors involved the Region –

1. Approached clubs and encouraged them to start a beach program within their club. They also asked the clubs to identify potential beach coaches within their ranks.
2. Contacted indoor camp directors to offer a session on beach – placed an instructor at the camp to help out free of charge.
3. Had a beach session for the HP Camp

4. Ran a beach play date at indoor sand facilities during the indoor season. The players can play with anyone even if they are not from the same club. As a result of the beach programming there has been a growth in Juniors, A level and Coed play.

Steve Bishop – Florida

Beach volleyball is the next horizon for juniors.

Florida currently has 12 junior beach clubs and is looking at 20 clubs for 2010. There are 90 indoor junior clubs. They anticipate in the next 3-5 years they will have equal number of junior beach clubs as indoor clubs. The mix is predominantly indoor programs that are now offering beach programs. There are just a few beach only clubs.

Issues the Region faced when establishing the beach programming:

1. The major issue that they needed to address was to decide when the beach season officially begins. The beach and indoor seasons overlap. With players wishing to be released from their indoor teams to join outdoor clubs a time frame had to be established. The compromise was to allow them to become a free agent to join a beach club once they are finished with their indoor season – whenever that time was for the team.

2. The Region found that all indoor coaches do not make good beach coaches. They created beach coaching clinics to develop beach coaches. They created a policy that requires coaches to attend a beach coach's clinic prior to attending the beach tournament. This was not well accepted but it is required.

To be a beach coach:

1. Have to attend a beach coaches clinic,
2. be a member of the Region,
3. At check in the coaches are given a designated color tie back bracelet – only those wearing the specific bracelet can be courtside for coaching.
4. The coaches may only coach before the match, to call timeouts and after the match. If allowing the coaches to coach during the matches make it very clear what they can and can't do or they will test you on the gray areas.

Launching a Beach Tour

The Region had two choices to when it came to launching a beach tour - Do it all themselves or join an existing tour and ask them to include a junior component with the understanding that it would require modifying their model for juniors. They approached the most dominant adult tour in the state. After about one year of negotiations they came to an agreement on what needed to change.

The first year the Region just sanctioned the events to see how they were operating the event.

The issues they needed to address with the adult tour were:

1. Registration was a fiasco. The adults were used to mosey in and sign up on site but the tour was not ready for the number of junior players that were coming and who were used to pre-registering.
2. Alcoholic beverages are big sponsors of the beach events.
3. Scheduling – The adults play on Saturday and juniors and Coed on Sunday. Average court count was no less than 40 courts on any given date this past year. The coed teams were scheduled first on Sunday followed by the juniors. This was flipped to allow the juniors with their parents and beach gear to play first and then leave the afternoon for the coed teams. This caused the junior teams to increase from 70 teams to 120 junior teams.
4. Parents were educated to show they are just spectators – no coaching or instruction can be given.
5. Beer nets are not appropriate for junior tournaments. The beer nets were removed after adult play on Saturday and unbranded nets were put up for the juniors play on Sunday.
6. The less experienced teams are often thrown in with the top kids and eliminated early. It is not fun to go 3 and out against stronger teams. They created an optional consolation bracket for those teams that did not advance out of pool but still wanted to play.
7. Playoffs starting over an hour after the pool play was finished. They adopted a more indoor tournament flow to keep the tournament moving – out of pool play and into the bracket play. An automated spreadsheet format was developed to keep the tournament moving along. Steve Bishop will make the spreadsheet available to anyone that wants it.
8. The Region is continuing to work on branding an image for the adult players to entice them to join the Region. The adult players currently don't see the need to join the Region

For 2010 –

1. They are adding an open and club division so that the developmental kids are not playing the more experienced teams.

2. Adding free or low cost clinics for 10 and under players – reduced size courts and lower nets - with the goal of adding a youth division for tournaments on Sunday.
3. Looking to add a Father/Daughter, Coed Father's Day tournament.

Contact Steve Bishop from the Florida Region website and check the website www.digthebeach.com for their partner.

3. Boys Development – Jeff Mosher, Chris Haworth (BG), Kevin Wendelboe (CR), Hazel Goldstein (IE), Hank Van Arsdale (HA)

Chris Haworth – Badger Region

Boys' volleyball in Wisconsin has been around since the 1950s. Boys volleyball dropped out of the high schools in the 70's and reemerged in the 1990's. It is again a state recognized sport with its own championship run by the State Athletic Association. It used to be run by the state boys volleyball coaches association. Most of the boys clubs are in and around the Milwaukee area. Growth is now happening outside the Milwaukee area.

The high school programs have driven the growth of club programs in the area. The majority of boy's high school coaches also coach club. Boys Volleyball is a fall sport in Wisconsin. There are only six states that offer boys volleyball in the fall. Illinois to the south has boys' volleyball in the spring. Wisconsin and Illinois are able to run quality tournaments due to the proximity their many quality teams.

The Region has reached out to the high schools about running a boy's volleyball program. They have met some resistance by the athletic directors who either won't offer it because they are lazy or don't want to because it might take away from their football programs which are very large or they cited Title IX issues.

The high school coaches are very active in coaching juniors (girls or boys) in club. The coaches do encourage their athletes to continue to play by playing club.

Kevin Wendelboe – Carolina Region

Conference Carolina is a Div 2 conference in the area. Kevin Wendelboe was asked to go talk to the conference athletic directors meeting about the benefits of men's volleyball program. A few colleges already had a men's program and a few others wanted to add men's volleyball. Six schools decided they wanted to start a men's club program and they are a sanctioned conference. The sanctioned program means that later they may be able to

petition the NCAA to allow them to attend the National Championships. They all already have a women's program so the start up cost is relatively low. Boys will be flocking to these schools to participate. Several schools in North Carolina now have programs. Boys clubs have something to look forward to now. The schools are hosting clinics for boys and the boys can attend their matches.

The Region lowered the membership cost for boys to \$15 as an incentive to join. Some growth was seen as a result of the lower fees. The decision was made to go out to the existing girls clubs and ask them to start a 18U and 14U boys team in their club. The program did not have to be as structured as their girl's programming. The participants may be the brothers of the girls already participating. The intent was to introduce the game to the boys through the girls clubs.

There are not enough boys' teams participating to hold two day our more frequent tournaments. The boys clubs started a league type format for the boy's teams – not the same tournament structure as the girls programs. The clubs rotated in finding a location for the teams to play their league games. If they can get enough boys teams they can have a year end tournament or Play Day for all the boys teams to participate in.

Carolina allows the 14U boys teams to participate in the girls 15's or 16's tournaments if there is room. The older age groups can play in the men's tournaments but they get beat up and can get discouraged.

Hank Van Arsdale – Heart of America

Tale of the high schools – neither of the states that makes up Heart Of America Region had boys programs. Missouri said if they could get 50 boys teams they would add it to the high schools. Lobbying takes years to come to fruition. Kansas will still not even consider starting boys programs.

Tale of opportunism – HOA had a unique opportunity with the inaugural Show Me qualifier to allow boys' teams to enter. They searched around and found a sponsor to pay for the entry of the boys teams into the qualifier. Cost is major problem for boys' volleyball since volleyball is their second or third sport. There were 4 boy's teams in the tournament and 400 girl's teams – it was the best recruiting tool there could be.

There was a NAIA men's collegiate volleyball tournament that was close to the same date in the area. The Region asked them to bring their conference championship to the Show Me Qualifier. The Region paid for the memberships of the collegiate teams to make it happen. The feature court at the qualifier was for the men's collegiate championships. There were matches going all the time with a tremendous crowd around those courts. They are looking to add boys' events to the larger girl's events to draw in more boys.

Item of note is that if there is a collegiate men's match at the event bleachers are a must for the crowd.

Hazel Goldstein – Iroquois Empire

There is very little boy's school volleyball in the Region. The growth of club volleyball is very slow if there is not a scholastic program to help drive it.

Hazel is also an Assistant Camp director for the YMCA summer camp. Two years ago they began talking about having boys at the camp. In 2009 Jeff Mosher contacted the YMCA about Study in Sport – an Italian program that wanted to bring girls and boys players to the US to go to camp, to experience English immersion, and to travel. They wanted to home stay. They were able to work out the liability issues with the home stay program by requiring background screening and registering the home stay parents through USAV and through the Region.

The camp has a lot of international coaches and counselors. The best part of learning is being on the court and being with campers from other places.

There is now a New York state boy's championship. The camp offered to host the boy's teams for a week at the camp – to come in and work together as teams. Part of this is offering is to show the high school boys that there is club volleyball where they can continue to participate when the very short school season is done. There are Columbian and Russian boys interested in the camp now.

Jeff Mosher – USAV

Jeff Moser built a database of all high school coaches and athletic directors in New York, Illinois and Wisconsin areas that have had a boys program either this year or last year. Moser is interested in building a database for every state to help promote events and to help build programs. If you start high school programs for boys, the clubs follow. It will help get your name out there.

It is best to try to grow by conference or league instead of starting a school program here and there. Coaches who were players will go back to the high school they attended to try to establish a program in their school. With the USAV boys grant program it is easier to establish legitimacy with the school. The athletes are out there we just have to establish the program for them to play.

Skip Weston – Old Dominion Region - Has boys high school programs established and a facility. They have boys three boys 14U teams in with twelve girls teams. Depending on how they do in the tournament they can move up.

Iowa – for homecoming girls have powder puff volleyball and the boys have Brawny Puff volleyball. The Region also started pickup programs on Sundays for 12U. They allow boys to play in girls younger age groups. Offering a “Bring Back the Boys Grant” of \$1000 to the schools to offer boys.

John Bryant – Puget Sound – come and gone from the region. Thought they had 3 or 4 high schools ready to start an intramural program. Offer discounted membership fees for the boys. Four clubs have had boys programs offer round robin league play with each club taking a turn hosting the league. Some Canadians have come down to join the league.

The Heartland Conference in Texas was interested in starting men’s volleyball in their colleges. When they found out there was not boys volleyball in the high schools they dropped the program since there would be no local following.

Canada is looking to join NCAA for men’s volleyball. Accreditation is being looked at right now. This would be a giant boost for the NCAA men’s volleyball and could cause considerable growth should this occur.

Best practices packet includes the following –

Boys Scholastic Grant Program –

Jeff Mosher is asking each Region to set aside \$1250 per year for the grant for the schools within their Region. USAV will match the grant. The grant program was set at a three year award but is being expanded. If a program in the Region applies to USAV for this grant, Jeff will contact the Region to work with the program. The money would be used in the Region. There is a grant committee to oversee these grants. Two different deadlines for the grant are dependent on when the school season is played.

Ohio Valley has secured additional funding in their Region and they offer 10 balls as part of the grant.

Contact Jeff Mosher to become a partner with USAV in the Boys Scholastic Grant program.

Spring volleyball league

Spring volleyball league designed with the incentive of a reduced entry to boys Jr National Championships. Target is 11’s, 12’s or 13’s coed teams. The mailer to send out is on the flash drive. The idea is to get the boys playing for fun in the spring when the gyms open up. Play at least

50% of the time to get them interested. At the end of the program term run a true tournament for the championships to let them know what tournament play is and to determine the winner. Remove the girls and fill the team with boys and nominate the team from the Region. USAV will knock 50% of entry fee off JNC entry for this team. Send USAV proof of running the league – show that boys' memberships increased – entry fee goes to the Region first.

Where to Play Brochure –

USAV will produce a brochure to have available when someone asks about starting a program or where they can play. Jeff Mosher will customize the brochure for the Region if needed.

Food for Thought

Free clinics don't always show the value of the clinic. A coach offered a free clinic for three years. It drew 10 people each year. When he began charging \$75 for the same clinic he had to turn kids away. There was value to the program when it was for a fee.

World League Opportunities for Boys

Camps and clinics will be held for boys in conjunction with the World League matches in the cities where the matches are held. The camp will be for players and coaches. This will bring direct contact with the National team. Coaches will have a chalk talk with Alan Knipe. Parent education and CAP program will also be at the same site.

XIII. State of the Game – Doug Beal, Kerry Klostermann, Tom Pingel

1. Branding USAV – Kerry Klostermann

USAV is in the process of revising the logo policy and use guidelines. There are a lot of clubs asking to use the USAV logo on their website. USAV is looking at creating a member club logo for the use of clubs. The clubs could not put them on the on their uniform due to cross sponsor problems. Chuck Stemm - A club is not a member of USA Volleyball they are a member of a Region of USA Volleyball.

There is currently no branding strategy but USAV is working on one. The hope is to have something ready for Jan 2010 board meeting.

USAV signed an agreement with WinCraft Sports a major licensing company. It is a great opportunity to put Region, club and USA Volleyball brands on merchandise. WinCraft is an exclusive sponsor for six items – glassware, drink ware, mats, pennants, decals and key chains.

There is the possibility of branding through affiliation with USAV or the Region. It is a way to make each member, club, Region feel like they are a part of what USAV does and is. Affiliate with as many events as possible without conflicting with sponsors. The product is small signage that is used around posts, railings, tables, etc at an event. It is a roll of plastic sheeting 24” x 200’ with repeating logo. USAV will offer a free roll of USAV logo to every Region if they will use it. Banners all over the event will show up on photos taken at the event. Regions may order their own rolls with their logo or other brand names at their own expense. These could also be done with the Region logo and Region of USAV logo or the Region logo with Region sponsors (could not put the USAV logo on it if it included Region sponsors).

Regions need to know what logos can be used together with USAV logos because corporate brands have to be protected. Any idea a commissioner has for the use that includes a USAV logo please run by Kerry Klostermann first.

The website for the tattoos is www.tatoocenter.com

2. Board Positions – Kerry Klostermann

Four positions expired in June 2009, Independent Director Steve Simpson resigned, Male Indoor Director Reid Priddy was reelected through 2013, Coach – John Dunning was replaced by Kathy DeBoer, High Performance (NCAA) Director Ted Leland was reappointed through 2013, Junior Indoor - Dave Gentile resigned – Andy Reitingner will sit in until this position can be filled. Beach Development Director Karch Kiraly resigned to take the Women’s National team position. Two names were put forward to replace Karch - Mike Dodd and Joy McKenzie-Furbringer with the possibility of one or two other candidates.

3. State of the Game – Doug Beal

The State of the Game document is being issued on a quarterly basis. Highlights from the latest issue –

1. We are cooperating with University of Central Oklahoma to host a very large sitting volleyball event – the World Championships. This will be the largest international event we will host in our country. This is a terrific undertaking by UCO and mostly at their expense. USAV will have a large involvement in the event. We are quite pleased with the development of our sitting teams at UCO. World Championships are July 11-17, 2010.

2. 3rd Annual US Open of Beach Volleyball at Manhattan Beach, CA. The event doubled in participation from one year ago. Elevation Sports was our partner to produce the Jr Beach Tour and US Open Beach Championships. USAV is pleased with the development of the Championships and the Jr Beach Tour. There is lots of opportunity to partner with Regions that are interested in hosting these events. The Championships and the Jr Tour grew quite a bit this year.

3. USAV is in preliminary discussion on the viability of an international Grass Championships. USAV believes there is a demand for it. The event may happen in 2010 but probably more likely to happen in 2011 in the mid Sept to early October timeframe and in a warm weather location.

4. USAV has entered into a relationship with USOC to construct a six sand court facility at the OTC in Chula Vista. The groundbreaking is scheduled for November. USOC will be putting up 70% of cost – USAV 30%. This is great for the development of our beach athletes.

5. Chicago 2016 bid process. The Olympic Committee will be going through some changes in leadership – the acting CEO has already tendered her resignation. This is an impactful issue for all of us. Many issues are unresolved between the USOC and the IOC. On the bright side it is very likely that volleyball (beach and indoor) could be the highest profile sport in Rio de Janeiro in 2016.

6. Last indoor competition starts tomorrow. The Men are in Puerto Rico for our Confederation Championships which is a qualifier for the Grand Champions Cup. We are very optimistic as most of our team is intact from Beijing.

7. Collegiate Club Championships – The NCVF approached USAV very aggressively. We spent a good amount of time in doing our due diligence in producing this event. This will frustrate NIRSSA which is a very long time member organization of USA Volleyball. This same group of collegiate club leaders started the event with NIRSSA and for several reasons became frustrated with the direction NIRSSA proceeded to go. USAV tried to get some consensus between NIRSSA, NCVF and USAV. NIRSSA also asked USAV to run their event. We are not interested in alienating a member organization. We are interested in growing the game.

The Finance and Budget committee is a committee of the Board. Two members were added to the Finance and Budget Committee to connect the Committee to the Regions and to the membership – Angelo Iasello from Great Lakes Region and Steve Bishop of Florida Region. The Committee meets five times a year. This addition has helped keep the budgeting process transparent and rational. It has also helped in keeping USAV solvent and moving in a positive direction financially.

Tom Pingel – HP overview

2009 Wrap Up

- Boys Junior National team finished in the top 8 at Jr World Championships
- Boys Youth National team finished 9th but were potentially a top 4 team. They were politically eliminated by a team throwing a match to advance another team.

- Girls Youth National team participation conflicted with Girls Jr National Championships. Girls had to choose to play with their club team or to play at the World Championships. As it turned out only 40% of the athletes had experience. The team finished 12th of 16 teams.
- Girls Junior National team finished 12th of 16. Several of the top teams pulled out of the tournament due to the Swine Flu.

2009 HP championships –

- 92 teams participated
- This was the 1st year of the Continental teams which was comprised of players from Regions that do not have HP programs. To avoid a player being left out or being placed on two teams USAV will do a one on one conversation with the Region HP people.
- The HP Department has received only one HP program evaluation – Intermountain Region. Alert Region HP person to send in the HP evaluations.

HP Newsletter

- The first issue of High Performance Newsletter is on the flash drive. It is a monthly send. People may opt off mailing list.

Diversity

Ethnicity breakdown is on the flash drive

- Coach applicants were significantly more diverse when compared to the general population of registrants
- Gender applications vs the hired – USAV is hiring at higher diversity rate than are applying – male to female. USAV HP is attempting to hire at 50-50% rate male to female for the girls teams.
- Participants are more diverse than general population of USAV.

For 2010

- The NORCECA Championships for both youth boys and girls are being held in the first half of April. It is right in the middle of the qualifier season for girls and school seasons for most of the boys.
- The reason the NORCECA Championships are so early is because the Youth Olympic Games will be held in the summer of 2010. The NORCECA Championships is a qualifier for that event. The NORCECA Championships is also a qualifier for the 2011 Youth World Championships for boys and girls so it is still a very important tournament. Only our Boys team will be allowed to participate in the Youth Olympic Games if they win the NORCECA Championships due to the limited number of teams allowed to participate in the Games.

- The Jr NORCECA Championships is during the Jr Girls National Championships. The hope is that the Dominican Republic will change these dates so the girls will not have to choose which team they plan to play with.
- USAV will hold a tryout for the girl's Youth teams during a Holiday Camp Tryout. The boys will be picked from HP Tryouts because they are early enough. Girls that tryout at the Qualifiers will be trying for a summer training position with the same kids that are playing in the NORCECA Championships.
- 2010 HP Championships will be in eastern Tennessee where the competition dates are expected to be July 27-31. It is very late for some areas in relation to the start of school seasons.
- 2011 HP Championships will be held in Tucson, AZ.

For Regions not choosing to have HP programs

The biggest obstacles are politics of club coaches and cost or facility issues.

- For facility issues, USAV is going to push the hosts to have more courts available early so that teams can train in the host city before the tournament.
- If it is a coach's political issue USAV is looking at exchanging coaches with another Region so there is no recruiting issue. The coaches will still be involved in the program but they won't be recruiting the kids they are coaching.
- Any thoughts on how to overcome these issues should be sent to Heath Hoke or Tom Pingel.

HP Manual

The HP Manual was used on some levels. USAV is looking to finalize the manual and provide it to the Regions for their use following the HP Coaches Clinic in January.

HP Coaches Training

The HP Coaches Training will hopefully be held at the OTC in Colorado Springs on Jan 21-23. Tom Pingel is not sure when they will know if it can actually be hosted there. They are also looking at Anaheim to host it but will have to arrange hotel and transportation for each participant.

XIV. Miscellaneous Discussion Topics

1. Ad Hoc committee

A committee of 14 met in August to discuss several topics. The "minutes" were a compilation of notes taken at the meeting by Joe Williams. There were no decisions made, no recommendations or report came forward. However, the

consensus of the committee was that if a membership increase does occur it is preferred to do it all at once.

The purpose of the meeting was to discuss four questions: 1. Should there be a fee increase, 2. If so how much, 3. If so how to implement, 4. If so how can the resources being generated be used to support our organization?

The discussion of those four questions branched into many topics.

- a. Chaperones at the Jr. National Championships. The proposal from Staff is to pull back the chaperone requirement. The proposal would allow one of the rostered coaches to act as the chaperone instead of a parent signed up for the event. The head coach would be excluded from also being the Chaperone.
- b. Medical release forms for tournament. The med release forms will be shown and checked off during Check-In and then given back to the coach. A coach is required to carry them at all times while at the event. In the event of an injury, the form will be attached to the Incident Report form. This gives them a more complete history of what happened in the event a claim is made.
- c. Wanted to differentiate between the goal of expanding volleyball and branding volleyball.
- d. Establishing the brand –
 - o The JNC is now the USA Volleyball Junior Girls or Boys National Championships
 - o Put the USA Volleyball name and logo on everything we can
 - o The corporate logo should be protected from irresponsible use.
- e. Coaches Education
 - o Commissioners are concerned with cost of CAP and of the webinars. There needs to be a less expensive alternative because of the turnover of coaches year over year. It will require some investment and will pull some revenue out of the increase.
 - o The modules system is very confusing. Recertification of CAP by taking modules and indicating it in WebPoint is difficult. Susan Barkley is working on this in WebPoint.
 - o The creation of a joint officials and coaching education department staffed by USAV employees is being discussed.
- f. High performance –

The Regions are struggling with the high performance concept. The recruiting issue of players and club coaches is the problem. The group discussed the idea of coaches working with players in another Region as a way to avoid recruiting problems.
- g. Beach programming

- h. Prioritization request form
A form was handed out requesting what the Region needs from USAV to assist with growth in your Region.
- i. Staffing a Region Services department.
USAV could offer business office consulting, assistance from Events Department to establish a convention center event in the Region, and other customer service provisions.
- j. Places to play grant program
To offer seed money to Regions for developing facility expansion opportunities such as purchase courts, lease a building – possibly a sliding scale for near completion dates, help getting started
- k. RVA incentive program
To serve underserved groups – boys, youth, inner-city/underprivileged
- l. Junior Club in a Box
Expand the How To Start a Club guide on the website or other location.
- m. Immediate action item
Inventory educational resources of USAV
- n. Funding RVA Reps expenses to the national meetings
- o. National team travel to the Regions
This is hard with team members playing internationally.

2. Two month Overlap of membership.

Tryouts for new season come into play when members are planning to join another organization (AAU) and the USAV membership is still valid. It is recommended that the Region require the member to register for the new season if the event is for the new season – as in tryouts. If the member is participating in a season ending event – as in a beach event - they would not be required to register for the new season to participate in the event. The insurance coverage in the overlap should cover the event but the deductibles might be different since the new insurance year begins Sept 1.

3. Indoor club and outdoor club member registration overlap

Need to define an indoor season and an outdoor season and release players after one has expired to allow for play in the other. How to manage when USAV requires a person to be registered to one club for the entire season? This can relate to indoor vs outdoor members or boys vs girls club coaches.

4. Med Release forms notarized

What happens when players from another Region come into the Florida Region without notarized med release form? Courtside they are not enforcing this as much as

they would be in the emergency room. When teams come into Florida and there is an injury there has been no report of a person not being treated without the notarized med release form.

5. Insurance certificate request

The Region needs to have the club specify what the insurance certificate is being used for and for what period of time. This is to protect against the club/team using the certificate for a non-sanctioned event. It is not a sanctioned event if the club is holding practice for both USAV and AAU teams at the same time. The problem lies when it is a joint club or joint purpose event.

6. Draft Brochure by USAV on Why USAV is the Right Choice.

This brochure was meant to be an aid to help parents make the choice between USAV, AAU and any other volleyball organization. Each Region can customize it for their use. The brochure defines USAV as the standard. AAU is being used by some for their own personal gain. AAU allows this because they don't have a regional structure out there that would help administer local programs. AAU has a lot of different sports but very few of their regional personnel are very good at volleyball. Volleyball is what we do all the time and we are very good at it. The emphasis of the brochure is on the positive of what USAV does. Give feedback on the brochure to staff.

7. Parent Education - Doug Beal

We need to reach the parents who are making decisions on who to affiliate with for volleyball. We are in discussion with David Epperson & Lily Richardson who have created material for parents.

There are two priorities: 1. To promote USAV and articulate why USAV is the best choice, and 2. Provide material for the parents regardless of what sport their child plays. USAV will institute a trial program in a couple of Regions with David Epperson and Lily Richardson to access some information and get feedback from parents. USAV will target the information for volleyball but it is relevant for all junior sports.

8. Volleyball Hall of Fame

The Volleyball Hall of Fame has sought donations in the past and USAV has matched the contributions of the Regions. This is a particularly important year because USAV has finally gotten the attention of the international federation to formally recognize the Volleyball Hall of Fame as THE Volleyball Hall of Fame. The FIVB representatives will be at the induction this year. Induction ceremony is held in late October annually. We are honored that the Volleyball Hall of Fame is in our country as it should be.

9. Tournament Play - Jimmy Peden

Tournament Play flowchart was created in Excel. The flowchart will accommodate a 3 team pool to 20 team pool formatting. As long as the scores are entered correctly it will automatically format the pool play finishes. Jimmy Peden will make this available to anyone that wants it. This format has eliminated parent and gym supervisor problems in formalizing pool finishes.

Appendix 9 - Pool Sheet Region format version 4 - For 2007 Excel programs you must enable this content because of the macros in the file

10. Volleyball Festival – clarification of flyer that was handed out.

- All Comers means there is no qualifying. All teams must still be USAV Region members in order to participate.
- Referees will not be rated at the Volleyball Festival. There will be an officials training camp held at the Volleyball Festival.

11. NGB Sanction Requirements for the Qualifier Directors – Margie Mara

These two documents are on the flash drive

- NGB Sanction Requirements (for the Qualifier Directors) and
- Regional Sanction Requirements (for regional sanctioning)

These documents came about because the Qualifier Directors questioned what the sanctioning of the event means? Everyone has to follow the same rules for sanctioning.

Regional Sanction requirements are currently spread out in all different places. This document is to pull all things together. These documents need to be reviewed and suggestions sent to Margie Mara.

12. USAV Website

Brent Buzbee will take suggestions regarding the USAV website. Share the frustrations about the website with Brent. Buzbee is also searching for regional stories to put on the website. Send good human interest stories to him for the website.

13. Concussion Law that was passed in WA State.

The Concussion Law that was passed in Washington State is on the flash drive. USAV Risk managers think other states will be adopting this. The RVA Resource page contains some excellent educational materials that can be given to parents. The idea is to make people aware of what a hit to the head could mean to young athletes. This could be serious. This information will also be added to IMPACT materials.

14. Proposed Fee Increase

The fee increase is a concern because of growth for the Regions.

This increase is something that we don't want to cause dissention between commissioners. A written vote will be taken on this.

The USAV Board is different than in the past. Their heart is in the right place. Any action taken will not be done lightly. In the past the decisions ended with the ROD because of representation. It is not the case anymore. The Board is listening but with different goals.

15. Change in the name of the Junior National Championships – Doug Beal

USA Volleyball has been in conversation with the USOC the past 8 to 10 years to continue to use the word Olympic in our Junior Championships. It connects the event to the overall Olympic movement and there is a historical use in the name of the championships. Most of the NGB's that hold Junior Championships would like to call it Jr Olympic and feel that it benefits the Olympic movement. Our event will be fine as the Junior National Championships.

USA Volleyball proposed a contractual arrangement that would allow us to use the name Junior Olympics but not restrict us to the other sponsorship or broadcast limitations that go along with it. The proposal has been ignored by the USOC. If we continue to use the term they could potentially say we are in violation of an old contract and demand licensing monies to the USOC. This is not worth it. There is no current signed agreement. We could take the risk and continue to use the word Junior Olympics but we don't want to take the risk.

There is some relevance in this with the Olympic Trials. The Olympic Trials is an event owned by the USOC and paid for by NBC to broadcast. Junior Olympics is a different animal. We have been doing this for so many years and have not been held to these restrictions. We have been given limited use of the Olympic rings and terminology in relation to our national team training center without paying for the licensing. It is in their best interest to allow some usage by the NGB's but it has to be approved and with their best interest in mind.

16. Women's National Volleyball League (WNVL) – Steve Bishop

Steve Bishop was made aware of a new women's professional volleyball league in the proposal stage of development. Three teams were proposed to be in Florida but the Region had not heard anything about it. Steve called the developer of the league to find out more about it. The target date is the fall of 2011. Play will take place on Sundays since high school play is during the week and colleges play on Saturdays. There is supposed to be some sponsorship money backing the concept. The developer is a former professional football player for the Bears and Vikings. He likes the sport and the concept. Steve Bishop offered to pass on information to help forgo some of the hurdles that others have faced in the past. He was interested but they have yet to

meet. An email with contact information was sent out to the ROD list by Steve Bishop.

17. RVA Ethics and Eligibility Committee – Joe Williams

The corporate documents lay out a series of steps to handle Ethics & Eligibility issues. Lea Wagner has been appointed as an arbiter to handle the first line in hopes of the issue being solved before it goes any further. A matter of compliance will land with Judy Praska as Compliance Committee Chair. Any issues that need to go further will need to be handled by an Ethics and Eligibility Committee. Chuck Stemm has been appointed to chair the E & E Committee. There is an instant need to be divorced from a conflict of interest. Other members of the Committee will be picked up as needed. More people could be appointed to remove a conflict of interest if needed – both geographically and experientially.

There are some items in the Admin Manual that need to be cleared up in relation to Compliance issues and E & E issues. The Arbiter may be challenged as to their authority to handle the issues at all. The Arbiter will visit with the commissioner about a problem right away in hopes of solving the issue and avoiding the appeals process.

The Regions and Commissioners need to make sure their actions are at arm's length and that their own house is in order. When an issue arises print off the Region's Due Process and check it off as move through the process. Transparency in the process is best.

18. New Membership Categories - Kerry Klostermann/Margie Mara

The Op Code says the Corporation has the authority to create membership categories and set administrative fees. How would a Region only membership category be administrated? Currently only 11 Regions use the Youth Other membership that is available. This reduced type membership would not be counted toward the bid award process. Bids are based on full memberships which would be the full administrative fee.

Membership services reports it is a long process to update WebPoint with new categories because of the rules for implementation that has to be built into the system. Upgrades and other rules for implementation are complicated must be fully defined.

Categories of membership need to be thoroughly thought through. The administration of them upgrading to full member teams falls on the Region.

19. H1N1 Guidelines

Guidance should be given to clubs on H1N1 guidelines for practices and tournament participation.

20. Proper Use of Insurance Certificates

NCVA developed a letter regarding the use of an insurance certificate for facilities. Melissa from NCVA office will send the letter to USA Volleyball for possible use by the Regions. When they generate a certificate the letter is attached to the certificate and sent to the school so that they are aware of what type of event and who is covered by the certificate. The letter stated that the only person that could validate the certificate is the Region office – not the club director.

21. Region Communication Efforts

If someone calls the National office looking for information on where to play or asking questions that should be directed to the Region it is time to take a look at the Region website or marketing process. Seek a third party to evaluate the Region website or communication efforts to see what could be lacking. Look for ways to improve the website or communication efforts to bring the questions to the Region office instead of the National office.

XV. Zonal Reports

1. Atlantic Zone – Bob Dingee (Appendix 5)
2. Border Zone – Harold Cranswick (Appendix 6)
3. Central Zone – Lynne Updegraff (Appendix 7)
4. Pacific Zone – John Bryant (Appendix 8)

XVI. Motions and Action Items follow

XVII. Closing Items

1. May 2010 Meetings are in Phoenix, AZ. For the meetings travel on May 24, meet May 25-27. There will be a Joint Zonal meeting with the Junior Assembly delegates again. The BOD meeting times have been requested to better arrange our meetings
2. The Volleyball Congress will be held on the afternoon of Thurs, May 27
3. The Boyce Banquet will be held on the evening of Thurs, May 27
4. For the Oct 2010 meetings plan for Fri-Sat meeting at an airline hub city wishing to host the meetings.
5. Thanks to June Sands and Tori Hoke for facilitating the meeting.
6. Thanks to USA Volleyball Staff members for joining us.

XVIII. Adjournment

Meeting adjourned Monday, Oct 12, 2009 at 10:47 am.

Requests to Staff/National Office:

- Central Zone Requests the National office to send out a template for Sanctioning Events - Chuck Stemm will help facilitate the compilation and standardization of the form. If a Region has any sanctioning form in electronic form send to Chuck Stemm.
- Central Zone Requests that the Events Department send a survey to the Region about the Open Nationals about costs, double eliminations and why they attend or do not attend the event. This survey should be sent out to the adults by the Regions and results submitted to the Nationals.
- Central Zone Requests USA VOLLEYBALL issue H1N1 safety guidelines if it becomes a pandemic.
- Hank VanArsdale requests educational video clips for showing at events
- Zonal recommendations for Draft Brochure
 - Delete affiliated organizations info - some wanted bullet points as more effective way of communicating main ideas. When AAU national office was confronted by NC Region about misinformation by AAU clubs, AAU national office says they have no control over member communication
 - Use bullet points as more effective way of communicating ideas under the headings
- Zonal Sanctioning Documents recommendations
 - Fundraising does not appear to be a covered or a sanctioned event in the document. Several Regions thought that they were covered.
 - The documents need a better description of sanctioned events
 - It is important for the Region to recognize what events clubs are having – this should be included on sanction request forms.
 - Central Zone Requests the National office send out a template for Sanctioning Events - Chuck Stemm will help facilitate the compilation and standardization of the form. If a Region has any sanctioning form in electronic form send to Chuck Stemm.
- Kerry Klostermann to send the commissioners the Independent Contractor agreement that USAV uses.
- Flash drive idea is a good one and should be continued.

Action Items:

- NCVA to forward the certificate of insurance verification letter to the National Office.
- Commissioners are urged to send Leader in Volleyball Award nominations to Sandy Abbinanti
- Commissioners are urged to send surveys to Jon Lee for preparation of BOD report in January.
- Commissioners are to send a list of national level officials from their Region that have not registered to the National office to better track officials that work qualifiers or tournaments outside the Region.
- Commissioners are urged to send any questions on insurance information submitted by ESIX to Margie Mara.

- Commissioners are urged to send recommendations for the Standards for Regional Sanction to Margie.
- Commissioners are urged to consult with their accountants on the changes to the 990 forms.
- Commissioners are urged to review their business associations and make their organizations as transparent as possible.
- Commissioners are urged to review their employee vs independent contractor agreements
- Commissioners are urged to send Chuck Stemm electronic copies of the sanctioning forms used in the Region
- Commissioners are urged to educate their clubs on the use of Hangastar.com and the ranking system to be used for Jr Nationals. Team ID codes are not to be changed during the season.
- Commissioners are urged to educate parents to the mission of the Region and USA Volleyball and consult the RVA Resource page for educational documents on concussions.
- Regions are encouraged to contact local universities and colleges as to their membership and participation in the National Collegiate Volleyball Federation and NIRSSA events.
- Regions interested in being involved in the Sitting World Championships being held in Oklahoma in July should contact Bill Hamiter or Elliot Blake
- Regions interested in a database of high school athletic directors and programs for boys in their state to contact Jeff Mosher
- Regions should educate their clubs on H1N1 guidelines for practices and tournaments.
- Regions modifying any rules in the DCR should submit a form explaining the modification to the Rules Testing Commission.
- It is recommended that the Region require the member to register for the new season if the event is for the new season – as in tryouts. If the member is participating in a season ending event – as in a beach event - they should not be required to register for the new season to participate in the event.
- Regions should require the club to specify what the insurance certificate is being used for and for what period of time to protect against the misuse of the certificate of insurance.
- Regions are encouraged to provide feedback to USAV on the Brochure Why USAV is the Right Choice. The brochure can be customized for and used by the Region to promote USAV over other sports organizations.
- Regions are encouraged to donate to the Volleyball Hall of Fame. Donations should be sent to USAV who will match donations up to a maximum of \$5000.

Motions:

RVA Motion 1: Motion to approve the minutes of May 2009 RVA Meeting as amended.
(Updegraff/Dingee/MC)

RVA Motion 2: Motion to allow the vote to support the proposed \$10 fee increase for 2010-11 to be taken by written ballot. (Stemm/Vick/MC)

RVA Motion 3: Vote by written ballot to support the proposed \$10 fee increase for 2010-2011. 12 Yay, 23 Nay – Motion Fails

RVA Motion 4: (S & F Motion 1: (Updegraff/Vick/MC)): Regarding Border Issues - Replace Article IV.8.f of the RVA Admin Manual with the language from the Op Code 8.02.B.2.(b)(c)(d)(e) as follows.

- a) Each team shall register with the Regional Volleyball Association in whose area the team representative resides.
- b) **EXCEPTION:** If there is agreement between the Commissioners or principal representatives of two adjacent Regional Volleyball Associations, a team composed of players residing in one of these Regional Volleyball Associations may register in the adjacent Regional Volleyball Association for the current season only.
- c) The registering Regional Volleyball Association shall be empowered to govern each team for the duration of its registration, including sanctioning events and activities requested by that team. If a conflict exists or occurs within the approved geographical boundaries of a Regional Volleyball Association, the Commissioner or principal representative may prohibit the sanctioning of events and activities within these approved boundaries by the registering Regional Volleyball Association. (Refer to Article 6.05 D of this Operating Code regarding the authority to approve geographical boundaries.)
- d) Registration and/or sanctioning disputes shall be referred to the Ethics and Eligibility Committee of the RVA Assembly for resolution.

This motion replaces May 2009 RVA Motion 11 which was tabled.

Motion carries RVA Assembly

RVA Motion 5: (Compliance Motion 1): Article IV #6 to read NOTIFICATION OF ALLEGED NON-COMPLIANCE

1. All notification from National Office must be written and verbal to alleged non-compliant Region.
2. The RVA Compliance Chair shall be cc'd on all notifications.

Motion carries RVA Assembly

RVA Motion 6: (Compliance Motion 2) Change Article IV #7 Penalties to reflect the current bylaws P.84 #14 in the Guidebook.

Motion carries RVA Assembly

RVA Motion 7: (Compliance Motion 3): Recommend the creation of the RVA Ethics and Eligibility Committee.

Motion withdrawn from consideration due to appointment of E & E Chair Chuck Stemm by Joe Williams.

Approved 5/25/10

RVA Motion 8: To require that no match at Jr. National Championships be started after 9 pm.
(Abbinanti/Stemm)
Motion withdrawn

RVA Motion 9: (Central Zone Motion # 1) To use the current Membership system with Sept. 1 starting date and Oct 31 expiration date (14 months) for this year (2010) and next year (2011) and then review the procedure at the end of that time. (Chuck Stemm/Hank Van Arsdale/MC)
Motion carries RVA Assembly.

RVA Motion 10: (Central Zone Motion #2): To encourage USAV to consider allowing a local junior membership at a reduced administrative fee of \$6 should a major increase be enacted. Playing only in the Region in which you are registered not including a national sanctioned or Region bid event.
(VanArsdale/Stemm/MC)

Motion 10a: To extend discussion for 10 minutes (Dingee/Price/MC)

Friendly amendment – strike the Junior restriction and make it a local membership for juniors and adults at a reduced rate. (Vick/Central Zone).

Motion 10b: To extend discussion for 10 minutes (Cain/Dingee/MC)

Clarification – this is for the 2010/2011 season and this type would not be factored in to the bid award process.

Motion 10c: Move to table this motion (Updegraff/Lee/MC)

Motion tabled

Straw Poll – To create another membership category that would not be included in bid numbers for junior programs. RVA is in favor creating another membership category at a reduced admin fee. The poll was not unanimous.

RVA Motion 11: (Central Zone Motion #3): That at USAV Jr. National Championships the younger athletes play the morning wave and that no matches be scheduled to start after 9pm. In the event that a situation similar to the late length of play that happened at the 2009 Girls Junior National Championships happens again, that the Event Department must evaluate the play schedule to accommodate a curfew.
Motion Fails Hand Count - Yeah 11 – Nay 14

RVA Motion 12: Motion to adjourn the meeting (Bishop/Updegraff/MC)

Appendices:

- Appendix 1: Competition Committee Report
- Appendix 2: Insurance Committee Report and Appendices
- Appendix 3: Structure & Function Committee Report
- Appendix 4: Compliance Committee Report
- Appendix 5: Atlantic Zone Report
- Appendix 6: Border Zone Report

Approved 5/25/10

Appendix 7: Central Zone Report

Appendix 8: Pacific Zone Report

Appendix 9: Pool Sheet Blank Region Format – Jim Peden