

**USA VOLLEYBALL MID-YEAR MEETING  
REGIONAL VOLLEYBALL ASSOCIATION ASSEMBLY MEETING  
OCTOBER 7-9, 2011  
EMBASSY SUITES AIRPORT, DENVER, COLORADO**

**I. RVAA General Assembly**

1. **Call to Order** – The meeting was called to order by John Bryant at 8:03 am
2. **Roll Call** – Hudson
  - a. **Present:** Aloha – Kent Ma; Arizona – Harold Cranswick; Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Breen Goodwin; Delta – Joe Williams; Evergreen – Meredith Coupland; Garden Empire – Phil Wagenblast; Great Lakes – Sandy Abbinanti; Heart of America – Lisa Madsen; Hoosier – Mitch Stemm; Iowa – Lynne Updegraff; Iroquois Empire – Patty Blacklock; Lakeshore – Mary Jo Hardy; Lone Star – Will Vick; Moku O Keawe – Angie Andrade-Morioka; New England – Dave Piexoto; North Country – Judy Praska; North Texas – Andy Reitingner; Northern California – Donna Donaghy; Ohio Valley – Bob Price; Oklahoma – Shawn McCarty; Old Dominion – Skip Weston; Palmetto – Jim Peden; Pioneer – Nancy Funk; Puget Sound – John Bryant; Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Mark Noble;. Quorum is present.
  - b. **Proxy (written):** Badger – Jen Armson-Dyer; Florida - Steve Bishop; Gulf Coast – Rob Brecheisen; Gateway – Donna Mayer; Intermountain – Kim Norman; Keystone – Michelle Carlton; Rocky Mountain – Wendy Sapp
  - c. **Absent – no proxy:** Alaska, Bayou, Great Plains, Western Empire
  - d. **New Commissioners:** Breen Goodwin - Columbia Empire, Lisa Madsen – Heart of America; Dave Piexoto – New England
  - e. **Board Reps Present:** Ken Cain, Jon Lee
3. **Rules of Order** – The rules of order were read by Ken Cain
4. **Approval of RVAA May 2011 Minutes**

The minutes of the May 2011 RVAA Meeting were approved as written.
5. **Approval of October 2011 Agenda**

The meeting agenda was approved as presented.
6. **RVA Contingency Fund Report**

Judy Praska reported the balance of the RVA Contingency Fund as \$2385.40. An Expenditure of \$100 was made to Hank VanArsdale to thank him for his service. An interest credit of \$.42 was included.

Saturday's lunch buffet was paid for by the RVA Contingency Fund. The fund will now be below the \$1500 minimum balance. A motion was passed allowing money from the insurance retention fund to be moved into the RVA Contingency Fund to replenish the fund without invoicing the regions.

**II. Vendor Reports**

1. **SSCI – Randy Rodebaugh/ Byron Palmer**
  - a. Background Screen Report – Over 34k members were screened. Seven percent (2,509) had criminal records. Eighty-five individuals were disqualified (.25%). This is the highest number we have ever had but it is a lower percentage than last year. Highest

categories for disqualification were violence and multiple drug and alcohol (30 each); 6 sex offenses.

The background screen procedures do more than take out the individuals that submitted to the background screen and failed. It deters those who might have applied who had offenses.

The industry standard for background screens is moving toward screening every season.

State legislation – No new bills have been proposed in any states since Florida to screen every season.

**b. Operational**

- i. Rescreening – Every region has the ability to rescreen an individual in the event something has come up between screens. The authorization they sign provides for a rescreening. Notify the SSCI office that it is a rescreen so that it is not returned as a duplicate.

Question - Can the rescreening be done during the investigation? Answer – Yes.

The rescreening should be done immediately – do not wait until the investigation or court case is complete.

The National office was a big help to Great Lakes Region when a volleyball coach was accused of sexual molestation while coaching soccer.

- ii. Verification of data – When a request comes from SSCI to verify data do not just look at the Consent and Waiver form to make sure the info reported was the same. Contact the person directly to make sure it is accurate. One person could use the SSN or birth date of another person to avoid detection. When the information is returned by the region SSCI assumes the info has been verified with the individual.
- iii. Screening of Non US Citizens - The process remains to go through Kerstin Fracassini-Rieff first so that it is flagged as a non-citizen and because it has to be formatted differently.
- iv. Required Fields - All fields of the background screen form are required fields. No data should be missing. Missing information slows down the process.
- v. Account Representative - Kristen Oddi is the account representative for USAV from SSCI. She is available to us at all times. We are her primary responsibility.
- vi. Background Screen Failure Communication Line - When someone fails a background screen the communication line is:
  - a. A packet goes to the applicant with a cover letter, full disclosure of the report, a copy of their rights and the Fair Credit Reporting Guidelines;
  - b. The region and club get a copy of the cover letter – no disclosure of information.
  - c. Electronic posting is done in WebPoint.

d. A disqualification is shown on the daily status report.

## 2. ESIX – Mike Price

The Insurance PowerPoint presentation is on the flash drive distributed.

- a. Changes regarding Incident Report Form – The Incident Report form must now go directly to the region office. The region signs off on the form and then forwards to American Specialty. This is to make the region aware of the incident and to make sure the claims are valid and from a sanctioned event. Destroy any old blank Incident Report Forms and use the 2012 season form.
  
- b. Loss Summary – 4 components to the insurance policy that affect the renewal rates
  - General Liability
  - Auto Liability
  - Umbrella Coverage – excess coverage
  - Participant Accident Coverage

Most claims come from General Liability and Participant Accident portions of the policy. Umbrella Coverage comes into play if we have large claims.

In a renewal process the insurance carrier wants to see the last 5 years of experience. The last season is not shown in the loss ratio because it is an immature year - there are still claims coming in or are still open. The reserve is to cover claims that are still open.

On the General Liability side our 5 year claims are at 100% loss. We are about 28% below where we should be in premiums. The insurance company is not trying to recoup the money all in one term but they do need to recover the loss. Participant Accident Coverage losses are running at 121% loss over 5 years.

Right now the trend is that fewer individuals have primary insurance so this insurance comes more into play. We are also growing claims as we grow members.

- c. Renewal Process - In the renewal process ESIX sent requests to 4 carriers for general liability. This is the first time that they had a carrier refuse to quote us general liability insurance based on our loss ratio. For participant accident insurance requests were sent to 6 carriers – only 4 returned quotes.

ESIX was able to hold the rate increase to 4.14% per person. With the increase in claims we also had a growth in membership to cover so the real increase in cost is 6.35% overall. This will go up in the future since this is a lower rate than it should be.

The Aggregate Fund Limit is covered by our Self Insurance Retention Fund. While insurance costs were \$3.31 per member the region was only being charged \$2.85 per member. There is a gap there. We are currently paying for this gap with very conservative estimate of members and with a growth in membership. When ESIX gives a quote request they underestimate the number of members to be as conservative as

possible. When there are more members than the quote there is a reserve but there is also a number we are not paying insurance for – the overage goes into the insurance reserve fund. ESIX is able to do it this way because we have a policy that is not auditable.

- d. RVA's as a Named Insured – How are the RVAs and commissioners covered under the insurance policy? The regions, commissioners and USAV are all listed on the same line in the USAV Insurance handbook. The USAV Policy is written for all as one in the same.
- e. Regional Insurance Reserve Fund – The fund was set up as a place for the insurance surplus money to be held. Also during the 2003-2006 we had a partially self-funded plan to pay claims and there was a separate limit to cover sexual abuse claims during this timeframe.

Question - When are we getting rid of the fund? Answer - There is a longer than normal wait time to release the funds because we have to wait until the junior member is the age of maturity plus 2 years plus the statute of limitation for claims to be filed.

The amount we are required to have reserved is being reduced each year by the carrier so the reserve funds can be released earlier. When the carrier reduces our exposure they are looking at claims that are out there that might continue on. When this happens the money is refunded and being placed into the Insurance Reserve Fund. Ultimately we will be able to get all this money back minus claims paid.

Question - Are we going to get claims now on concussions for previous years? Answer - This is the next toughest item since the sexual abuse claims started coming forward. Right now it appears that the states might be protecting organizations from concussion claims that go back. One state that has not passed this legislation is California. Cumulative trauma is a very big issue.

- f. HIPAA and the Medical Release Form – What to do with the medical release form? HIPAA regulations are aimed toward providers not individuals. Coaches or others who have this medical or personal information have an obligation to treat this information with the most utmost care. The appropriate steps should be taken to protect the important information. There should be a process for collecting, housing and destroying the information. Once the information has served its purpose it should be destroyed. Do not accumulate the information year over year – shred the documents at the end of each season. The information is received with permission by the parents and provided to medical providers in the event of an emergency.

Question: What is the status of a handout to coaches regarding safety issues, netting and destroying information? Answer: This handout is in production by ESIX. ESIX is trying to produce a periodic release of information to the regions as something comes to their attention.

### III. Staff and Other Reports

#### 1. **Beach Assembly Report** – Ali Lamberson

The report is on the flash drive distributed

Beach has endured a lot of changes and growth this year.

- With no AVP tour in the picture USAV ran three events partnering with IMG group.
- Junior development – beach development camps, peewee beach camps and the Junior Beach tour. The Beach Department wants to put more emphasis on the region to run the developmental programs rather than the Beach Department. They will come to the regions that don't have beach programming or small beach programming. They will come train coaches and run the camps.
- Collegiate Development – morphing the Beach Collegiate Challenge to an NCAA event. Aligning the calendar with the NCAA events. If a region has an interest in this contact Ali.
- HP Camps – Lot of demand for HP Camps. Added a Future Select age group 12-14. Hosting 3 Holiday camps
- HP Programs – tryout numbers have been growing. They would like to expand the tryouts to more regions. HP Tryouts are held mid-March to June because they have to turn in their names in June. To hold Beach HP tryouts the region needs at least 25 kids who are decent beach players and 2-3 beach courts to run the tryouts. The tryouts are run like a clinic - instruction as well as evaluation. If the region is new to beach offer a Development Camp instead of HP Tryouts. Let the Beach Office know by Dec 5<sup>th</sup> if your region wants to host a Beach HP tryouts event.
- HP Championships – Next year they will be using AES for registration. The Beach HP Championships are a multi-day event – full match play and referees. It is a more international and formal feel. They will match the event with a Cuervo event so the kids can get the feel of an elite beach event.
- Beach CAP – Contact the USAV CAP office to schedule. Specific beach cadre will be assigned. Creating the Beach CAP II. Coaches at Beach HP Championships will be required to be at least Beach IMPACT certified.
- Beach Ranking System – Broad based ranking system that ranks players from finishes on the FIVB world tour to regional beach events. Tournaments were weighted on prize money – 175 total tournaments included. Currently 950 Men and 600 women are listed in the ranking system. The system is currently ranking non-members – the plan is to rank people who participate in sanctioned events only. The pro level players are beginning to understand the idea of sanctioning and will play in only sanctioned events. USAV Beach is working to get the AVP Next people to see the benefit of USAV Beach.
- Tournament Manager is a program where regional tournament operators would log on and insert finishes from events. There would be a bio page on each athlete kept by each athlete. This will be expanded to include juniors to be a national ranking.
- JP Roepke is the coordinator of beach events. Contact JP at [jonpaul.roepke@usav.org](mailto:jonpaul.roepke@usav.org) regarding beach tour operators, tournament management or the national ranking system. JP is putting together a Best Practices for beach.
- Beach Court Construction – Contact David Williams for consultation on the construction of beach facilities. [dave.williams@usav.org](mailto:dave.williams@usav.org).

- For questions on Beach HP, program development, coaching education or anything else contact Ali at [ali.lamberson@usav.org](mailto:ali.lamberson@usav.org)
- Beach Officiating - There is a need for guidance on beach refereeing. There is some officiating instruction at Development Camps. Videos have been posted to the Volleyball Ref Training Website on beach officiating. Contact Steve Webster or Kathy Ferraraccio if there is something that is needed and is not there. Keith Murless has put a lot of work into this beach officiating information.

2. **Beach Assembly Future** – Andy Reitinger

The Beach Assembly met in August to restructure the Beach Assembly. They held a meeting inviting all the beach players, national tour operators, sectional tour operators, referees and regional and junior representation and anyone who wanted to come down to talk about it. Established who was interested – came down to two types – for profit and not for profit operators. There was a follow up meeting in COS in August to develop the Beach Assembly Admin Manual.

Beach Assembly Leadership and Representation

- a. Members of the Beach Assembly Admin Council are: A National tour representative, a sectional tour representative, representative of players in the ranking system, a RVA Assembly representative who has beach programming, a Junior Assembly representative who has beach programming, an Officials Assembly representative and an At-Large member who will come from a group that has no formal organization. Groups with no formal organization include – NCAA, Adult Player, Coaches other unidentified pockets of participants.
- b. Two positions on the USAV Board of Directors will come from the Beach Assembly: One At Large and one Outdoor Elite. The At-Large is formerly the Beach National Tour operator. Since the AVP has gone under, the position has been vacant. The Beach Assembly Admin Council has proposed to rename this position on the BOD to an At-Large Beach position.

These BOD representatives will be elected by the Beach Assembly Admin Council. The Beach Assembly constituents have no programming that would bring all the beach constituents together to elect members or enact policy. Each of the groups meet at different times and have seasons that operate at different times.

- c. Beach Committee – anyone that has beach programming or is interested in beach programming in their region can send a member to the Beach Committee meeting.

Michelle Goodall of Iowa is the interim RVAA rep to the Beach Admin Council. The interim group will take the Beach Assembly to May. If the USAV Board approves the structure the Beach Assembly Admin Council will elect 2 members to the USAV Board from the Beach Assembly in December. This could be a huge opportunity for the RVAA to have more involvement on the BOD.

Nancy Funk (a member of the NGC which vets the candidates to the USAV BOD) questions the beach proposal to allow the Beach Admin Council to elect the board reps. Her concern is that this is not a large enough representative group to elect the board positions. Andy Reitingner's reply is that logistically it would be impossible to have the beach constituents vote on these positions.

Margie Mara – There are three by law proposals for the USAV Board regarding the Beach Assembly or representation to the Board. Our concerns about the Beach Assembly should be given to the RVAA BOD Reps. The proposed structure of the Beach Assembly is on the flash drive. Review this proposal and let your BOD reps know how you feel about it.

3. **Junior Beach Tour Report** – Rick Schanz - Elevation Group and USA Beach Jr Tour Director  
[rschanz@elevationgrp.com](mailto:rschanz@elevationgrp.com)

Trying to be done with the Jr Beach Tour schedule in December.

The Jr Beach Tour is truly a National tour with participants coming from all over the country. 21 regions from 17 states were represented in 2011.

Sponsorship is a focus as well. Sponsors include Quiksilver, Roxy, Spaulding, Sand Sox  
Creating regional partners for USA Jr Beach tour. Want to get flyers out to regions in April to put out at local the indoor tournaments.

Give incentives to the local promoters and regions to increase beach participation.

Marketing

- Flyers are a good hand to hand marketing promotion for indoor. The flyer shows local tournaments as well as the national tour info.
- Marketing in trade magazines.
- Email marketing is the other way to promote the tour. Would like to narrow the data from the national database to regions rather than the large market blast.

New website – [www.usabeach.org](http://www.usabeach.org)

- Would like to incorporate videos and information on refereeing
- links to the regions to drive membership to the regions
- mandating membership for sanctioned events.

Branding apparel and merchandise

- Provide regional event info on the t-shirt for a small fee
- Flags for standards and set in the sand – good wind indicators. Want to have 3-4 sets to be able to hold that many events each weekend.

Beach Tour Championships

- Rotation of sites for the Championships was the first thought. There was such a good turnout in Chicago they are discussing one central location. There were a lot of teams from the mid-west.
- 2010 was the first year for bids – 105 teams total. 2011 had 115 bid teams from 21 regions. Used 45 courts in Chicago.
- Beta testing AES for use for the Championships.

Growth

- Grew really fast at first – wanted to make sure the event was good so they kept the number of events the same and then will grow the events.

- Want to really connect with the USAV membership for events.
- The events have grown enough now that people are bid chasing and attending several events.

#### Going Forward

- Want to expand the number of events for interested Regions.
- RFP has gone out for Championships for 2012
- Definite hosting methods for the events that include revenue sharing
- Unified competition format between events – pool play followed by single elimination format. Want each event to be run the same so there is a quality expectation at each event.
- Loyalty Programs
  - Build loyalty programs with discounts for clubs registering multiple teams
  - Create collectible awards programs
  - Make the events Destination events for the family.
  - Branding items by region
  - Come up with participation awards to build loyalty and affinity in the program.

#### 4. **Beach Event Sanctioning** – Hardy

If USAV is running a beach event the participants should be members of USAV. This appears to be addressed at this point. Beach memberships are cheap. The event should push to have participants register as a beach member with a region instead of a one event at the tournament. These memberships should be connected to the regions and not a one-event administrative membership.

#### 5. **Events Report** – Tom Pingel

Report is on the flash drive

##### a. High Performance

- Solidifying a High Performance tryout schedule. Qualifier schedule is the same, working out the stand alone tryout schedule.
- It is a new 2 year cycle for age definitions.

##### d. HP Championships –

- Tucson – highest participation to date, most international team participation
- 2012 Des Moines, 2013 Ft Lauderdale

##### e. World League

- The World League schedule won't be established until after December. The World League will have more of a Grand Prix feel. Four countries will be in one location instead of just two. This will put more on the host cities.

##### f. National Championships

- 2013 sites should be announced by the end of this year.
- 2014 sites could also be announced by the end of the year.
- We have to commit to a certain amount of space and number of hotel rooms if we want the hotels to hold the room rates that far out.
- US Opens – in looking at the history of the Open Championships whichever group is in the back end of the week the enrollment drops off. USAV is looking at moving the competition dates to start on Friday and make it a 6 day event instead of 8 so that



everyone gets a part of the Memorial Weekend. Events Department will be looking at the format. They will have to consider the foreign teams travel and match counts to make sure it is worth their time. They are looking at this for 2013 and beyond and looking for feedback as to what type of format to use. Think of this globally rather than this is not how we have done it for years.

- Exit survey info has not been sent out. George Egan is the one to talk to about the survey from Opens.
  - Kim Norman is looking for feedback on what you all might like to do while you are in Salt Lake City next year.
- g. Juniors Considerations
- Looking at shortening the window from 10 days to 8.
  - May have to move the GJNC tournament earlier which would be closer to the graduation dates of NY State;
  - Looking at shortening the season for the non-recruit able ages (12's and 13's) and the 18's who are more encumbered;
  - Looking at bringing back the Invitational or another layer at the Championships;
  - Looking at starting a fall boys event;
  - Looking at different ways to access Open bids other than our Qualifier tournaments.
- h. Ranking system – hangastar.com
- Still needs refining. Expect to have last season's info in the ranking system in November to compare the data. Expect to have the pre-season rankings out in January.
  - For the event data to be used the tournament must be:
    - a multi-day event
    - involving teams from at least 4 regions,
    - held no earlier than President's Day Weekend
    - The tournament director must be willing to submit results no later than 2 days following the event and in the format they require (if using AES for the event there is no reformatting)
  - There is no cost to tournament to be a part of the ranking system.
  - The region events should be a part of the system since we are hearing from the clubs about chasing bids. The region rankings can lead to bids for the teams to JNC.
  - This will be a tool for choosing At-Large bids.
  - Looking for 4 regions for beta testing the region events. Contact Tom Pingel to be involved.
  - The qualifiers will use the system as USAV will. The system is not to the point where teams will be pulled off in order of ranking.
  - The qualifiers will be weighted somewhat equally but may change in strength as the season progresses – the Feb tournaments will not be weighted as heavily in April as they were in March.

Question: Will this ever be backed up to MLK weekend? Answer: This question will be before the Junior Assembly however it is felt that the teams want more time to train before taking results for ranking.

Question: If a region power league leads to bids for the teams involved wouldn't you want the information to be included? Answer: This could be used as a tool to identify information on the big group in the middle that needs seeding.

**6. Region Services Report – Donise King**

Info on the flash drive

Region Services Personnel – Kaitlin Langdon (intern), Patty Fadum (new staff member)

Compassion poster template will be available on the restricted webpage

If you have anything you would like to see as far as marketing or promotional items contact Region Services Department.

Jeff Mosher is leaving the department. Andy Pai is moving over to take Jeff's place.

AAPHERD clinics are taking place in several regions.

**7. USAV Spending Funding Initiative Report – Bishop**

Documents are on the flash drive

Update on where the regions portion of the membership increase money was spent.

All unspent monies will fall to the bottom line of the corporation – no carry over.

All budgets should receive the same support for the 2012 season – some departments have requested that part time positions be made permanent.

Steve Bishop needs specific items to put on the list to spend the money from this year.

Question: Is there an accounting of the money spent when it was allocated to outreach?

Answer: Yes there is an accounting but it will not be available until the budget year is complete.

There was 7 staff members hired as a result of the increased revenue. Those staff members will continue. Putting the people is the first step in implementing new programs. It may not be evident what was done this year because the programs are just getting off the ground.

**8. Rules Commission – John Bryant**

- Major change for 2012 is to allow two liberos in the match who can freely replace one another.
- More than half the regions allow the libero to serve.
- Notification to USAV of rule modification your region uses. The form is on the flash drive. This is not asking for permission but rather telling USAV what you are modifying. These modifications are not allowed at qualifiers.
- Need a junior representative to the Rules Commission – someone that is knowledgeable to ask the right questions and willing to do the research work. We need to gather the right stats to show the libero serving is good for volleyball. This will be sent to the FIVB to possibly put in a rule change.

**9. Insurance Retention Fund Report – Cain**

Every year when the insurance surplus amount is determined there is a detailed breakdown per region generated. The balance is being kept specific to each region. When the disbursements happen the balances will be paid according to the determined balances. Reducing the fund could cause a deficit in the money needed to pay the premium resulting in the regions being invoiced for the premium.

Interest is being generated on the account.

Transfer of funds to the contingency fund – we have a policy that is not audited so when we grow we collect for the insurance in each membership fee but we don't pay for it. If the market gets harder the insurance company may make our policy auditable so we won't have that surplus coming back.

The amount we have to make up now to cover the insurance liability is \$280k + \$250k for the sexual abuse deductible.

The insurance committee should discuss when to return to paying the full insurance premium payment so that we don't get a hit with a large increase to membership fees when the fund is no longer large enough to pay the difference in premium cost and what we pay.

#### **IV. Issues**

1. **Region Boundary Issues, Registration, Sanctions, Recruiting** – Phil Wagenblast  
Problem: The border areas of some regions are not as compatible with the area borders. The region borders are not necessarily club or player friendly. Years ago clubs within 50 miles of a border could register across the border. This is more of a problem now. Why did the rule change to make them register where they reside? They should be able to register where they want when they are a border club in a region that does not really have access to the play available. There are geographic reasons we should allow this.

Governing Rules: The current Op Code Article VIII. o 2 c allows exceptions for teams to register in the adjacent region each year where the commissioners agree to allow for this each year. If the commissioners don't agree the commissioner may prohibit the sanction of events or activities of the club.

Reasons: One region may not want to do site inspections of a facility in another region if the club is registering across the border.

There are different rules in each region which may not favor the athletes in a bordering region – rules may be based on school regulations, state laws, etc.

2. **Magazine Relevancy** – Armson-Dyer  
What is going on with the USAV Magazine? What do the regions and constituency want to see in the magazine? The constituency may like to see more info on juniors rather than just the national team. Send info you would like to see in the magazine to Jen Armson-Dyer. Breen Goodwin will organize a survey or database of information from regions on strengths of individuals in their region. Example of type of information would be Jen Armson-Dyer whose background is in magazine journalism and sports information.
3. **Competing Organizations** – Stemm – **Appendix 9**  
Document produced regarding what happened in Hoosier Region.

Badger, Hoosier, Great Lakes and Lakeshore grouped together (Lake Effect Group). The group decided they needed an all-inclusive invitational type championships tournament for teams to participate in a year end event. It would be scheduled in the same place and at the same time each year. It would allow teams to plan to attend and not have to worry about qualifying or where the tournament is held each year. Tom Pingel's concern is this type of destination event falls at a time of year that the destinations don't need our business. Tom's thought is to put it in the heart of the JVA area to maybe draw those teams back into the fold.

Is anyone looking at Zonal type events for the lower end teams instead of just a national championship? Yes – the regions could group together to put on zonal events to allow for those teams that don't want to travel far but want a year end type tournament. The teams would like to have the event at the Nationals event to compete in an event at the same time as the big national teams.

A donor stepped up in Hoosier Region and will offer a \$400 rebate to team that register with the Hoosier Region and compete in the Mid-East Qualifier. The attempt is to find out what the objection is to – the qualifier, the membership, etc.

4. **Season Ending Membership** – Tabled in May – Cranswick

Creating a problem solving solution to issues between parties to express their problems and work toward solutions. This is based on Interest Based Negotiation tactics.

We have a mission to grow the game and want to work out a solution to those teams that want to participate in season ending events but have not played USAV all season.

Harold Cranswick would like to see this format used to coordinate problem solving procedures. The document is on the flash drive.

5. **Officiating Issues**

**What is the National Referee Candidate Process?** – Mailhot

Margie Mara has been communicating with Kathy Ferraraccio, Steve Owen, Brian Hemmelgarn. Steve Owen has sent a response to the beach officiating rating sites and the process.

Be in contact with Steve Owen if you have an event that could be used for beach officials to be certified.

Brian Hemelgarn and Kathy Ferraraccio – The rating criteria for Jr National Candidates are posted on the restricted webpage.

The Regional commissioners should be notified if they have a national level candidate. If the commissioner is not being notified, contact Brian Hemmelgarn for the information.

Concerning the signature requirement on the candidate form take the feeling of this body to the Joint Admin Council and tell them you want the signature of the commissioner/ref chair back on the form.

Problem: The Officials feel this is their application process and they can require what they want. The commissioners feel they should have a say in who their candidates are. There could be

some good standing issues in the way of a candidate being promoted. Some commissioners have been accused of blocking potential candidates. There are regions that rebate the candidate fees.

Officials feel the region has already approved the official as a candidate for Junior National rating therefore the National Candidates are no longer a regional candidate but a national candidate from the Officials Assembly. Officials Assembly would like to take the top candidates not necessarily a region candidate. The region would be notified if an official is a National candidate. At that time the region could respond with any issues they have with the candidate. If an official is not in good standing the region should put that information in WebPoint.

A motion was passed requiring the signature of the commissioner and the region ref chair be put back on the National Candidate form.

An appeal procedure is in place at the Joint Admin Council to work out issues between the Assemblies.

## **6. Event Issues**

### **a. Qualifier Scheduling – Free/Norman**

1. It is very tough to schedule our region schedule when the qualifiers are not set with age groups. Can we request a year in advance age schedules locks and dates for the qualifiers? Some qualifiers wait to release their age groups so they are not on top of another qualifier. With USAV as the sanctioning body they should require the qualifiers to set the dates a year in advance so that all the regions could schedule their tournaments to not conflict with those dates. It should be a part of the sanctioning requirement of the qualifiers.

Qualifiers would like a commitment from USAV for more than a year out so that they can plan far out as well. USAV is moving toward sanctioning the qualifiers more than one year out. This would help with this problem.

### **b. THS Lottery, JNC 2012 – Tom Berkman**

Problem - In any city there are far less rooms within walking distance of the venue than requested. No matter how the process is done there are people that are happy and those not happy. The larger clubs have a harder time getting all their rooms together. The names of the clubs that booked more than 200 room nights were placed in a glass jar and names drawn out. Boys clubs were drawn first (28 clubs), then girls clubs (36 clubs). The clubs will be given rooms in priority order from the lottery. The results of the lottery were emailed out to the RVAA list.

### **c. Team Codes in AES**

Other organizations use AES for tournament registration and operation. The problem is the team code format can be confused between different organizations. AES has made a change in their system to clear up confusion. The AES tournament set up now requires selecting whether the tournament is a USAV or AAU sanctioned event.

## **V. RVA Assembly Business**

### **1. Nominating Committee – Bryant**

- a. Donna Donaghy will chair a nominating committee for candidates for the RVA Assembly Chair, the RVAA Rep to the NGC currently held by Nancy Funk and the Board Position held by Ken Cain.
- b. Nominating Committee members will be Judy Praska, Andy Reitingen and Phil Wagenblast.

### **2. October Meetings**

#### **a. Online Meeting Options – Peden**

Question - Could we not have online meetings – sitting in our office or home and getting the same things done and save the cost of hotels and airfare? The technology is there now.

Responses –

In the marketing world they are reverting back to face to face meetings – it is a big part of a relationship and working together.

Half of the commissioners would not attend an online meeting.

A high speed computer and phone line would be needed in order to have back and forth communication.

The October meeting needs to be scheduled at a central location that works for all across the country.

### **3. May Meeting Format – Praska**

Request was made to be more efficient in our meeting schedules.

Responses included:

- Coordinating the different Assembly meetings so that Staff gives one report instead of two;
- Dedicate the May meetings to operational information and the October meetings for planning and best practices presentations.
- May meetings everyone is there – Juniors and Officials where some coordination can take place and then Board follows up on Friday.
- May meetings can be problematic with voting on issues on the last day as several members of this body are involved with other groups on the last day and are not able to vote on the issues before the RVAA.

### **4. Paid Administrator - Abbinanti**

Request was made to pay someone not related to either the regional or national organization to be used as a mediator to solve problems within a region – in effect a paid arbitrator. The funds could be allocated from the Reserve Fund if needed. The funds could be allocated on an as needed basis. This is to make the position official.

The RVAA Admin Manual lists the arbitrator as the RVA Assembly Chair or the Chair's designee. The official response is given by the RVA Assembly Chair. Changes would have to be done to the Due Process Policy if warranted.

## **VI. Committee and Zonal Reports**

### **1. Committee Reports**

#### **a. Insurance – Noble – Appendix 1**

1. Reminder - Insurance renewals are every 12 months even though the membership is 14 months.
2. There will be a shortfall in the insurance premium costs. The monies can be taken from the Retention fund or passed on to the regions.
3. USOC has asked us to be a partner for the Athlete Safeguard Program by helping the USOC in trying to set the standards and implementing Safeguard. The program is designed to raise awareness among juniors by empowering them to stand up about abuse and other violent offenses.

#### **b. Compliance – Praska – Appendix 2**

1. No demanding or compelling reason to change a region status from 501c4 to 501c3. Require the region to be a non-profit organization.
2. Self-Audit Sheet – The committee tweaked the form that had been used in the past. The form will be sent out annually in August to be returned by October.
3. Edits to the RVAA Admin Manual were suggested to the S & F Committee.

#### **c. Structure & Function – Cain – Appendix 3**

1. Use of Motion Form will be required for motions out of committee and from the floor of the RVAA. Friendly amendments will be put amended on the Motion Form.
2. Added Insurance Committee list of duties to the Admin Manual
3. Removed Appendices 1-4 of the Admin Manual
4. Changed specific references in the Admin Manual for Zonal Chair and RVA Representative.

#### **d. Marketing/Sponsorship Committee – Peden – Appendix 4**

##### Focus of Discussion

1. Sponsorships – for our membership numbers this would be insignificant
2. Collective Bargaining or purchase power – to go out and negotiate as one group rather than as 40 groups. Asking Regions if they are interested in this proposal – will current contracts prohibit a region from participating in this? Reply to Jimmy Peden.
3. Discounting or coupons – everyone could be involved.

### **2. Zonal Reports**

#### **a. Atlantic Zone – Bishop – Appendix 5**

#### **b. Border Zone – Cranswick – Appendix 6**

#### **c. Central Zone – Updegraff – Appendix 7**

#### **d. Pacific Zone – Coupland – Appendix 8**

## **VII. Discussion Items**

1. **Club Director Age Requirements** – Minimum 21 Years old – Vick

Should there be a mandate that a club director be 21 years or older? A father wanted the daughter to be the junior club director. There is currently nothing in our documents that specifies what age a junior club director can be. It should be time we established this in our regulations.

## 2. **Regional Semi-Pro League – Bishop**

We have a void in USA Volleyball after players are done with college. Pro leagues have cropped up but were dependent on sponsorships and people buying tickets. This model is a region based pro league – a regional based model. For post collegiate adults to stay involved and able

Overview –

- Regionally based teams
- 3 Year plan
- 3 Divisions – West, Central and East

2012 –

- Tryouts held in December
- Exhibition matches on non-traditional dates – Jan - April.
- League championships would take place at US Opens.
- Play in a pro division or in the Open Division.
  - Loose commitment of \$25k for the champion

2013 &14 –

- Exhibition matches early in the season
- League tournament play at Qualifiers
  - USAV has committed to provide venue space
  - Available for Q Directors on board bring quality to the event.
- Accumulate ranking points at the Qualifiers
- US Open would be pre-tournament event with \$25k prize money.
- League Championships at Girls JNC with \$25k prize money.
- Prize money is paid to 4<sup>th</sup> place.
- Use THS to set aside a certain number of rooms for the teams.
- Region responsibility is to get the teams there, outfit them, feed them and pay the entry fee.

Marketing/Sponsorships

- Looking at 4 sponsor types
  - airline, hotel, beverage and apparel
- Logos would be on all uniforms, merchandise, posters, etc.

Logistics

- USAV would own the league
  - Tom Pingel will serve as League Commissioner for now.
  - USAV owns the brand
  - USAV will assist with prize money, housing, coordination and ranking
- Regions would own the teams
  - Paid coaches and players - as independent contractors
  - Travel provided by the region



- Region could set up other events for the team to participate in addition to the league schedule.
- Region would get their own sponsorships since league wide sponsors would probably not work for everyone at first anyway.
- Four rules –
  - No HS athletes
  - No College Athletes
  - Member of the region – how the region comprises the team is up to the region
  - Good role model.

Ten Regions expressed an interest for 2012. Consider it a go for 2012. Steve Bishop, Tom Pingel and Kerry Klostermann will work on the specifics. Tryouts will start in December. Steve Bishop will look into a website name and get it started.

The league should consider using large regional events for host sites to bring the event to the kids. The regional event must make the commitment to not charge for venue or lodging.

Question: Can two regions form one team? Answer: Yes but want the team to have some regional identity.

### 3. **Playing Rules regarding the Libero Serve** – Mailhot

Questions: How are the regions training the libero serving? Can a libero change servers in the middle of the service rotation? Answer: It is a region modification so the region would need to decide how to handle this.

## **VIII. Announcements**

Thanks to June Sander and USAV Staff for all their hard work on this meeting on our behalf.

Anyone interested in running for RVAA Chair, NGC Rep or RVAA Board Rep contact Donna Donaghy.

Board Rep report - Please read the Board Rep report sent via email to the Commissioners prior to these meetings and send comment to Ken Cain or Jon Lee. If the Board Rep Report was not received, contact Ken Cain for a copy.

## **IX. 2012 Meetings**

May 22–24, 2012 – Salt Lake City, UT

Oct 5-6, 2012 – Denver, CO

Discussion regarding moving the Oct RVAA meetings to December in conjunction with the AVCA Convention:

- Kathy DeBoer wanted us to know there is a discounted USAV and coach's membership to the AVCA. Nov 4<sup>th</sup> is the deadline to sign up for the convention. The region could send a rep to the AVCA Convention with the fee waived.
- Those that will be there could meet with potential sponsors, promote the pro league, etc.

Approved 5/24/12

- If this is desired, it should be decided now.
- December is a rough weather time to get everyone in.
- It would be very difficult to have this meeting with the distractions of the other meetings.
- The AVCA Convention is a great event. It would be difficult to find a time to meet with this group that would not be in conflict with other groups or events going on that could be taken advantage of by attendees.
- If the meeting was in another place USAV Staff involvement would be limited.

A motion was taken from the floor which established the meetings to be held Oct 5-6, 2012 in Denver.

**X. Adjournment:** Meeting adjourned at 8:38 pm

## **XI. SPECIFIC ITEMS FOR THE MEMBERSHIP INCREASE FUNDS TO THE REGIONS:**

### Atlantic Zone

- Increase ref match fees for all 3 National Champions to \$35
- Housing program for officials, reduce days required to work from 6 to 4
- Revolving grant fund for Region owned facilities (\$50K - \$100K)
- Post-Olympic marketing campaign to highlight Olympic teams (\$75K)
- Funds to supplement Zonal Championships (\$25K per zone)
- Increase grant funding for boys programming (???)
- Create an APP for the USAV DCR (\$1.99 for non-members)
- Also look at costs associated with having this available as an eReader

### Border Zone

AES registrations – a lot of AES doesn't tie in with Webpoint. Some money should be spent to have AES make the modifications to tie in with Webpoint.

Use the membership in the entire nation to leverage better deals with products and services our members need.

Border Zone recognizes the \$10 increase can only stretch so far so ideas need to be prioritized to get the best bang for the buck.

### Central Zone

- Coaches Training
- Something Free coaching or drill –Social media
- Twitter - You Tube
- John's blog just JA or RVAA leadership group if biggy—start with leadership Dive to the website-approve content that goes on.
- Player webinar a Q & A participant to interact Tell life story
- RSS feed automatic feeds to web site and flows in.
- Question of the week
- Drill of the week
- 2-7 minute videos
- Cap program modules
- Impact webinar not go up as the season goes on - on demand set price
- Pop up tents to attach to the Canopy USAV logo
- 24 Spalding Beach balls with elusive Spaulding nets
- Music video about junior officiating excited - Michael O'Connor - modules on rules
- Olympic merchandising

Approved 5/24/12

#### Pacific Zone

- Survey to our Regions in our Pacific Zone and then we will forward our recommendations to Steve Bishop (Intermountain will modify a survey template and send to the region)
- Funding Zonal meetings

## **XII. MOTIONS AND ACTION ITEMS AS A RESULT OF THIS MEETING**

### **ACTION ITEMS -**

- Insurance Committee requests USAV send any information and updates to the Regions on the advantages of D & O so they may be passed along to the clubs.
- Insurance Committee would like ESIX to compare the NFHS insurance with Extended Officials Insurance.
- Commissioners are urged to poll their adult membership that attend the US Opens and see what they think about starting the tournament sessions on Friday and Monday and shortening the play to 3 days. Send feedback to the Events Department.
- Commissioners should let the USA Beach office know no later than Dec 5<sup>th</sup> if the region wants to host a Beach HP Tryouts.
- Request for USAV to investigate with ESIX whether they have a recommended minimum age for a club director.
- Commissioners are urged to review the proposed Beach Assembly structure information on the flash drive and let the BOD Reps know how you feel about it.
- Commissioners are urged to contact Tom Pingel if interested in being a part of the beta test for region events in the ranking system.
- Commissioners are urged to send Tom Pingel or Kristy Cox tournaments scheduled in the region in March or later that might qualify for the ranking system to be used.
- Commissioners are urged to contact Region Services Director for any marketing and promotional items they might want to see from USAV.
- USAV would like feedback on what the regions and individuals want to see in the magazine. Send feedback to Jen Armson-Dyer of Badger Region.
- Breen Goodwin asked to organize a survey or create a database of information from regions on occupational strengths of individuals in their region as a reference source to all the regions.
- Commissioners are urged to read the Board Rep Report sent out prior to these meeting and send comment to Ken Cain or Jon Lee

### **MOTIONS –**

**Motion 1:** To approve the minutes of the May 2011 RVAA Meeting as written (Reitinger/Abbinanti/MC)

**Motion 2:** To approve the Oct 2011 RVAA agenda as presented (Abbinanti/Reitinger/MC)

**Motion 3:** The Commissioner's signature and the referee/official's chair signature be returned to the National Referee Candidate form. (Abbinanti/Vick/MC)

Motion 3a: To continue the discussion 2 minutes (Price/Piexoto/MC)

**Motion 4:** Motion to move \$5000 from the self-insurance retention fund to replenish the RVA Contingency Fund. (Updegraff/Abbinanti/ MC)

Approved 5/24/12

**Motion 5:** (S & F Motion 1): To approve the Insurance Committee list of duties and place them in RVAA Admin Manual Article VII. 10.f.3 Motion Carries

**Motion 6:** (S & F Motion 2): Remove Appendices 1-4 from the RVAA Admin Manual. Appendix 5 and 6 will be renumbered to 1 and 2. Motion Carries

**Motion 7:** (S & F Motion 3): Change all references in the RVAA Admin Manual of Zonal Commissioner or Zonal Reps to Zonal Chair. Motion Carries

**Motion 8:** (S & F Motion 4): Change the reference on page 29 of the RVAA Admin Manual of the Zonal representatives to RVA representatives. Motion Carries

**Motion 9:** (Insurance Motion 1) Motion by Steve Bishop to have ESIX investigate the possibility of obtaining a group rate USAV/RVA D&O policy and also a club D & O Group Policy to include price points & coverage limits. Second by Nancy Funk. Passed Insurance Committee. Motion Carries RVAA

**Motion 10:** (Compliance Committee 1): Motion to amend RVAA Admin Manual Article IV.2.d to remove the 501 c 3 status and replace with non-profit status. Motion Carries

**Motion 11:** Compliance Committee 2): Motion to request Structure and Function amend the RVAA Admin Manual as follows:

RVAA Admin Manual Article IV Paragraph 6, a, b, c & d –

- a. Add the word Chair behind Compliance Committee
- b. Change Executive Board to RVA Board of Directors
- c. Remove “ President.....Committee. Insert USAV CEO for President.  
Add the word Chair after Compliance Committee. Change ROD to RVAA. Change RVA to RVAA in last sentence.
- d. Change ROD to RVAA, RVAA. Change Executive Committee to Board of Directors

**Motion 11a:** Move to table - (Cain/Price/MC)

**Motion 12:** (Central Zone Motion 1): RVAA should have a paid Arbitrator/mediator help with RVAA issues. Their expenses and stipend should be paid from the \$10 membership increase. Withdrawn

**Motion 13:** Motion that we hold the Oct 2012 meeting in Denver, CO. Oct 5-6. (Vick/McCarty/MC) 22-5

**Motion 14:** Motion to adjourn the meeting (Price/Reitinger/MC)

### **XIII. APPENDICES -**

**Appendix 1:** RVAA Insurance Committee Minutes Oct 2011

**Appendix 2:** RVAA Compliance Committee Minutes Oct 2011

**Appendix 3:** RVAA Structure & Function Committee Minutes Oct 2011

**Appendix 4:** Marketing and Sponsorship Meeting Minutes Oct 2011

**Appendix 5:** RVAA Atlantic Zone Minutes Oct 2011

**Appendix 6:** RVAA Border Zone Minutes Oct 2011

**Appendix 7:** RVAA Central Zone Minutes Oct 2011

**Appendix 8:** RVAA Pacific Zone Minutes Oct 2011

**Appendix 9:** Hoosier Region Document