

**2016 RVA Assembly Mid-Year Meeting
October 7-8, 2016
Flamingo Hotel, Las Vegas, NV
RVA Assembly Meeting**

I. RVAA General Assembly

A. Call to order – The meeting was called to order by Jon Lee at 9:38 am

B. Roll Call - Hudson

Present: Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Jen Armson-Dyer; Bayou – Louis Puissegur Jr; Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Jeff Mozzochi ; Delta – Joe Williams; Evergreen – Meredith Coupland; Garden Empire – Bob Baker; Gateway – Linus Shyu; Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Lisa Madsen; Intermountain – Jason Baddel; Iowa – Lynne Updegraff; Iroquois Empire – Hazel Goldstein; Keystone – Michelle Carlton; Lakeshore – Erik Lazowski; Lone Star – Will Vick; Moku O Keawe – Angie Andrade-Morioka; New England – Dave Peixoto; North Country – Judy Praska; North Texas – Andy Reitingler; Northern California – Donna Donaghy; Oklahoma – Shawn McCarty; Ohio Valley – Bob Price; Old Dominion – Skip Weston; Palmetto – Jimmy Peden; Pioneer – Nancy Funk; Puget Sound – John Bryant; Rocky Mountain – Glenn Sapp; Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Mark Noble; Western Empire – John Hughes. Quorum is present.

Proxy (written): Florida – Mary Andrew; Gulf Coast – Philip Bryant; Hoosier – Mitch Stemm;

Absent (No Proxy): Alaska – Julie Webber

New Commissioners: Hazel Goldstein – Iroquois Empire

C. Rules of Order – The Rules of Order were read by Ken Cain

D. Approval of minutes – The Minutes of May, 2016 meeting were approved as written.

E. Approval of agenda – The Meeting agenda was approved as amended.

F. RVAA Contingency Fund – Praska

The balance in the Contingency Fund is \$26,825.09. \$1.09 was earned in interest. \$1000 expense was for the insurance consultant.

G. Confirmation of Committee Chairs & Executive Assistant

The Committee Chairs and the Executive Assistant were approved by the RVAA for the next Quad

Committee Chairs

Competition – Sue Mailhot

Compliance – Donna Donaghy

Insurance – Mitch Stemm

Structure & Function - Ken Cain

Education – Lynne Updegraff

Marketing & Branding – Lisa Madsen

Strategic Planning – Joe Williams

SafeSport – Michelle Carlton

Administrative Assistant - Becky Hudson

H. Executive Sessions

The RVAA moved into Executive Session on 3 different occasions.

RVA Assembly discussed a potential conflict of interest in the RVA Chair and the USAV E & E Chair positions.

Lori Okimura BOD Report was held in Executive Session about CEO transition

II. RVAA Reports

A. BOD Representatives – Hughes, Donaghy, Stemm

A lot of the meeting was done in Executive Session. There are a lot of things going on.

There will be a cultural change in USA Volleyball from the Board to the Staff. John Hughes holds a positive attitude toward what is going on now and for the future.

B. Nominating Committee – Harold Cranswick

There is one candidate for GC position.

The meeting was spent looking at ways to do the nominating process better. The committee meeting was spent working on the Duties and Responsibilities for the various positions, layout a timeline for the committee, putting all in writing so that the next people on this committee will know what is expected. The committee will also be educating the body regarding the positions for election and for the committee members. Going forward, the Committee will be actively seeking candidates for the positions instead of waiting for self-nominations to come in.

When the deadline for nominations has been met the candidate list will be sent out so all will know ahead of time who is running for each position.

There is a By-Laws amendment before the October BOD meeting that will no longer require a minimum of 2 candidates for positions. The constituency should make their best effort to get 2 candidates but they don't have to have 2 candidates to hold the election. The Board has never required the RVAA to have 2 candidates for each position except for the BOD positions.

**C. Incentive Committee Report – Sandi Abbinanti/Andy Reitingner/Tori Hoke
2015-16 Incentives - \$4k grants per region**

There were 6 winners for the 10% growth in membership incentive
Carolina, Delta, Hoosier, Palmetto, Sun Country, New England

There were 2 winners for 1000 new members incentive
Badger and New England

2017 incentives

Ten \$10k grants were drawn of the grant proposals submitted.
Old Dominion, Iowa, Intermountain, Bayou, North Texas, Puget Sound, Rocky Mountain,
Badger, Carolina, Florida

III. Vendor Reports

A. Insurance Report – ESIX & SSCI Report

1. ESIX - Jennifer Rains

a. Insurance Recap

Our loss history continues to trail us in the renewal. Carriers look at a 5 year history. 2011 was a tough year for USAV.

The increases were higher than anticipated in May. ESIX was shooting for a \$4.18 rate but ended up with a \$4.24 rate.

The Participant Accident and General Liability insurance will both remain with American Specialty for this season.

b. Regional D & O – the policy renewal date November 1. It will be renewed and cover all Regions - paid for by USAV.

Mike Price noted that there are 3 separate D & O programs – for clubs, for Regions and for USAV. USAV policy is different than the Clubs and Regions. Reason – in the event USAV is sued by a Region or vice versa each party will have coverage. Both would be under the same policy and you can't sue yourself.

If a region is sued over abuse, the Liability insurance is what covers, not the D & O.

For D & O coverages you can't tell if a claim is covered until the coverage is bought.

c. Questions

Q – Can we get a copy of the D& O policy for the regions?

A – Yes, ESIX will get it to the regions.

Q – ESIX was struggling for coverage right up to September 1st start date which did not leave time for the Insurance Committee to approve the carrier.

A – Talk to the Insurance committee.

The Insurance Committee did have a conversation with ESIX prior to the renewal. There was not a huge difference in price so they stayed with American Specialty. There is over \$1m in the Contingency Fund to cover the differences. The reserve is set up for the unanticipated costs.

Q – A coach that was banned for life said he would not appeal. If he changes his mind and sues the Region is the choice of attorney the choice of the Region or the Carrier.

A. – The Carrier will choose the attorney but they can work with the Region as to who the attorney is. They want to make sure it is a qualified attorney to handle the type of claim that has been filed and that they will agree to the rates they will be paid.

Q. A concealed weapon was brought into an event. The person had a license to carry the weapon. The weapon accidentally discharged and hurt someone. What do we do with regards to preventing someone coming into our event with weapons? Code of Conduct posted at the event?

A. This is a changing area. Some states allow the ability to control the venue however not all states do. Consult legal counsel in the local area. Posting of the

signs is a good idea. We want to protect the participants at the event. Whether we can deny access to someone with a weapon is the reason to consult an attorney.

2. SSCI Report - Kristin Oddi (Dir. Of Client Services at SSCI)

Kristin Oddi has been the primary liaison to USAV and the regions for 8 years now. She recently traveled to Colorado Springs to meet with USAV and other NGBs. Kristin will be the face of SSCI at future meetings.

a. **Background screen report**

Statistical recap – there is a report on the File Share
37k applicants were screened. 1500 had criminal records. 56 resulted in disqualifications. This number is right in line with our membership base and our criteria.

A few of the disqualifications were:

Family violence, cruelty to children, distribution of drugs, attempted enticement of a child, felony criminal vehicular homicide, endangering children.

b. **Industry Updates** – There is a Case Study on the File Share

Slide 8 of the file shows that 23 of the 56 disqualified applicants would have been allowed to be involved with the club if just a database search was used. Some of these cases were very serious in nature.

Database only searches will not reveal pending cases. County courthouse searches will.

c. **Legislative updates.**

There are no new or pending legislative changes at this time.

d. **Operational issues**

SSCI is seeing more and more international screenings from various regions and numerous countries from all over the world. Contact Kristin if you have an international screening. The countries required a copy of the applicants id – passport, etc.

Verification process – make sure the applicants use their legal name for the search. Nicknames slow the process. SSCI keeps stats per region.

If a Region needs a copy of the Case Study – ask Kristin

The Case Study has a NGBs comparison matrix.

There is also a matrix of a database search versus a county courthouse search.

e. **Re-screenings**

There have been several regions asking for the re-screening of an applicant. If requesting a re-screening, contact USAV first then they will get in touch with SSCI. This will keep everyone in the loop.

f. **Questions**

Q. Do you ever see the people that were disqualified in volleyball show up in other sports or organizations?

A. This is not really seen in volleyball. It is seen more in parks & recreation departments and churches.

Q. Does SSCI indemnify the Regions or USAV in the screening process – in the event someone is missed?

A. SSCI has a \$1m indemnification policy to remove the USAV and the Regions from the liability. This does not really happen with a county courthouse search. This mostly happens with a database only search. SSCI would look to see where the responsibility was - a slip at the courthouse, incomplete data. If SSCI is responsible, they will let us know. All the data that is requested by SSCI has to be publically available.

Q. A coach from New England Region had been disqualified and later applied in the Hoosier Region. The address was not matching up with the Hoosier region.

A. The coach registered in Hoosier Region but lived in the New England Region. Kristin caught the region difference. She was subsequently transferred back to New England and disqualified.

Q. How many of the 56 disqualifications were dui's?

A. Multiple drug & Alcohol offenses accounted for 23 disqualifications - 41% of the total disqualifications. This is and always has been the highest category of disqualifications.

Q. Price increase?

A. There is no rate increase for this year. \$18.50 is the rate for Parks & Rec; not the USAV rate. The USAV rate is \$17.50

Q. Transgender coaches

A. Only 1 individual so far. The individual submitted their info. The SSN trace showed different name and gender. The individual had to submit paperwork showing the legal change. It was a basic verification. When anyone legally changes their name it takes the government a while to change all the records. SSCI would need a government issued id to show the change.

IV. Staff Reports

All the Staff Reports are shared on the ShareFile

A. Doug Beal - CEO

Three broad topics to cover

1. Olympics & Paralympics

The Games get bigger each year. The growth of the Olympic and Paralympic event is remarkable and its impact on the world. Doug has been a part of 11 Olympic Games.

Rio was one of the most challenging environments and cities ever. They did a stunning job. The challenges they faced were triple everywhere else.

Financially and programmatically the relationship with the USOC helped with our medal production. This was very positive for volleyball.

The amount of broadcast video at this Olympics exceeded everything in all prior games combined.

We won 4 medals, Brazil won 4 medals in the Olympics and Paralympics.

Since 1996 50% of the total volleyball medals have been won by the US or Brazil.

Doug was very proud of the collective group of volleyball athletes in Rio. The quality of the people that represented us was great. That has not always been the case. Many

recognized it – in the media and other delegations – and took the time to say so to Doug.

We came away with three Bronze medals after some of the most frustrating semi-final losses ever witnessed. It is very hard to come back after that loss and win a medal. The message Kerry Walsh-Jennings sent to our women's indoor team to help motivate them as they were preparing for the Bronze medal match was remarkable.

The Women's Sitting team winning the gold medal against the team they have been battling for many years was extraordinary. They were also then recognized as the team of the Paralympics.

Coaches for all were wonderful. Partnership they exuded during the Games was wonderful.

2. **FIVB Congress was held in Buenos Aires, Argentina**

Highpoints

President Ary Graca was re-elected with no opposition. He will be president for the next 8 years. He understands the commercialization of the sport. The FIVB does not get diversity and gender balance. Two women were elected to the Board under the title of the Gender of Minority status even though 60% of volleyball participants worldwide are women.

There are some financial issues at the FIVB. The large part of their income comes from the sale of international television rights. They will no longer be paying for any teams at any level for international travel.

There is a lot of discussion on dealing with an increasingly crowded competition calendar. We are very affected by that. The NORCECA President Cristóbal Marte Hoffiz requires us to play in events that are not very significant or helpful for us but they come with financial penalties if we don't play.

2017 Beach World Championships – Vienna on an island in the Danube River. The event will be sponsored by a new partner - Red Bull – who is investing a lot of money. It is unknown how long they will sponsor the event without a return.

2018 World Championships – women held in Japan, men will be shared between Bulgaria and Italy.

There were two very unique presentations at the Congress - Snow Volley and Street Volley. The FIVB President would like to get Snow Volley into the Winter Olympics.

3. **Olympic Assembly**

SafeSport is on everyone's mind. The Agency will be established by the end of January. The location of the Agency will be in Denver. They are in the final stages of hiring the CEO and then the CEO will hire additional staff to a reasonable level. The Board has been in place for a while. It is a very significant initiative by the USOC and the NGBs. No one knows the real financial support that will be required until they are in operation for at least 6 months or more.

LA24 is actively pursuing the Olympic Games. Rome is competing for 2024 but they are imploding. Budapest is also competing for the Games. We have a lot of influence. If you have any opportunity to talk to anyone about it, do so. Having the Games in the US

will bring money to the Regions. LA has a remarkable bid. Many think it is a Paris or a LA decision. If there is any integrity in the Olympic movement the LA bid is far superior to the Paris bid. That, however, does not mitigate the politics involved.

USAV is in some interesting discussions with the USOC to create a collegiate beach event that would be part of a multi-sport event with the USOC which would be branded a Road to Tokyo.

A presentation was made at the Olympic Assembly to help athletes transition from competitive athletic life to post-competitive athletic life. USOC is putting resources toward this.

The USOC recently hired the first senior level staff person who will be responsible for working with the NGBs and Olympic sports broadly at the collegiate level. Difficult issue but for volleyball it is okay. Not so for some other sports. With the 5 major collegiate conferences distancing themselves from other collegiate athletic departments this could be problematic. The growth of Olympic sports is key to this. Collegiate volleyball and collegiate beach volleyball is what we survive on.

Leave with a thought – there has never been a time where the future of our sport is brighter. Our partnership with the USOC has never been stronger. We are likely to remain in the top tier of sports in their eyes. It means continued partnerships like we experienced in Rio. The relationship may mean a commitment to a Quad budget from the USOC to USAV. It would take away some of the anxiety of programming.

The same is true with the FIVB. There are lots of frustrations with the FIVB. There is recognition by the FIVB leadership that they need to target, in cooperation with USAV, the growth of the sport in the US. This may mean a marketing office here. We can partner with the FIVB on events and have a shared vision with the FIVB going forward. They seem to feel the same way about China.

Doug is optimistic because of the growth of our sport collegiately. The NCAA investment in the women's collegiate Final Four continues to go up. The growth of Men's Division III programs and to broaden that initiative is huge.

The exposure of our sport on TV has never been better. The Olympic Channel is a reality. It is going to become a joint venture with NBC. Volleyball will be promoted - both indoor and beach.

The FIVB is going to market volleyball as a family sport – a positive social statement around the world.

B. Bernie McLean – Human Resources

New employment laws regarding overtime

Bernie received a lot of questions from the Regions as to how this new law may affect the Regions.

Recap

President Obama directed the Department of Labor to review and modernize the overtime regulations. Salary basis test was raised from \$23,660 to \$47,476 per year and provided automatic updates to those thresholds every 3 years starting 2020. It also

allowed employers to use non-discretionary bonuses and incentive payments to count towards 10% of those salary thresholds.

There are 2 other tests that must be met for exemptions to apply.

Salary Basis test is the primary

Administrative duties test – basically the work needs to be administrative in nature.

Primary duties test – The employee must be able to use Independent judgement and discretion in their role to a significant level.

Executive Exemptions

Meeting the salary threshold and supervising at least 2 full time employees. Must have Authority to hire and fire. Their suggestions are given significant weight.

Administrative Exemptions

Meeting salary basis test, handling matters of significance and duties are administrative

There are a number of other exemptions – Bernie will provide if desired. Most will not apply to the RVAs.

There is an exemption for non-profits that bring in <\$500k and do not have interstate commerce.

C. SafeSport – Quintiya Miller

There is a new USAV SafeSport webpage. There is new player education video regarding healthy boundaries on the site.

They are working on a SafeSport research page which will be housed on the VRT site.

The US Center for SafeSport is the new agency. The governing documents have not been finalized. The expected operational date is late January 2017. There will be an annual compliance report and random audits of the NGBs.

SafeSport Training will have to be refreshed every 2 years. This will be enforced starting December 2017. This is a new requirement from the USOC. There is no cost to the training. The refresher course is 30 minutes long. Any of the SafeSport courses will suffice for the recertification. Updated modules will be coming on board in January and July. This is a continuing education course.

It has been requested of Webpoint for a solution to track this. Webpoint is not currently set up to track when the courses were taken. It will be when the requirement is effective.

The structure of the Center will have 2 sided: An Outreach office and A Response and Resolution Office.

The Center will have exclusive authority over all sexual misconduct allegations and discretionary authority over the following with a written request by the NGB: physical misconduct, emotional misconduct, bullying, hazing, harassment and interpersonal violence.

All sanctions imposed by the Center must be enforced by the NGBs.

The center will provide a searchable database with those who have been sanctioned.

Coming soon there will be weekly information for the RVA regarding the Center.

Are we establishing for USAV reference materials for the Regions to prohibit region to region registration? Discussion is happening with legal counsel now without opening up liability.

The SafeSport Manual was given to the SafeSport Committee but it has not yet been reviewed by the RVAA. The SafeSport Manual is on the website is the updated but not approved version. The SafeSport webpage has an electronic reporting form.

SafeSport will continue to be included as part of the IMPACT training.

There is no limit on the avenues that can be used by an individual, region, USAV toward the Center. They will not limit who they have contact with.

Questions:

Q. How does this translate to the RVA? The NGBs are required, but does this translate to the RVA?

A. We all are USA Volleyball. There are new courses and options for SafeSport. Brand it as a competitive advantage over our competition.

Q. How does this relate to Affiliated Organizations?

A. The USOC only controls the NGBs. For risk managers and insurers this will be the standard.

Q. The SafeSport Training is geared toward coaches. Is there any timeline for an Officials training?

A. It is being looked at by the USOC.

D. Sport Development – John Kessel

1. Member benefits – Starting Nov 1st
 - a. Mobile Coach App – USAV Members only will have access
 - b. Access to Board Source – for club directors and Regions. Normal subscription is \$129. USAV negotiated a deal for the club directors to get free webinars to run their boards better. Board Source would be a great resource for the region and clubs in strategic planning.
2. Middle School STEM Kits
The Kits are out now and available for purchase. The kit includes 20 volleyballs and a radar gun as part of whole the kit. www.stemsports.com/volleyball is the website to pass on to schools to purchase kits. This will get USAV material into the hands of the middle schools.
3. HP Championships Coaches Summit
USAV is looking at the weekend before the HP teams start competing to hold a clinic for the HP Coaches and International coaches to speak on topics of interest to them. The cost would be \$50 per day and they would need to take care of their own room and board. CAP modules will be recorded and available after the event for viewing.
4. Evolution of the sport on the GTGT webpage
SportKits are available online from the GTGT webpage.
5. Put out a different looking newsletter for coaches

E. Coaching Education - Diana Cole

1. The info regarding coaching education on the ShareFile mostly refers to the Part A and Part B IMPACT developed after the May 2016 meetings. If anyone is ready to launch the Part A course let USAV know and they will set up the launch page per region. Daniel Becker will be setting up the Region launch page.
2. USAV has identified a provider for the IMPACT e-Manual. It is linked in each of the OnDemand course. It is linked on every page of the OnDemand course. Diana will send a new link when the fully edited 2017 Manual is ready to go.

The e-Manual Resources have links that can be accessed immediately. The e-Manual will be linked in the mobile app. Each certified coach will have access to the latest manual through the mobile app.

3. **Full OnDemand IMPACT courses can be accessed.** Let USAV know when to launch. The Regions can hold off until the 2017 courses are ready. The Regions will receive 25 free OnDemand courses for this year.
4. **CAP and BCAP course schedule**
USAV is trying to schedule CAP and BCAP courses as far out as possible. Let Diana know to pencil your courses for 2017. They need at least 3 months lead time for the course.
5. **Webinar for IMPACT Instructors**
The recorded version of the Webinar is on the USAV Academy.

F. Beach High Performance and Junior Beach Tour – John Ruger & Mark Paaluhi

1. Rio Olympics

US faced a lot of challenges in Rio.

Bronze medal for April Ross and Kerry Walsh Jennings – the rose colored gold medal.

Nick Lucena and Phil Dalhausser lost to the gold medal team in the quarter finals.

19th place finishes for both Jake Gibb and Casey Patterson and Brooke Sweat and Lauren Fendrick.

FIVB Rankings are quite good for our national teams. Good international season for the US Players.

NORCECA Championships we are sitting 1st in both men and women. St Lucia is next week and then 1 more event in Trinidad and Tobago.

2. **Beach HP Championships** – Megan Burgdorf emailed a document to all the Regions High remarks were received from the participants in the HP Championships.

Heat maps show 70% of the participants in A1 come from SCVA.

HP Beach Championships pipeline going forward will include 4 Zonal Championships in June 2017 and Regional Championships starting in 2018. Bids will be put out shortly.

The pipeline for athletes to international competition will be on the website by this weekend.

3. **Jr Beach Tour** – Mark Pa’ahuli

There were 77 stops for the Jr Beach Tour in 2016. Hope for 90 stops in 2017. An increase of 18% of regions holding events.

Remarks show marks of 4.2 of 5 for the registration process. There are some items with the registration process to tighten up.

JBT National Championships

Largest JBT tournament with 425 teams participated. There were weather issues with the tournament.

4. **Beach Coaches clinic**

There is a Coaches clinic at the end of the October at the Chula Vista Training Center.

5. **Looking forward**

Megan wants feedback from the Regions on the document that she sent out.

John Rugar is working with Margie to set up a group within the RVAA for advice and policy for the Beach Department.

USAV is exploring some new technology to scout teams using computer analysis.

Any interested in being part of the Beach Advisory group let Margie Mara know.

6. **Questions**

Q. Glenn Sapp – The Regions were not consulted regarding the HP zonal championships in June. Some Regions don't have the opportunity to have beach play until late May.

A. Megan is looking for comments and feedback on these issues. The Beach Department does not want to preclude any Region from participation.

Q. Materials that were sent to John Rugar regarding the beach programming.

Is there time set aside to meet during these meetings.

A. Yes, would like to talk to everyone while they are here instead of back to back emails.

G. Margie Mara – Officials' Development Department

Official's Development Department covers Beach, Indoor and Sitting disciplines Kurtis Larsen, Coordinator, & Paul Albright, Director of Officials Development have been brought on board.

There are over 1000 National certifications indoor and over 200 Beach certifications.

Our international people were very highly regarded at the Olympics. Pati Rolf and Dan Apol were able to work the gold medal matches. Dan Apol also represented USA at the Paralympic Games.

USAV wants to get a better idea of the number of officials at the regional level.

They want to establish a starting point so they can measure progress toward their goal to Recruit, Train and Retain officials.

H. Tom Pingel – Events and Crisis Management

1. High Performance

Three of the four National teams qualified for the 2017 World Championships. The Women's Jr National team can still qualify in a Pan Am Cup event in April, 2017.

HP Championships will be July 18-22 in Ft Lauderdale, FL.

Denise Sheldon sent an email to the Regions to nominate athletes for the Region HP Holiday camp. The camp will be held Dec 26-30 at a site to be announced.

2. Events

The Girls 18's National Championships will be held in Dallas, TX - Apr 21-23.

The sites for 2018 & 2019 are being worked on. Hope to announce all the 2018 sites in Minneapolis

3. Ranking System

Events Department is working on the motion from this group in May asking for a neutral repository for results – a ranking system. There are some budgetary concerns being worked out.

4. Crisis Management

Last summer the Boys' Championships in Dallas were completed the day before the shootings in downtown Dallas. Fencing and Boxing were also holding play there. The cancellation of last day of play for Fencing resulted in approximately \$75k in loss.

Planning for the Unpredictable document is on the ShareFile. USAV is putting together a task force with other NGBs for more information.

For events, put a communication plan in place for the event – we normally plan for weather or medical issues. Terrorism is not usually part of the discussion. Share the plan with the city, the venue and the staff at least 60 days in advance. Have a communication point of contact that is not the primary contact for the event. The person must be designated for this job only. Their responsibility would be to talk with security, law enforcement and disseminating the info to staff and team contacts.

Put Event insurance in place for housing and insurance for lost revenue for cancellations that are not covered in the venue or hotel contracts.

5. Team Travel Source - Kelley Roberts & Serena Andrews Higdon

Team Travel Source is the new championship housing service for 2017 and going forward.

For Volleyball there are 4 designated personnel plus additional support staff.

Account Manager – Kelley Roberts

Team Block Managers – Ally & Dana

Inventory Control Manager - Bethany

All of them have an event management background. Consultants in event management.

Team Account Manager positions will be working directly with each club that comes from USAV. They will be in touch with Barb and Kristy and will reach out to the club once they qualify. They will work with the club directors and regions to get their blocks together.

Customer Service is their priority. They have a direct line for USAV customers. The policy is to call back within 4 hours if they reach a voicemail. Use PassKey - the computer system to communicate to clubs/parents. Event producer side – can get info out to the parents

New for 2017

1. Region lottery teams will be separate from Tier 2 teams. Alternate picks between a Region and a Tier 2 team.
2. Separate region block – opportunity to get the best hotels
3. Reduction and Cutoff Dates - can control inventory better.

V. Presentations

A. Strategic Plan - Avery Wilson (USOC)

The PowerPoint presentation is on the ShareFile

How do we grow, What we do and What are we trying to accomplish?

We have a customer base – identify who really is our customer base?
What we can do to help each other think ahead. If our neighbor grows, we grow.

A Strategic Plan is the Scientific Method as applied to business.

Strategic planning is a conversation to find out what is going on in our world, how the world is affecting us and where we are going.

Strategic Planning is 4 big steps:

1. Assess and Evaluate
2. Formulate
3. Implement
4. Monitor

Being Strategic means: Consistently making those core directional choices that will best move you toward your hoped-for future. Erika Anderson – Proteus Consulting. Being proactive instead of reactive

Why do Strategic Planning? To be proactive. Have Focus.

It is very hard to affect strategy when it is too big. Keep it simple. 80/20 Rule – only 20 percent of the factors get you the majority of the way. Pick the few that will give you maximum productivity. Address the critical issues.

Step 1 – Assess and Evaluate

Situational Analysis – where you are today and where do you want to be? Strategy is the roadmap from where we are to where we want to be. The hardest part is to determine where it is you want to be in the timeframe established.

STEP Analysis – Social/Demographic, Technological, Environmental, Political/Regulatory
SWOT – Strengths, Weaknesses, Opportunities, Threats.

Don't get caught up in the formality of the SWOT – break into the current state and future state.

Current state – what is working, what is not working, what lessons learned.

Future state – What trends or events are likely to affect your region in the future, what opportunities might this bring forward, what might the region consider adopting as a result?

The world will change. If organizations don't keep an eye on change and make it relevant they risk letting the world run them instead of running their own world. Think Blockbuster Video.

Technology changes – adapt and evolve. Mobile technology, wearable technology for stats. Security Issues at events are on the horizon.

Book "Micro-Trends" discusses opposing trends happening at the same time in the same environment. Example: high school sports going out of business in some areas and growing at the same time in others.

Step 2: Formulate

Use the 3 P's:
Purpose (Mission & Vision),
Principles (Values),
Priorities (Goals & Strategies).

Keep it simple and specific – especially in the non-profit world

Purpose: Mission Statement: Why do you exist? What makes us unique? Specific to your organization. Who are you serving? How do your customers see the value in being with your organization?

Yogi Berra – "If you don't know where you are going, you are going to end up somewhere else."

Vision Statement: Some sense of where we are headed. Keep it simple, time bound and measurable. A strategic vision will be more practical for the organization. Bullet point statements.

NASA – Within the next decade, put a man on the moon.

Move from macro to micro with the vision statements.

Principles

Guiding principles are intended to be core values that put some behavioral guidance as to how they will be done.

Priorities

Avery's 3 to 5 Rule – don't go setting 10 goals and 20 strategies – too big. Pick 3-5 goals and 3-5 strategies to keep it manageable.

Goals are those primary directional core choices.

Strategies are the statements of intent – how you are going to achieve the goal.

Targets are the measurable outcomes.

Dashboard is a collection of the targets – a report of the matrix.

Building goals and strategies and intersecting them with the weaknesses and strengths.

How to prioritize the goals and strategies – use the Fit Test – Feasible, Impactful, Timely
Which are going to get us to our goals?

Steps 3 & 4 Implement and Monitor

The hardest part is having the discipline to follow through with the plan.

Communication and accountability are the cornerstones. Assign names to accomplish the goals.

Commit to routine monitoring. Have the discipline to look at what the results are showing and have the discipline to course correct.

It is vital for the RVAA to do strategic planning as well as the Regions.

B. Sports Illustrated App presentation - Tami Olson & Amanda Sims

Sports Illustrated Play

Technology solutions that can help streamline the club, parents, and athletes.

Regional directors and member management tool – There are 9 NGBs and Regional associations using the system. The system can pre-validate rosters with their integration with the Webpoint system.

League and Club Management – back end gives you a lot of tools. Create reports, communicate with coaches. e commerce – accepting payments & issuing refunds online. Consolidating business solutions into a single platform.

Content management tool – focused on the needs of amateur athletic associations. Team micro website. Tools cater to a wide variety of skill sets.

Website creator – mobile responsive websites and free mobile app and built in search engine tools.

Tourney machine – tournament operations. Flexible for the tournament director.

League Management –

Mobile App – great for anyone associated with a team. Utilities – Families have consolidated calendar tool for all in one family.

Attendance tracking – like a social media feed.

Player cards

Engagement – fans, coaches, and players can take pictures at the event and immediately upload to the app.

Scheduling tools - automated

Live scoring

Revenue generating tools

Two Exclusive offers –

1. We refer a club then the region gets \$200 / club that sign up.

The first 5 member clubs that sign up from each region within the next month will receive a premium design website (\$600 value).

Normal fees – subscription option \$199 per year and do your own design.
Design options - \$300 - \$7500 one time fees for design services.

VI. Discussion Items

A. E & E Issues - Hughes/Cranswick

In the event of a disqualification of a member due to behavioral issues, we can act without proof. The consultation with the attorney showed they were on solid ground. The club director was notified by the mother of a young girl that the coach was having a sexual relationship with a 15 year old. She would not provide proof but wanted to prevent the coach from working again. The info was passed on to the legal authorities. The mother refused to cooperate. The region suspended the coach until the board could act. The Board banned the coach for life. The coach appealed then removed the appeal. The coach is banned for life – and it is noted in Webpoint. The child welfare system has since reopened the case.

The adjoining regions should be notified of the suspension in the event the coach tries to register in somewhere else.

Should USAV put together a list of banned coaches? If we use what the other NGBs are using we will be okay. Gymnastics has this list on their website with the rule they violated listed.

Going forward the SafeSport agency will have a list of those banned for life from the time they begin operation and going forward.

John Bryant had a player that had been suspended create different records in Webpoint. The birthdate was altered by one day.

Q. What happens when someone has been banned for life for coaching but wants to play as an adult?

A. USAV is looking at this situation and waiting for the US Center for SafeSport to give some guidance.

RMR has a coach suspended for life who wanted to play as an adult. The IRC said no – they did not want that person in the organization.

Arizona has a coach suspended for life. The office heard from a club director about the behavior of a coach he had previously let go. The next season another club was going to hire this coach. The parents were reluctant to come forward. Uncovered 3 players the coach had had improper relations with. The police department was contacted and to date have done nothing. The Region immediately suspended the coach. He requested a hearing. One father came to speak on the coach's behalf only to find out his daughter was one of the girls involved. Parents and players will probably not be the ones to come forward. This club director observed the situation and came forward. The Region got tremendous support from the National Office during all of this.

Great Plains is dealing with this now. A male is involved who is married to the club director. This issue is at the police department now.

B. Gold Map/Open Court - Lisa Madsen

There is a report from Charlie Snyder on the File Share

There were 796 participants at 37 locations in 10 regions. August is not a good month to hold this.

This was a huge success for a first year. Florida Region had 246 people and Great Lakes had 216 people show up.

The goal is to get kids or adults to try the sport.

It is a very hard thing to predict. As a first year program it went better than expected.

Gold Map scenario was not a smooth transition. It was a 5 step process to find. The info is in the minutes of the Marketing and Branding Committee. The program will be repeated next year.

C. Border Issues – Bob Price

There are major issues that the General Assembly that we need to address. Sometimes we pass them over due to time constraints. Border Issues are one of those.

Nancy Funk and Bob Price are agreeing to some discussion regarding their Border issue.

D. Surveys

It is important that the General assembly agree to do surveys. Surveys can be slanted to get the results desired. There were surveys that were sent out that were not vetted or authorized first.

It is helpful when seeking information to conduct a survey. However, the group should agree to the survey and how it is to be conducted.

D. Matters for the Good of the RVAA

Joe Williams will get the Strategic Planning questions from the Zonal reports.

VII. Standing Committee Reports

A. Education Committee Report – Appendix 1

B. Marketing/Branding Committee Report – Appendix 2

C. Strategic Planning Committee Report – Appendix 3

D. SafeSport Committee Report – Appendix 4

E. Structure & Function Report – Appendix 5

F. Competition Committee Report – Appendix 6

G. Insurance Committee Report – Appendix 7

H. Compliance Committee Report – Appendix 8

Beach Committee Meeting Report – Appendix 9

VIII. Zonal Reports

A. Atlantic Zone – Appendix 10

B. Border Zone – Appendix 11

C. Central Zone – Appendix 12

D. Pacific Zone – Appendix 13

IX. Elections – Harold Cranswick

Election for RVAA Rep to the Nominating Committee

Approved 5/22/2017

There is only one candidate for the position. The RVAA moved to approve by acclamation Lisa DiGiacinto as the RVAA Rep to the Nominating Committee.

Following the May 2016 meeting and BOD meeting the following were elected as RVAA Reps to the USAV BOD via electronic ballot:

BOD Position 1 – Replacing Ken Cain– 4 year term – Donna Donaghy

BOD Position 2 – New position - 3 year term – Mitch Stemm

X. Ad Hoc Committee – Review of the Participant Code of Conduct

From the Insurance Committee - an Ad Hoc Committee was approved by the RVAA to work with the National Office to review and revise the Participant Code of Conduct. The approved Committee members are: Dave Peixoto, Chair; Mark Noble, Nancy Funk, and Glenn Sapp.

XI. RVA Chair Position

Jon Lee responded to the RVAA request that he either serve as the RVAA Chair or the Corporate E & E Chair but not both. Jon stated he has served in both the RVA Chair and the Corporate E & E positions before. Lori Okimura had asked him to serve on the Corporate E & E Committee and he agreed. He also agreed to run for the RVA Assembly Chair at the request of some in the RVAA. Jon is no longer the Commissioner in the Evergreen Region.

Jon Lee felt that the provision in the Admin Manual Article III, 2 allowed him to pass the items of conflict on to Associate Chair.

Jon Lee resigned as the RVAA Chair and will keep the Corporate E & E Chair position.

Jon thanks the RVAA for the opportunity to serve this time.

Judy Praska will cover the Chair duties in the interim.

A new Nominating Committee was approved by the RVAA: Michele Carlton (Chair), Judy Praska, Atlantic Rep - Skip Weston, Border Rep – Mark Noble, Central Rep – Sue Mailhot, Pacific Rep – Jeff Mozzochi.

Donna Donaghy has asked the the committee to recommend the admin manual be updated to not allow nominations from the floor.

XII. Meeting Planning

May 22-24, 2017 – Minneapolis, MN

Oct 6-7, 2017 – Denver, CO

It is requested that the staff reports, committee agendas and other documents provided to be read be sent out 2 weeks ahead of the meetings so that there is time to read the documents and prepare questions that can be answered at the meetings. There is too much information to digest to garner questions when the information has just been presented.

XIII. Acknowledgements

Thank you to Jon Lee for his service.

Thank you to Ann Davenport for hosting in Las Vegas.

XIV. Adjournment

Approved 5/22/2017

The meeting adjourned at 4:05 pm

The minutes were recorded by Becky Hudson

Action Items

Each Region should have a Spectator Code of Conduct for use at events. Discuss with an attorney to work with the state laws.

The Sitting team is constantly looking for teams to engage with in the Regions. It is the discipline of Sitting Volleyball not disabled volleyball. If interested, get with Cecile Reynaud, Bill Hamiter, Andy Reiting, and Michelle Goodall.

RVAA Motions from this meeting

Motion 1: Move to approve minutes of May 2016 as written. Motion Carries RVAA

Motion 2: Move to approve the agenda as amended. Motion Carries RVAA

Motion 3: Move to approve the Committee Chairs and the RVAA Administrative Assistant for the next quad:

- Competition – Sue Mailhot
- Compliance – Donna Donahy
- Insurance – Mitch Stemm
- Structure & Function - Ken Cain
- Education – Lynne Updegraff
- Marketing & Branding – Lisa Madsen
- Strategic Planning – Joe Williams
- SafeSport – Michelle Carlton

RVAA Administrative Assistant – Becky Hudson

(Reiting/Updegraff) Motion carries RVAA.

Motion 4: Move to come out of Executive Session. (Updegraff/Williams) Motion Carries RVAA.

RVAA Motion 5: Move to approve the members of the Ad Hoc Committee to review the Participant Code of Conduct. Members of are: Dave Peixoto, Chair; Mark Noble, Nancy Funk, Glenn Sapp. Motion carries RVAA

RVAA Motion 6 (Structure & Function Motion): The committee recommends to the BOD that they postpone taking any action on the following BOD proposed motion until clarification is received and reviewed by the RVAA. Ref Bylaw 4.06. Motion Carries RVAA

Registration Privilege

USA Volleyball grants the privilege of registration to individuals committed to the principles contained in the Corporations' Code of Conduct. Privilege of registration may, therefore, be withdrawn or denied by USA Volleyball at any time where USA Volleyball determines that a registrant or prospective registrants' conduct is inconsistent with the Code of USA Volleyball or the best interest of the sport and those who participate in it.

Approved 5/22/2017

RVAA Motion 7 (Competition Committee Motion 1): Mandate that coaches or a rostered adult serve as the second referee at all nationally sanctioned events at all age levels, starting in the 2017 season (Lou/Andy – passed committee unanimously) Motion Fails – 18-19

Rationale: Proposal from the Officials Assembly. It is noted that this issue was not the need for better R2s but it is about protecting junior players from verbal abuse.

RVAA Motion 8 (Structure & Function Motion 2): Motion to amend RVAA ADMIN Manual Art. VII (8)(h)

Current provision: (h) The Chair of each Standing Committee shall be appointed by the RVA Assembly Chair with the approval of the RVA Assembly. Each Zone shall select its representatives to each Committee. AD HOC Committees and their members may be appointed by the RVA Assembly Chair, with the approval of the RVA Assembly.

Recommended Change: (h) The Chair of each Standing Committee shall be appointed by the RVA Assembly Chair with the approval of the RVA Assembly. Each Zone shall select its representatives to each Committee. **It is recommended the zonal chairs provide the names of the committee members to the RVA Assembly Chair at least 30 days prior to the next scheduled RVA Assembly meetings.** Motion carries committee. Motion carries RVAA

Rationale: Knowing each Committee membership prior to the RVAA meetings would allow the Committee Chairs to share their agendas earlier and be better prepared and committees operate more efficiently.

RVAA Motion 9: Zonal restructuring

RMR requests to move from Central Zone to Pacific Zone. (Sapp/Abbinanti) Motion carries RVAA.

Rationale: Central Zone is too large. RMR no matter what zone we are put in will be on the fringe (Central, Pacific or Border). RMR feels that our Region interests are more closely aligned with the Pacific Zone.

RVAA Motion 10 (Insurance Motion 1): To direct ESIX to secure a quote for cyber liability coverage for the Regions (Wendelboe/Funk) Motion carries committee unanimously. Motion carries RVAA

Rationale: Regional Liability in a data breach

RVAA Motion 11 (Insurance Motion 2): To accept the Background Screening Contract as proposed, by SSCI (Sapp/Lisa D) Motion carries committee. Motion carries RVAA.

RVAA Motion 12 (SafeSport Committee Motion): For the 2017 Jr National Championships, Clubs will be required to have a travel policy. The required travel policy could be the default USAV travel policy, the use of a chaperone as in the past, or a club customized travel policy. Motion carries RVAA

RVAA Motion 13 (Education Committee Motion 1): That IMPACT A and IMPACT B, as well as current IMPACT on line be offered at no charge to members starting in 2018-19. (Updegraff / Hughes) Motion carried committee 6 - 0. Motion carries RVAA

RVAA Motion 14 (Education Committee Motion 2): Education Committee moves that CAP I certification never expire and it is retroactive. (Hughes/Andrade-Morioka) Motion carries committee 6-0. Motion carries RVAA

Approved 5/22/2017

RVAA Motion 15: Recommend changes be made to the Rules of the Game to revert rule 7.3.5 to the prior rule where score cancellations would be limited to the previous term of service after discovering an illegal player in the game or player in the wrong position. (Williams/Abbinanti) Motion carries RVAA.

RVAA Motion 16: Move to approve the members of the Nominating Committee as Michele Carlton (Chair), Judy Praska Associate Chair, Atlantic Rep – Skip Weston, Border Rep – Mark Noble, Central Rep – Sue Mailhot, Pacific Rep - Jeff Mozzochi. Motion carries RVAA

RVAA Motion 17: Move to approve by affirmation, Lisa DiGiacinto as the RVAA Representative to the Nominating Committee. (Cranswick/Vick) Motion carries RVAA.

RVAA Motion 18: Move to adjourn the meeting (Price/Noble) Motion carries RVAA.

Appendices

Appendix 1: Education Committee Report

Appendix 2: Marketing/Branding Committee Report

Appendix 3: Strategic Planning Committee Report

Appendix 4: SafeSport Committee Report

Appendix 5: Structure & Function & Compliance Committee Report

Appendix 6: Competition Committee Report

Appendix 7: Insurance Committee Report

Appendix 8: Compliance Committee Report

Appendix 9: Beach Committee Meeting Report

Appendix 10: Atlantic Zone Report

Appendix 11: Border Zone Report

Appendix 12: Central Zone Report

Appendix 13: Pacific Zone Report

Appendix 14: 2016 Spectator Code of Conduct from Arbiter Manual