

**USA VOLLEYBALL REGIONAL VOLLEYBALL ASSOCIATION ASSEMBLY
MID-YEAR MEETING
October 5 - 7, 2012
Cheyenne Mountain Resort – Colorado Springs, CO**

I. GENERAL ASSEMBLY

1. **Call to Order** – The meeting was called to order by Jim Webber at 8:00 am, Saturday, October 6, 2012.

2. **Roll Call – Judy Praska**
 - a. **Present:** Arizona – Harold Cranswick; Badger – Jen Armson-Dyer (PR); Bayou – Martha Leshine (PR); Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Joe Boken (PR); Delta – Joe Williams; Evergreen – Meredith Coupland; Florida – Mary Andrew; Garden Empire – Bob Baker (PR); Gateway – Tim Neels; Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Dennis Jackson (PR); Hoosier – Mitch Stemm; Intermountain – Tom Donaghy (PR); Iowa – Lynne Updegraff; Iroquois Empire – Mike McNeil (PR); Keystone – Michelle Carlton; Lakeshore – Dave Crump; Lone Star – Will Vick; New England; North Country – Judy Praska; North Texas – Robyn Barlow (PR); Northern California – Donna Donaghy; Ohio Valley – Bob Price; Oklahoma – Shawn McCarty; Old Dominion – Skip Weston; Palmetto – Jimmy Peden; Pioneer – Nancy Funk (PR); Puget Sound – John Bryant; Rocky Mountain – Wendy Sapp (PR); Southern – Ken Cain; Southern California – Ann Davenport; Western Empire – John Hughes.

 - b. **Proxy (written):** Alaska – Donna Donaghy; Aloha – Donna Donaghy; Gulf Coast – Will Vick, Moku O Keawe – Judy Praska; Sun Country – Will Vick

 - c. **Absent – no proxy:** None

 - d. **Board Reps Present:** Ken Cain, Jon Lee

3. **Rules of Order** - Rules of order were read by Ken Cain

4. **Approval of RVAA May, 2012 Minutes**

The minutes of the May, 2012 RVAA Meeting were approved as amended.

5. **Approval of October, 2012 Agenda**

The meeting agenda was approved as presented.

6. **Approval of Standing Committee Chairs – Jim Webber**

Committee Chair Appointments:
Competition Committee – Mary Andrew
Insurance Committee – Mitch Stemm
Compliance Committee – Donna Donaghy
Structure & Function Committee – Ken Cain

Jim thanked the previous committee chairs; Sue Mailhot, Kevin Wendelboe and Judy Praska for their commitment and years of service as committee chairs.

7. **RVA Contingency Fund Report – Judy Praska**

Judy reported the balance of the RVA Contingency Fund as \$5,075.79. There was one expenditure this summer of \$50.00. Kim Norman's father passed away and we made a donation, in his name, to the American Volleyball Assn.

II. BOD REPORT – Ken Cain

1. The BOD agenda was sent to everyone and also the last BOD minutes
2. One of the topics was a governance issue regarding Intermountain Region.
3. NGC items:
 - a. Nancy's reference to the NGC comes from Fred Wendelboe. This will take all the governing oversight of the NGC away and they will only be a nominating committee.
 - b. Another one from Andy Reitingner and Ken Cain is to streamline and clarify what the general and minimal criteria are.
 - c. One of the issues that did not get discussed last night was the opinion of this group to substitute our criteria for our BOD reps for the present one in the Bylaws.
 - d. Clarification of how the NGC screens nominees and reports back to the BOD.
 - e. Cleared up the wording of the terms for elected positions. RVA directors are proposing the wording to say four years after 2010, 2012 and every 4 years thereafter, instead of the current 1st, 2nd year of the quad etc.
 - f. The NGC item is the make-up of the NGC. Members are coming up to end of their 4 year term.
 - g. Nancy Funk was reelected for another 4 year term on the NGC. The proposal in front of the BOD gives a 2nd rep for the indoor discipline, so we may be electing another person to sit with Nancy on the NGC. A suggestion was given to put on the zonal list to see how you want us to vote. Would like to have your input on NGC changes, the 2 motions and the NGC succession motion.
 - h. Motion for adding a 16th At Large BOD member. Anyone who has served 10 years in any position is eligible.
 - i. Structure & Function meeting last night we discussed Operating Codes and Bylaw changes. These will be motions coming up out of the Structure and Function Committee.

III. BUYING ALLIANCE – Jimmy Peden

Introduced the premise of the Buying Alliance for the RVA's to negotiate with companies as a group to get a better deal on clothing, balls, equipment, etc. A Power Point presentation was made that explained how the pricing structure works and the products that are available through the various companies. Encourage everyone to please consider promoting this to make it work.

Regions have the following two options to choose from when participating in this program.

Option 1 - Regions will get 100% of the profit and handle everything from placing the orders, collecting money, returns, etc. The sales tax could become an issue. We need to look at the for-profit ramifications if this becomes a large revenue stream for your region since we are a non-profit organization. Jimmy and the Buying Alliance are discussing this issue.

Option 2 - The Buying Alliance administrative person handles all the work as mentioned in Option 1 and the region just places the order with the Buying Alliance. If your region decides to take part in this program and you choose this option, you will put the Buying Alliance link on your web site for members to place orders. The region will get a detailed report with their profit check. The profit gets split between the Regions and the Buying Alliance (Regions 60% and Buying Alliance 40%).

IV. VENDOR REPORTS –

1. SSCI Report

**a. Background Screening – Randy Rodebaugh
2012 recap –**

- 30,500 screenings for junior programs; 2,000 applicants denied (6.5%) of members. Some of these may be a low risk or old misdemeanors and not a risk to children. USAV and regions don't have to see any details about the records because of the way its set up.
- 1.96 days turnaround time for results, which is down from 2.29 days in 2011.
- Categories for identifying high risk individuals:
 - Sex offenses, murder/homicide, felony violence or felony drug charges within the past 10 years, misdemeanor violence or misdemeanor drug charges in the last 7 years, multiple alcohol or drug charges in the last 7 years and crimes against children.
- SSCI analyzes the applications that come in and they put them in the category they belong in.
60 individuals were disqualified (.2%) out of the 30,500 applicants this year; USAV is one of the best (lowest) compared to other organizations. Gave examples of denied applicants; some with criminal records still pending. Even though our process has been in place for several years, there are still people with criminal records who apply to become a member.

b. Changes in background screening – Byron Palmer

- **Policy Changes for 2013:**
Informing applicants who were disqualified –
 - Previous process: a cover letter was mailed to the region and to the club. A letter and packet of information to the applicant was sent by certified mail. The postal service was not the most efficient process to use, which is what prompted this change.
 - New process: email cover letter to the region and club director along with notification in Webpoint to the Region Admin; they respond to the email as an acknowledgement to SSCI that they have received it. The club director is asked to provide a valid email address for applicant. SSCI will send an email to the applicant asking if they want to receive their letter by postal mail or email. Once they receive a response from the applicant, the same information packet is sent, as in the past, with the cover letter, detailed report, copy of USA Volleyball's policy with specific criteria highlighted regarding their criminal history and a copy of their rights under the Clear Credit Reporting Act. The new process has already been used and works much smoother and efficient than the past one. Responses from regions and applicants have been very positive so far.
 - Removed the questions that have been asked in the background screening process regarding criminal history. These are no longer applicable.
- **Other changes**
 - The Ohio Valley Region has joined the Webpoint system which leaves 3 regions using the SSCI system: SCVA, Southern and North Country.
 - In addition to background checks if you have the need for employment screening vs. volunteer background checks SSCI has the ability to help you with that. SSCI will set up a separate account for the region that will cover employment screening.

- There is no appeal process. If there is someone who is questioning the information on their report, refer them back to SSCI. SSCI contact information is provided on the bottom of the report.
- Background checks on non-citizens go through the National Office.
- Kristin Oddi is the representative dedicated to handle the USAV Regions. She is the most familiar with the needs of the regions.
- A re-check relates to someone who has passed the background screen process and something comes up before they would be required to be screened again; an arrest or rumor or something that needs to be confirmed. This would be a recheck and you should contact Kristin to look into it.
- Applicants have up to 30 days to notify SSCI regarding their background screening.
- Report from the Insurance Committee will be sent to commissioners.

2. ESIX – Mike Price

- The PowerPoint from the Insurance Committee is on the flash drive (Standing Committee/Insurance) to make it easier to follow. There is an update of our claim experience standpoint for our 5 year history. The insurance carrier looks at the past 5 year experience to determine what our premium is going to be each year.
- Our trend continues to move forward as in the past running at 100% loss ratio for our participant accident and our general liability each year.
 - Combined loss ratio for the past 5 years is at 105% between the general liability and the participant accidents. For every \$1 we pay, the insurance carrier is paying out \$1.05 in raw claims cost, which is not good. Two options we have are either to pay more premiums or get more control of our claims costs.
 - Producing claim trends for USAV from 2006 – 2011 to get a pattern of where the claims are coming. Lack of information on claim forms and incident reports is the biggest problem, including which region they are in. We need to get better at making sure they are completed accurately.
 - Most of the claims come from participant accidents.

KEY POINTS -

- Total claim experience for 5 year period is 104%
- 2012/2013 cost per member is \$3.77 based on 265,000 members
- 7.45% increase over 2011/2012
- Actual forecasted members total is 285,000
- Actual cost per member (based on 285,000 members) is \$3.50 per member
- Even with a 20,000 membership growth, it is expected that there will be a shortfall between the insurance income and the insurance expenses. The different will be paid out of the Regional Fund.
- If we continue to pay \$2.85 premium per member and as we start to ease in to using our reserve fund, there may come a time when we have to raise rates for members so our Regional Reserve Fund does not get depleted.
- Concussions are the next big area.
 - 42 states have passed legislation regarding concussions and concussion regulations. However, compliance in each state is different.
 - Impact on insurance - someone can claim to have a concussion and it's up to you to prove that they didn't. This is very difficult to do and insurance carriers are very concerned about this.
- New D&O program for 2012-2013

Approved 5/20/13

- Request of Regions, in May, to have a Regional D&O program to cover all the Regions as one unit. This eliminates Regions from having to get insurance coverage on their own.
- Club D&O Program's new carrier is Great American. They have made significant improvements.
 - Separate limits for D&O and EPL (if you have \$1 million in coverage for D&O, then you have \$1 million for EPL)
 - Defense cost outside the limits
 - Included worldwide coverage extension
 - NO change in the premium cost
 - Enroll as in the past at ESIX web site.

Q: Joe Williams: In regard to medical claim and report forms, we at the regional level don't want to be a party to claims being denied, so is it lack of information, lack of forms being sent from the club director to the region, or exactly what is the reason?

A: Mike Price: Typically it is a lack of information and leaving spaces blank. A lot of times it's the region name on the top of the form. It doesn't stop the claim from being paid, but it makes it more difficult to get the correct information.

Q: Lynne Updegraff: D&O insurance covers us when we are doing business within our regions, but does it cover us when we make decisions as this body and does it cover our chairs, does it cover us when we make decisions here?

A: Mike Price: Yes, USAV D&O does cover you under the corporate coverage while at these meetings. Anything you take back to the region and impose at your region is covered under your regional D&O coverage.

Q: Donna Donaghy: Do you receive many phone calls from club directors asking you to insure something at their facility, i.e. their tryouts? More club directors are not having their tryouts sanctioned at the regions because they get insurance. Are you the one they are getting this insurance from?

A: Mike Price: We receive phone calls from clubs with various questions about D&O coverage or other questions. We will never provide any coverage that is outside of USAV which would take away from USAV. We don't get a lot of these questions, but if we do, it is always referred back to USA Volleyball's home office.

Q: - Donna Donaghy: On the D&O insurance, when something happens we have to hire their lawyers. They say there is a list of lawyers we have to use. Can we get that changed?

A: Mike Price: That is not exactly true. The insurance carrier will send these to their legal department and most times they will appoint a local lawyer that is in your area. If you have someone who is good and knows your club, they will work with you since they have to hire someone anyway. The attorney must comply with the standard rates in your area. If this is the case with you, let us know and we will be glad to negotiate with you in this process.

V. SafeSport – Malia Arrington, USOC

1. Misconduct in sports, see website www.safesport.org developed by the USOC.
 - There are a lot of written resources available at this website.
 - Addresses all six components of misconduct – Education, Training, Screening, Defining Acceptable Behavior, Reporting and Investigating incidents. There are samples of incidents and policies for each component.
 - Confidential resources available 24/7 for athletes free of charge. Available in approximately two weeks.

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- Staffed by counselors to help find support around misconduct issues. One in eight athletes experience some sort of misconduct.
 - Good for parents and athletes to know this is available. Instructions on how to report misconduct, how to determine if you're the subject of a bully or hazing.
2. SafeSport handbook available in Toolkit from website.
- Toolkit includes an online training program –
- USOC offering the program free to NGB's, staff, coaches, parents and volunteers.
 - Tools and tips for coaches and club directors to help create a safe training environment. Also tips for parents.
 - Test after each portion of the video. Certificate awarded after passing required tests. Full training video is about 90 minutes.
 - Can create a report that shows who has completed the training.
 - Margie Mara: We are talking about making this a module for CAP certification.

VI. STAFF REPORTS –

1. COACHES EDUCATION – Diana Cole & Matt Podschweit

- Impact On-Demand status update -
 - Power Point presentation is on the jump drive
 - Enhance on demand course and make it available for RVA impact instructors to open their course with this piece.
 - Q&A form to jot down questions for us and we'll respond to them to save time here.
 - Early Sept we had volunteer reviewers from several regions and USAV staff to review the course and give us feedback. Actively making changes and looking at the course navigation. Then release it for another round of feedback.
 - Learning Management System has been integrated with our Webpoint data base so it can accept data transferred from the LMS to the coach's records to track course completion and certification.
 - Data process allows coaches to log in to Webpoint, register and pay for the course and receive log in information to take the course and test. LMS then sends the information back to Webpoint and the coach will receive their certificate in a follow up email.
 - Because of this automation, Webpoint now requires an Impact certification to be present in their record before they will be allowed to register for a CAP I course.
 - Creating an online Impact refresher course based on chapter 2. This is view only, not interactive as webinars. No cost for access to the program.
 - On Demand Beach Impact will be available after we get the indoor program working smoothly.
 - Price will be \$50 through the end of 2012.
 - Will offer each RVA 20 free course seats to be given as they wish and those who provide feedback will receive 5 more. These must be used by the end of 2012.
 - Course takes approximately 6 hours if gone straight through. There are chances to look at other material and read additional information which will take more time to explore.
 - Hope to launch this before October 31.
- Demo on Impact On-Demand
 - There is a short narration at the beginning of every chapter. After you listen to this it will allow you to proceed to the next chapter. You can stop and start the course where you left off.
 - The course allows you to choose audio, reading the text, or having both.
 - Can use a laptop, desktop or PC and requires Flash. We're working on making this available for tablets and mobile devices.

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- Can implement Flash and other video which enhances the page. Interactive with animations.
- There is a quiz at the end of each chapter to help you remember what you just learned. Questions must be answered correctly before you can move to the next chapter.
- Exam at the end will have 120 questions and are different for each student. Have to get 90% or better to complete course and get certificate.
- Deadline is 3 weeks to take course and complete successfully.
- Cover new Impact instructor RVA resource site.
- Navigation through the Education pages of the new USAV web site.

2. OFFICIALS – Kathy Ferraracio

- Discussed areas of the VRT (video referee training) which is an open site. LMS is a registered site and you must register to take clinics and get credits.
- It has been approved to purchasing LMS. We currently rent by the seat which costs more than if we purchased it. Will not close down the rented site until we know the purchased site is running properly.
- No time line to complete course.
- Working on getting connectivity through the LMS to Web Point.
- Everything is available to download and print.
- Willing to set up a curriculum for anything that regions want for club directors, tournament directors, parents, etc. Just let Kathy know what they can do for regions and they will host it, set it up, will post it on the VRT web site. Cost is negotiable.
- Went through a step by step process of how students register on the LMS; on jump drive. Steps on how to gather information as the recorder on who has completed courses in your region. Walking through exactly what you need to do when you are in the site on 6GB site. New links – one for indoor and one for juniors.
- Indoor officiating training materials – Get Credit button takes you to the LMS page, or any clinics or modules. Can view or get credit, have to register.
- New referee clinic is 14 courses, but don't know exactly how long it is yet. The recertification clinic is 51 minutes. Each clinic has knowledge checks to make sure they are staying on track with the course.
- New referee site, must be registered to get in to site. All levels from new referees, recertification, duties of the second referee, and also a scoring portion on site.
- North Texas Region donated \$2,000 to help support VRT/LMS site. Other regions can do the same and have their logo posted on the site. \$50,000 start-up fee and the cost to maintain each year.
- Question about password protecting more of the site to make it more of a service for our members rather than a service for anyone in the public
 - KF – hard to password protect because people from all over the world use this site, including the FIVB. Will continue to look at this issue.

Commission News –

- Current Commission representatives -
 - International Commission - Steve Robb will replace Tom Blue
 - International Score Director remains Donna Wigton
 - Beach Commission remains Steve Owen, Keith Murless and Steve Kenyon
 - Indoor Commission appointments will be confirmed in the next few weeks due to USA Volleyball hosting the Congress meeting held recently in the United States.
 - Officials Development Consultant remains Kathy Ferraraccio
 - Editor of the Indoor CASE book remains Dave Spencer
 - Rules Commission Chair remains Pati Rolf
 - Beach Rules Interpreter – Glenn Sapp replaces Steve Robb

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- Indoor Rules Interpreter – Paul Albright replaces Steve Thorpe
- Junior Coach Rep remains Walter Weaver
- Sandy Abbinanti stated she was unhappy about the rating of the certification process of the national and junior national appointments. Three things USAV is about is transparency, consistency and accountability and I don't see that at the rating process.
 - The Great Lakes Officials Chair asked for the ratings sheet but they weren't sent to her and still haven't seen them.
 - Not telling candidates if they passed or failed. Candidates should get a copy of rating sheets and their region would pay for cost of this.
 - Officials should have a realm of acceptability. There should be the same education and teaching site for the raters as there is for officials and coaches.
 - She requested a change in the administration of the Officials Commission.
- Kathy Ferraraccio addressed Sandy Abbinanti's comments –
 - It is the policy of the commission not to give the rating sheets to the commissioners. A copy of the summation is sent to the candidate.
 - Claims that there are different levels of raters; easy, medium, hard. Even if they are all trained the same, a rater's personality always comes into this, just like teachers in the school system.
 - We are in the process of building a module for rating officials
 - The change in administration is being talked about and it's up to USA Volleyball.
- Lynne Updegraff talked about a rumor she heard that a rater for the Junior Nationals failed all but two of the candidates. Kathy said this is a rumor, she saw all the sheets and nobody failed all but two people.
- Nancy Funk made a note that the referee side is different from the scorer side as she made copies of the sheets herself to give to the individuals. She doesn't want the scorers to be lumped in with the official's scorer side.

3. USAV EVENTS – Tom Pingel

- a. Attended a TEAMS Conference, with Kristy Cox, in Detroit, MI. Cities interested in hosting volleyball events share information about their venues and accommodations. Many cities attended with varying sizes of venues. Some of them were good for smaller regional events.
- b. **NORCECA 2012**
 - Girls' Youth National Championship - The Dominican Republic couldn't sponsor the tournament and it was picked up by Tijuana, Mexico.
 - USAV Girls' Youth National Team won the gold medal and qualified for the World Championship in Thailand in 2013.
 - Conflict with the date of this event and Girls' Junior National Championship dates in 2013. Looking at the GJNC schedule to see if we are able to move it to another date.
 - Goal for HP department is to gain as much experience as we can and not to win as many events as we can. The #1 goal is to qualify for the World Championship to get as much international experience as possible for the athletes.
 - Boys' Youth National Team had very little training time together, but also qualified for the World Championship in 2013 by finishing in 3rd place.
 - Men's Junior National Team had quite a bit of training time together at the Olympic Training Center in Colorado Springs. Gold medal match was USA against Canada with USA taking the gold. They also qualified for the World Championships in 2013.
- c. **New for 2013**
 - 1. **Girls Disney Showcase (Qualifier)**
 - i. 16 team invitational; two bids will be awarded, but teams will get added consideration for at-large.

- ii. Will become a full Qualifier in 2014.

2. Girl's Junior National Championships

- i. Expanding Girls Championships to 1,192 teams.
- ii. USA Division is added as a qualifier only; National Div. becomes a Region Div. only.
- iii. We added a Patriot Division which is a date of entry division, you don't have to qualify for this tournament and it is limited to 17's, 16's, 15's, 14's and 11's. Didn't add 12's and 13's since they don't have enough teams to support this division, at least in 2013.
- iv. Patriot Divisions will be capped at 48 teams and we will let regions know how many teams they can enter.
- v. Patriot Div. registration opens January 2, 2013. Teams will send in the entry fee to USAV by check only. When check is received by USAV, teams are approved for entry in the tournament.
- vi. THS issue with Patriot Div. and how to open hotels for this division without having chaos. One idea is to assign certain hotels for Patriot Div. only. Teams will not be able to change hotels even if they qualify for GJNC and then move up to a higher division.
 - o **Q:** Will the 18's play earlier next year?
 - o **A:** Tom Pingel - In order for the 18's to go earlier it's going to put the whole qualification system off trying to figure out how to make it work. The earliest this could happen would be 2015. If we have to split up the tournament in 2014 because we can't fit all the teams in at Minneapolis, we have to stand by our commitment of having 816 teams.
 - o **Q:** When did Disney become an invitational tournament? So only invited teams go and they get bids, so the bids won't go to any team that wasn't invited?
 - o **A:** Tom Pingel - Right from the beginning. Yes, that's correct.

3. Ranking System

- a. Add a boys ranking system.
- b. Girls – last year started out poorly and inaccurate, by the end of the year we had enough history with those teams to get better information.
 - i. Regions need to provide a ranking system for their teams, by age groups, by January 15 to the National office. Take out teams that have disbanded, look at teams that have changed players and rate who are stronger teams. Get this in so the President's Day Tournaments can have a system for seeding teams.
 - ii. Can use AAU and JVA events for ranking if teams are going to play dual organizations.
 - iii. Plan to have these tied in to AES system.

- 4. **World League** events will go back to 3 weekends. We won't know for sure until after the World League meeting with the FIVB in December. Interest from Chicago, Wichita, Tulsa, Dallas and Snohomish, WA. Contact Tom Pingel if interested in hosting a World League event.

5. 2013 Championship Dates

NCFV	April 4 – 6	Dallas Convention Center
Adult Open	May 24 – 29	Louisville Expo Center
BJNC	June 27 – July 4	Reno Sparks Convention Center
GJNC	June 28 – July 5	Dallas Convention Center

6. 2014 Championship Dates

NCVF	TBD	TBD
Adult Open	May 23 – 28	Phoenix Convention Center
BJNC	Will notify regions via email of location in Houston	
GJNC	June 25 – July 2	Minneapolis Convention Center

7. Adult Open Entry Fee

\$800	3 day – Club A, BB, B - men and women
\$900	4 day - Club AA - men and women
\$1250	Open and PVL

8. Wendy Sapp submitted a proposal by the Rocky Mountain Region, Glenn Sapp and Kirk Rowland, Junior Coordinator, to allow regions to request housing from THS for their region teams going to GJNC's.

4. USAV HIGH PERFORMANCE – Tom Pingel

- 2012 High Performance camps had another very good turnout.
- High Performance Championships had the second highest number of teams, 98 with 8 international teams.
- 2013 tryout schedule will be posted on our website on November 1.
- HP Coaches clinic will be February 7 – 9 at the OTC in Colorado Springs; Karch Kiraly will be the key note speaker.
- Talking to our Education Dept. about adding a High Performance CAP certification.
- 2013 HPC's will be in Ft. Lauderdale, Florida July 23-27. 2014 will be hosted in Tulsa, Oklahoma.
- EX3 program is a new evaluation program we are working with the USOC on to integrate top to bottom evaluations on players and coaches.
- New tiered system for HP camps to expand them to add a little more competition for our A3 camps and below.

5. BEACH REPORT – Steve Lindecke, Elevation Group

a. 2012 Beach Junior Tour Recap

- This program provides a fun and healthy environment for players where they can work toward a national tour and connect with the national program.
- Direct marketing plan and execution to help get more sponsors and promote the programs. We run ads in publications to help advertise the programs and regions that hosting them.
- Registration process has streamlined and become very effective.
- 25 stops in 19 states; growth has increased substantially.
- Standardizing rules and competition formats. Have to be a USAV member to play in events. Sometimes we have to blend age divisions and boys against girls if there aren't enough teams and not always happy about it.
- The Championship we had in Milwaukee was a junior event that was on par with some of the pro tournaments. There was tremendous cooperation with everyone.
- Scheduling issue: Championship date for Beach Junior Tour is in conflict with Indoor HP Championship in August. A lot of requests for BJT Championships to be held in July.
- A Junior Beach Tour event should never happen without the approval of the Region and USA Volleyball.
- Wide Open Tour, formerly Corona Light Wide Open, has the opportunity now to include juniors since the sponsor is no longer Corona beer. There are so many courts set up that we can incorporate a junior level event as the adults finish their tournament.

b. Amber Scott, USA Volleyball Beach Programs

- Reporting for Michelle Goodall, Iowa Region, on the Beach Assembly Admin Council (BAAC) since she could not attend the meeting.
- Beach Assembly Admin Council is made up of 7 committees:
 - National Event Operator Committee, Laura Ratto, NVL
 - Zonal Event Operator Committee, Scott VanderWerp
 - Players Committee, John Mayer
 - Officials Committee, Katy Meyer
 - RVA Adult Committee, Michelle Goodall, Iowa Region
 - RVA Junior Committee, Ashley Ivy, Lone Star Region
 - At large member nominated and selected by the Beach Admin Assembly, the Committee Rep.
- Elect a new candidate to replace Scott VanderWerp who had to step down from Zonal Committee.
- The Beach Assembly was formed in August, 2011 and first met at the Manhattan Beach Open. The meeting was open to the public to get an interim Beach Assembly and to start working on a Beach Assembly Admin Manual.
- Working on redefining the structure for the Beach Assembly manual, elected 6 reps to the Admin Council.
 - Elected the following positions:
 - Beach Assembly reps to the USAV Admin Council, Michelle Goodall and Laura Ratto
 - Beach reps to the USAV BOD, Lori Okimura and Steve Bishop
 - Elect the following positions:
 - Zonal Event Operator
 - Admin Council At Large Chair
 - Beach Assembly rep to the NGC
- First official meeting of the BAAC will be in Louisville, KY at the AVCA Convention.
- Beach Admin Manual is posted on the USAV web site
www.usavolleyball.beachassembly.org

c. Patchi Daugherty, USA Volleyball Beach Programs, High Performance

- In the past, most of the Olympic and beach athletes were from California. Most of them from the AVP.
- We want to reach out to more athletes and create more programs, with help of the Regions, for junior high and high school athletes, and also adults, who are not USAV members. This will help increase our membership.
- Our High Performance Championship is held in July.
- We want to help regions start High Performance Beach programs.
- We have a successful national ranking system. Any junior events that USAV members participate in, their results go toward the national ranking system.
- All professional tours are now sanctioned by USAV.
- We are looking at changing the age ratio for the Olympians from 32 years and older to between 20 years to 35 years and older.
- We want to support more National Team athletes; 50 athletes nationwide.
- We have many contacts all over the country and coaches who are BCAP certified who want to work with regions to help with your HP Beach programs.

6. CEO REPORT – Doug Beal

a. PVL

- Important for us all.
- Entered into an agreement with Grand Prix Entertainment for several years to develop indoor PVL for men and women. Hope to begin in 2013. Working on scheduling, TV rights, etc. They have committed to us financially and to grow and enhance the PVL.
 - Lead to viable indoor professional volleyball.
 - Create marketable component to adult National Championship exposure and revenue.
 - Regions can use PVL to stimulate and grow all levels of volleyball under the USAV banner in your region.

b. London Olympics

- Impressive performance by Kerry Walsh and Misty May-Treanor winning third gold medal in Beach.
- USA won four medals between Olympics and Paralympics, the most of any country along with Brazil.
- London was the most expensive Olympic Games, Rio will not be as costly
- USAV has developed a protected budget specifically for the Olympics that had to be used to pay for the high cost in London.
- There were over 500 family and friends of volleyball athletes in attendance.

c. Social Media –

- Started new Facebook and Twitter accounts.
- During the Olympics, USAV had more unique visitors to their web site and Facebook pages than the overall USOC site.
- We are in discussions with the USOC regarding our web site.
 - We may not stay with them as our web provider.
 - We want to create a relationship where USAV can provide the ability for regions and clubs to stream their events and create a hosting site for that content at no charge to regions.

d. FIVB Congress –

- Best attended meeting in the history of the FIVB.
- Partnered with Disneyland and the city of Anaheim, along with the FIVB, to produce the meeting. We have a good relationship with them and the city of Anaheim having our national teams training there.
- Enhanced our stature with the FIVB due to how we operate.
- USOC helped financially and with programming of the meeting.
- We are scheduled to host and organize the 2013 NORCECA Grand Championship Cup.

e. Starlings

- Byron Shewman is the director of the girls Starlings program. Going to start pilot project for boys call Starboyz.
- We will provide some funding if there is some interest.
- Want to bring this program to every Region.

f. Volleyball USA Magazine –

- Doug Beal sees extreme value in the Volleyball USA magazine. It's the only significant volleyball magazine that exists. Wants to increase the amount of issues and create unique and stand-alone digital issues.

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- Wants to encompass DIG magazine under USAV masthead with the growth of beach volleyball programs.
- Sponsors, advertisers and readers like the magazine.
- Important to have magazine circulate to grow presence of the sport.
- John Hastings and Don Patterson from JDP, *Volleyball USA magazine*,
 - Spoke about the magazine and how to share region stories and features in the magazine.
 - Everyone benefits if the magazine sells well.
 - Our goal is to reach the broad demographics of volleyball.
 - Run editorials to educate juniors and parents.

g. National Team Visits –

- Need to have presence of national team players and coaches at region events.
- USAV will cover transportation costs; regions cover local expenses – room and board, local transportation.
- Scheduling will be difficult with international travel of national team players and coaches. The available pool of athletes is the big problem.
- 4 year program starting January, 2013.

7. AUDIT FINANCE and BUDGET (AFB) REPORT – Steve Bishop

- Emailed a document to everyone called the USAV Financial Summary to the RVA October 12, 2012.
- Both Angelo and Steve Bishop sit on the AFB Committee as Regional Reps where we have a voice but no vote. There is the opportunity to talk with the group and share insights from the RVA perspective.
- Financial Performance – measurement dates of 7/31/2012 and 7/31/2011.
 - A couple of changes since our last meeting are position of cash and fixed assets. 2012 increased with the purchase of the new office building for staff.
 - Balance sheet improvement of \$397,442 respectively year to year.
- Operating Statement Summary – the Net Surplus/Deficit is lower in 2012. There is a monthly surplus of \$175,079.
- Metrics to Measure Performance – With the transfer of cash to assets with the respect to the building, there was a decrease in both current and quick ratios. AR turnover improvement.
- Section 2 – Budget vs. Actual – The revenue variance for actual is down to \$1.2 million, but the flip side is the expense variance is down \$1.5 million which means we are under spending the actual against budget to the tune of \$356,176.
- Section 3 – Other Financial Items – You have asked for a report on the magazine. The total revenue is up 39%. The net surplus is higher because the revenue is captured at the beginning of the fiscal year and expensed throughout the four quarters. This report is only taking us through 7/31/2012 and there will be additional expenses coming out of this which will reduce the net surplus on the magazine.

Q: Kevin Wendelboe - London expenses

A. Steve Bishop deferred to Chris Vadala. Chris Vadala - this will be discussed at the AFB meeting tomorrow.

Q: Ken Cain – Earlier it was said that when the budget was passed at the Board level it was not balanced; it was in deficit. Are you saying now that the budget is expected to be in balance for this year?

A: Steve Bishop – Yes, we do. We have a report from Stacie Kearns, Director of Finance, that we will intend to have a good outcome of performance against budget heading into the next financial revue to the tune of \$400,000 plus.

8. PVL – Steve Bishop

- Started with this idea of a semi-pro league last year. We thought there would be six teams but we had 12 teams sign up. Positive feedback from them.
- Recognize the regions who participated in the first year of PVL:
 - Intermountain, Iowa, Puget Sound, Arizona, North Texas, Northern California, New England, Western Empire, Great Lakes, Hoosier and Evergreen
- Heart of America will be joining next year and several regions have showed interest. If your region is considering adding a women's team, let us know and we will send you the information.
- Moving forward with launching a men's division in 2013. It will be a limited schedule of one PVL championship for now.
- 16 regions have interest in starting a men's PVL team.
- Schedule a meeting tonight during the dinner session to discuss the men's and/or women's PVL league with anyone interested for further discussions.

Tom Pingel –

- Do we run the Men's PVL teams at the Adult Open Championship or the Boys' Championship? There is a concern whether this will be the demise of the men's open division at the Adult Open Championship if we include the men's PVL at this event.
- We are trying to get this event at a league level instead of a one-time event. We are now requiring women's PVL teams play in at least 2 competitions before they are eligible to play in the Open Championships. One event should be played at a national qualifier and the second one can be played against other regions as long as it was more than one match.
- Allocating value of rooms at the Girls' Nationals and the Open Championships instead of having rooms assigned to teams by THS. USAV is going to give Regions a value and then they work it out with THS and pay to get what they want.
- On the women's side of the Opens in the PVL division, along with playing in Open Championship, we will identify the top four teams and invite them to play at the GJNC for a 4 team competition. After the pool play they will break out and play a 4 team event for prize money.

Q: Sandy Abbinanti - Player/team make up?

A: Tom Pingel - Everyone on roster must be registered in your region, but don't have to reside in your region. Teams can bring in up to 2 players outside of region if that region doesn't have a PVL team. Promote that more of the players on your PVL team are in your region. Having to play three or four events should reduce the all-star team effect. We want to get the top athletes coming out of college to play in this league.

VII. BEST PRACTICES

1. Badger Region, Jen Armson-Dyer

Governance, UW Milwaukee – HBI and working with non-profits –

- This process developed from our Strategic Planning meeting this summer. Our organization has doubled in size over the last 5 years and we are always looking for ways to improve. We are looking at our governance and HR policies, and providing Board education for our Board members to be better and stronger. We are looking to this organization for structure and to help us move forward.

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- We are in the initial stages of the program and talking to our Board members for needs assessment and where we go from here. The proposal is available on the jump drive for you to look at.

2. North Texas Region, Robyn Barlow Junior Club Festival -

- Junior Club Festival held for members, junior players, officials and parents.
- Presentation overview on the jump drive.
- Survey sent to clubs to see the interest and what they wanted to have there. Opportunity for clubs to promote their club to parents. The tables were set up by geographical areas.
- Educational sessions – reffing for parents, recruiting, coaching sessions, Club Volleyball 101 for parents, IMPACT clinic, AVCA presentation to coaches and college recruiting information.
- Region specific meetings.
- Free for everyone; 100 families attended.
- Next year we want to reach more non-members and more coaches attend.

3. Sustainability, Jim Webber

- The threat from AAU and JVA – We have a problem with erosion of membership. We are still growing the number of members, but we are also losing members to AAU and JVA. We need to take a look at marketing; what are we going to do to prevent this erosion? Let's look at the value of the product we're putting out. We are selling our product to the parents of the members, who are the kids playing.
- We need to work closely with USA Volleyball to put out a quality product, which potentially impacts the revenue for USA Volleyball and comes down to the regions. Time for us to do some strategic thinking.
- **Jon Lee** – The Structure & Function Committee and the BOD are working on Bylaws and Operating Codes. It will show Article VIII and other times it shows Article V. We will submit a proposal to address item 5.02.

VIII. STANDING COMMITTEE REPORTS

1. Competition Committee - Sue Mailhot – no report, joined Structure & Function
2. Insurance Committee – Kevin Wendelboe – Appendix 1
3. Compliance Committee - Judy Praska – Appendix 2
4. Structure & Function - Ken Cain – Appendix 3

IX. RVAA ZONAL REPORTS

1. Atlantic Zone – Steve Bishop - Appendix 5
2. Border Zone – Harold Cranswick - Appendix 6
3. Central Zone – Lynne Updegraff - Appendix 7
4. Pacific Zone – Meredith Copeland - Appendix 8

X. MAY 2013 ANNUAL MEETING

May 2013 meeting will be held in Louisville, KY - Mon, May 20 – Wed, May 22, 2013

Approved 5/20/13

XI. ANNOUNCEMENTS

Jim Webber thanks the staff for getting this fine facility and setting up the meetings.

XII. ADJOURNMENT

Motion to Adjourn (Praska/Updegraff/MC)

MOTIONS

RVAA Motion #1 (Structure & Function 1) – To recommend to the USAV BOD that consideration of USAV bylaw amendments are allowed with a 30 day notice, or if they are going to allow a waiver, then two-thirds of the total voting power approves it.

- It was noted we passed a motion in our May 2012 meeting to recommend an update of USAV Op Code 6.03 A. 6.

Motion passed

RVAA Motion #2 (Structure & Function 2) - To recommend to the USAV BOD that we strike the current wording of the Op Code 6.05 regarding RVA re-districting.

Rationale: We want to use our procedures, not what's in the Op Code. There were five motions made to amend the current re-districting process in Article VII Section 15 of the RVA Admin Manual. **Motion passed**

RVAA Motion #3 (Structure & Function 3) – To amend Article VII Section 15 **lei**. To add language after Communication and Obligations, “same as the requirements for current RVA’s” for provisional regions. **Motion passed**

RVAA Motion #4 (Structure & Function 4) – To amend Article VII Section 15 **I. iii**. To delete wording after referee and change scorekeeper to scorer. New provisional regions have to train referees and scorers. **Motion passed**

RVAA Motion #5 (Structure & Function 5) – To amend Article VII Section 15 **I. iv**. To delete wording after “tournaments” down to “conduct”. Rationale: Issue with the new region is who gets the bids, so they better have a regional tournament in case they have to share a bid. **Motion passed**

RVAA Motion #6 (Structure & Function 6) – To insert the word “provide” before Liability in Article VII Section 15 M. Rationale: Provisional regions must provide insurance. They have to show some kind of financial viability and that they have members. **Motion passed**

RVAA Motion #7 (Structure & Function 7) – To move the wording “voice but no vote” for provisional regions to a new Section N in Article VII Section 15. **Motion passed**

RVAA Motion #8 (Structure & Function 8) – To recommend to the USAV BOD to insert the re-districting procedures from Article VII Section 15 of the RVA Admin Manual in to the Op Code Section VI.6.05. **Motion passed**

NOTE: There was no problem removing the following section and words from Section 8.01 of the Op Code “individual, team and other registrations shall be renewed annually”.

RVAA Motion #9 (Structure & Function 9) – To strike “or directly with the corporation” from Op Code 8.02 B/C.

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- The Structure & Function Committee informally recommends reviewing the possible elimination of the USAV Administrative Division. **Motion failed**

RVAA Motion #10 (Structure & Function 10) – To recommend to the USAV BOD to remove “the arbitrator of” from Op Code Section 8.02 B/C 5 a. and add “region where the complaining party registered or seeks to register or sanction an event, then “to” and leave “the Ethics and Eligibility Committee of the RVA Assembly”, delete “for resolution” and add “only to review whether due process was provided”.

- New paragraph should read – Registration and/or sanctioning disputes shall be referred first to the region where the complaining party registered, or seeks to register, or sanction an event. Then to the Ethics and Eligibility Committee of the RVA Assembly only to review whether due process was provided.

Motion 10a to extend 5 minutes (Updegraff/Williams/MC)

Motion 10b to extend 3 minutes (Unknown/Updegraff/MC)

Effect of this motion:

1. Removes the Arbitrator in registration and/or sanctioning disputes.
2. Complainant goes to the Region where the party registers/seeks to register/seeks to sanction an event
3. Complainant appeals to the E & E Committee of the RVA Assembly to review whether due process was provided by the Region.

Motion passed

RVAA Motion #11 (Structure & Function 11) – To recommend to the USAV BOD to change Op Code Section 10.02.G regarding the highest classification of teams for adult indoor events from “double A (AA)” to “Open”. **Motion passed**

RVAA Motion #12 (Structure & Function 12) – To recommend to the USAV BOD to amend Op Code Article 15, Section 15.03 to provide consideration of USAV Op Code amendments are allowed without a 30 day notice or two thirds of the total voting power of the BOD approving. (NOTE: This is a similar motion to Motion #1 passed earlier in this meeting). **Motion passed**

RVAA Motion #13 – Due process **I cannot find the official wording of this motion.**

- Due process in Articles 3, 4 and 7. Get them all in the same place. Move Article VII Section 5 to the end of Article 3. **Motion passed**

RVAA Motion #14 – RVA Due process for Individuals

- This involves Article 7 Section 5 that we just moved and makes some changes.
- Takes the RVA Assembly Chair out of the process. Not a good idea if they are supposed to be impartial.
- Establishes the E&E Committee as the appeal mechanism. **Motion passed**

RVAA Motion #15 (Insurance motion) – Support USA Volleyball staff recommendation to adopt the ESIX proposal for a regional group D&O policy to be funded under the Region Services Budget for 2013. Appendix 8

- All 40 RVA's will be under the same umbrella policy,
- Paid for by USA Volleyball for 2013
- \$2 million in D&O coverage for all regions
- One application submitted versus 40.

Approved 5/20/13

- USA Volleyball and its 40 regions are the owner of the policy.
- Regions that have other D & O policies aren't penalized by having to pay twice.
- If a region already renewed their policy, they will be double covered or can request a refund for the second policy.
- Starts November 1, 2012 and is effective for one year.
- The group policy reduces the impact of a claim.

Motion passed - 3 extensions for discussion

RVAA Motion #16 – Move to change the registration period from September 1 – October 31, no longer offering 13 or 14 month memberships. Appendix 9 **Motion fails**

RVAA Motion #17 – Recommend to the USA Volleyball Board of Directors with a request for immediate consideration at its next meeting on October 8, 2012.

Replace Article VIII of the USA Volleyball Operating Code, 8.02 B 1 a

“Participants in Regional Volleyball Association competitions register in the geographical area in which they reside or in which their team is registered”

with:

Participants in RVA competitions shall register in the Region which they reside or with the permission of both affected commissioners, the Region in which their team/club is registered. (Carlton/Hughes)

Motion 17a to extend 10 min (Abbinanti/Andrews/MC)

Motion 17b to extend 5 min (Cain/Wendelboe/MC)

Motion 17c to extend 5 min (Unknown/Cranswick/MC)

Motion Passes 22 – 12

RVAA Motion 18: Motion to adjourn (Praska/Updegraff/MC)

Appendix Attachments for October 2013 RVAA Meeting

Appendix 1 – Insurance Committee Minutes, Kevin Wendelboe

Appendix 2 – Compliance Committee Minutes, Judy Praska

Appendix 3 – Structure & Function Committee Minutes, Ken Cain

Appendix 4 – Governing Committee, Nancy Funk

Appendix 5 – Atlantic Zonal Minutes, Steve Bishop

Appendix 6 – Border Zonal Minutes, Harold Cranswick

Appendix 7 – Central Zonal Minutes, Lynne Updegraff

Appendix 8 – Pacific Zonal Minutes, Meredith Copeland

Appendix 9 – PVL Owner's Meeting Minutes