

**USA VOLLEYBALL ANNUAL MEETING AGENDA
REGIONAL VOLLEYBALL ASSOCIATION ASSEMBLY
May 19-21, 2009
Hilton Minneapolis**

I. Call to Order: The meeting was called to order at 2:10 pm by Joe Williams

II. Roll Call:

1. Alaska – Gary Weiler; Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Julie Voeck; Bayou – John Cline; Carolina – Kevin Wendelboe; Chesapeake – Ann Hughes; Columbia Empire – Doug Croze; Delta – Joe Williams; Florida – James Phillips; Garden Empire – Bob Dingee; Gateway – Tim Neels; Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Heart of America – Hank VanArsdale; Hoosier – Chuck Stemmm; Iowa – Lynne Updegraff; Iroquois Empire – Patty Blacklock; Keystone – Steve Covert; Lakeshore – Mary Jo Hardy; Lone Star – Will Vick; Moku O Keawe – Angie Andrade-Morioka; New England – Dave Castenon; North Country – Judy Praska; Northern California – Donna Donaghy; Oklahoma – Shawn McCarty; Old Dominion – Skip Weston; Puget Sound – John Bryant; Rocky Mountain – Glenn Sapp; Southern – Ken Cain; Southern California – Ann Davenport; Sun Country – Rudy Nava; Western Empire – John Hughes. Quorum is present
2. Written Proxy: Evergreen – Jon Lee; Gulf Coast – Will Vick; Intermountain – Kim Norman; North Texas – Robin Barlow; Pioneer – Nancy Funk
3. Absent with no proxy given: Palmetto – Jim Peden
4. New Commissioners – Andy Reitingner – NT, Doug Croze – CE

III. Rules of Order were read by Steve Bishop

IV. Approval of Minutes of October, 2008 meetings, as written

V. Additions to Agenda

1. Election of new Joint Admin Council rep to replace Rodney Prater
2. Insurance issues with the start of the season being Sept 1

VI. Approval of Agenda as amended

VII. RVA Contingency Fund

1. Judy Praska reported the balance of the RVA Contingency Fund as \$4,326.77. No invoices will be coming this year.

VIII. Election

1. Lynne Updegraff is taking names to fill the vacancy for Rodney Prater for Joint Admin Council.
2. One vote per Region will be used for the election of this position. Election will be held on the last day of these meetings.

IX. Insurance Reports

1. ESIX Report - Mike Price

a. Insurance Renewal

September 1st is the renewal date for USAV insurance. The renewal process is underway. Mike Price hopes to have the renewal complete by Aug 1st so the certificates can be ready by the Sept 1st start date. Jennifer Waller is the USAV account rep. She is the one that handles our account on a daily basis.

There are a couple of problems this year that may cause some problems in the renewal. For the renewal process the carriers look at a 5 year snap shot of the loss ratios.

- General Liability (GL) - last 5 years we are operating at 114% loss ratio – the high end needs to be no higher than 60-65% loss ratio range for GL carriers.
- Participant Accident (PA) - Accident claims lag about 6 months. PA Claims are up this year. Our experience will be over 100% loss ratio this year. Max they can push a carrier to is 80% loss ratio if they like us a lot.
- Renewal overview - in the insurance industry, with the economy the way it is, it is still a soft market. Soft market means carriers are still trying to hold onto the premiums they have and not lose clients. When the economy starts to move up, the rates will go up quickly. This will most likely happen next year. This will help in our negotiations.

USAV is blessed in that we are one of a few organizations that have had an increase in membership. Claims are up about 20-25% and paid claims are up 20-25%. We have experienced an increase in the frequency of claims over 2007-08. Mike Price expects a PA rate increase of about 20% and a GL increase of 10% which would be an extremely good renewal for us. The RVA's are looking at a net 15% increase in insurance rates for next year.

When the economy is down there is an increase in claims requiring primary coverage. The down economy is causing more people to take advantage of this coverage as their primary coverage. There has been an increase this year in coach's claims for sport accident.

b. How RVA's can help with risk management

Make sure the netting that separates the courts is not in high traffic areas and not next to bleachers where people can get tangled up.

The definition of ref stands in the DCR is very vague. The wording needs to be tightened up so that a chair or box cannot be used for a ref stand. This will be done in a reference box in the DCR.

- c. Release of actual insurance policy
ESIX has been requested by many to release the actual insurance policy. They have no problem releasing policy information. However, they steer away from releasing the actual policy for three reasons: 1. It puts old information out there when it is referenced after the policy has expired. 2. It is also very difficult to understand the actual policy language. 3. Policy terms and conditions may change each year as new carriers service the USAV account. The policy information is on the USAV website for RVA use.
- d. Use of certificates of insurance by other organizations
Other organizations are using USAV certificates to give to facilities to satisfy the insurance requirements. ESIX is making some changes to the certificates to make sure that non-sanctioned events will not be able to use a USAV insurance certificate. Non-sanctioned events are not covered under USAV insurance policy.

2. SSCI Report - Randy Rodebaugh

- a. Background screening recap was distributed to each Region.
The largest numbers of participants were screened this season. The percentage of disqualifications is staying the same - .18% of applicants are being disqualified each year. Randy Rodebaugh attributes this low number to a consistent policy and good enforcement of the policy. The RVA's are doing a great job eliminating the people that would cause harm to a child. Of the 53 applicants that were disqualified this year 6 passed a background screen in the past two years. Ten failed two years ago and were still disqualified. This is indicative of further criminal behavior.
- b. Turnaround time
SSCI works on a 2 – 5 day screening turnaround as part of the contract with USAV. For this year the average turnaround was 2.8 days from submission of applications.
- c. No changes
There will be no changes in the system for 2010. No change in price or the way the data is transmitted.
- d. Byron Palmer - When SSCI contacts the Region for further info
When SSCI contacts the Region for verification of data submitted it is important to verify the info with the individual. First compare the data entered to the application turned in. Most of the time it is a keystroke error that is the problem. If the information matches the application then ask the applicant for a picture ID with SSN or birth date on it so that it is physically verified. It is important that the information is correct and that the person is the same as the information that was transmitted. It is not always bogus or inaccurate information however they just want to make sure the information is accurate.
- e. If the applicant is not a US citizen

If the applicant is not a US citizen the application must be processed through Kerstin Fracassini before it goes to SSCI. Kerstin is tracking the background screens of non citizens. This would be the first step in the process for a non citizen background screen that has to happen before SSCI receives the information.

- f. Appeal Process for Disqualifications
 - i. There is no appeal process if the report is correct but the disqualified individual wants to plead their case. That process has already happened at the court level.
 - ii. An appeal may be made to SSCI if the information on the report is inaccurate, i.e. the case was dismissed or the record should have been removed and was not.

X. BOD Rep Reports - Jon Lee/Ken Cain (Appendix 1)

1. RVA concerns presented and passed
 - Concerning the Jr Indoor Director Board Rep. The position represented HP and Grassroots. Presented to the Board to eliminate the word “Elite” and represent the Juniors. The By-Laws were amended and the position will be elected from the junior community.
 - Regarding the Op Code requirement for the first Regional Membership Report. Presented the change for the first Regional Membership Report due to USAV by the 15th of the second month of the season, data transfers no less than twice a month and 80% of previous season membership be submitted by March 15th. Motion passed.
 - Regarding the request to change the membership and insurance start of the season to September 1st. Motion passed and Op Code revised.
2. Election of Officers and Formation of Committees
 - Chairman of the Board - David Schreff
 - Chair Pro Tem - Kevin Twohig
 - Corporate Secretary – Kerry Klostermann
 - Recording Secretary – Fred Wendelboe
 - Treasurer – Stu McDole
 - Audit Committee – Expanded Audit Committee to 5 members. Added Stu McDole and Scott Fortune of the current Finance and Budget Committee. Sarah Noriega agreed to sit on the Audit Committee for the athletes.
 - Budget/Finance/Compensation Committee – Discussion on the creation of a separate Compensation Committee.
 - Ethics/ Eligibility – Kevin Twohig – Chair. Ken Cain and Reid Priddy to serve. Kevin Twohig will select the other members of the E&E Committee.
 - NGC – INGC representative Al Lau, Nancy Funk represents the RVA, Tyra Turner represents the athletes and Adruis Barzdukas is the independent representative.
3. Quad Goals – It is important to look at these goals because they are the direction for the Board and this body. These will help understand and see where staff is going and where the Board is going.

- a. Conceptual Objectives:
 - i. Operate true to budget (break even or surplus) each year.
 - ii. Develop an adequate financial base to support Olympic participation.
 - iii. Develop a solid base for future capital purchase needs.
 - iv. Enhance Championship events.
 - v. Increase revenue and reduce somewhat reliance on USOC budget contributions.

- b. Quadrennial Financial Objectives:
 - i. Achieve a cumulative financial surplus of \$1,150,000.
 - ii. Create an Olympic Fund of \$250,000.
 - iii. Establish and fund a capital reserve fund with defined objectives and uses to ultimately accrue at 5% of annual budget.
 - iv. Create a resource of \$200,000 to enhance Championship events.
 - v. Maintain or increase USOC total budget support dollars while at the same time reducing the ratio of contribution against total budget.

- c. Annualized Objectives – applied/prioritized in the following order:
 - i. Olympic Preparation:

Amounts for an Olympic Account will be included in the annual budget at the following minimums until such time as the account is fully funded.

2009	\$60,500 dedicated budget surplus
2010	\$60,500 dedicated budget surplus + interest earned min. \$3,000
2011	\$60,500 dedicated budget surplus + interest earned min. \$5,000
2012	\$60,500 dedicated budget with a total of \$250,000 accessible for Olympic expenses.

 - ii. Capital Reserve Fund – to be funded on an annual basis at a minimum of 1.5% of the prior year’s audited expenses (\$175,000 approx.).

 - iii. Championship Events Fund - An annual resource of \$50,000 will be allocated to a Championship Event enhancement fund.

 - iv. Accumulated Surplus

Olympic Resource Total:	\$250,000
Capital Reserve Total:	\$700,000
Event Enhancement Total:	\$200,000
Aggregate Surplus Total	\$1,150,000

- d. Need to capitalize on the success of USAV at the Olympics. Five medals from the 7 teams sent. Capitalize on TV ratings, attracting more local TV coverage, adding member categories.
- e. Ad Hoc committee formed to review CEO performance and compensation. Doug Beal’s contract was extended through 2012.
- f. A number of Appointments were made
- g. Staff was asked to signed conflict of interest statements similar to what Board members are required to do
- h. Assigned chair of Budget committee to review CEO expense reports.
- i. Doug Beal reported on the JVDA and the sanctioning their events.

- j. Women's National team has moved to Anaheim.
- k. 3 major strategic quad objectives were discussed.
 - i. Commercial success – broadening the revenue production opportunities for USAV
 - ii. Competitive success – maintaining the level of indoor and beach teams
 - iii. Creating new membership categories for overall participation.
- 1. Ken Cain – This Board has a different flavor from the other BOD.
 - i. The meetings are shorter
 - 1. Can meet part of one day instead of 2 – 3 days as before.
 - 2. Smaller group so they can move through items faster.
 - 3. The focus is conceptual instead of into the operational detail.
 - 4. BOD has stressed that constituency should not be the basis for decisions made at the Board level.

XI. PowerPoint on Membership Fees and AAU Background – Joe Williams (Appendix 2)

- 1. Region growth from 2000 – 2008
 - 2000 - RVA fees averaged \$30.92 USAV admin fee \$10.51 – 34% of fees
 - 2008 - RVA fees averaged \$40.69 USAV admin fee \$11.35 – 28% of fees
- 2. Comparison of 3 other NGB's similar size to USAV
 - USA Swimming generates \$27 million total budget – \$11.8 million from membership
 - Lacrosse – \$15 million budget - \$5.8 million from membership
 - USA Wrestling – \$8 million budget - \$1.3 million from membership
 - USAV \$13 million budget - \$1.4 million from membership
- 3. Some RVA's are facing declining membership due to AAU competition in their Region. Comparison of fees and services offered by AAU and USAV for information purposes.
 - a. USAV Fees
 - Background screen required every two years
 - Impact Certification
 - No club or team annual fee
 - No charge for insurance certificates
 - Membership through local RVA
 - b. AAU Fees
 - Coach pays \$14
 - Limited background screen with no additional charge
 - \$30 - \$300 annual club fee with unlimited teams
 - \$30 for each insurance certificate ordered
 - Membership through National Office
 - c. USAV Services
 - Coaches Education
 - National team sponsors
 - Provide player pipeline as the NGB

- Official's training
 - Part of the FIVB
 - Rules testing
 - RVA office provides local support and monitors most of the ethics & eligibility questions
 - Rule books (DCRs) sold to RVA's for cost of \$.85 versus retail of \$6.95
 - Offers Volleyball
- d. AAU Services
- No coaches education requirement
 - Scorekeeper clinics at national tournament
 - No official's training
 - No national oversight - districts are in charge
 - No Regional structure - no fee structure to support a local office
 - Offers 35 sports – not a NGB for any of them
4. History of membership fees
- a. When USAV increased their membership fees most of the Regions increased their membership fees.
 - b. From 2000 – 2008 the direct charges from USAV remained flat whereas the RVA's increased their fees by about \$10.

XII. Q & A With CEO Doug Beal

1. Introduction of David Schreff – Chairman of the Board
Doug Beal - It has been extraordinarily positive to get to know and work with David Schreff. He has committed an amazing amount of time to get up to speed and give input. The Board is much more engaged in many parts of the organization that had been neglected – marketing, licensing, product sales, event planning, etc. The new Board is veering USAV into different directions that are uncomfortable but necessary for the organization.
2. USAV Congress inaugural meeting will be held on Thursday. It is open to all to attend. The USAV Congress was created as a vehicle to connect with representatives of different organizations that may feel disenfranchised since they are no longer a part of the USAV Board. A program has been put together with a wide range of information that would be interesting to many. There will be a series of presentations by different members of the Board.
3. Fee Increase Proposal/Governance - The Future is Now
 - a. Unique opportunity to take advantage of heightened exposure generated by performance at Olympic Games for the growth of our sport.
 - b. Proposal is mostly from staff but with input from several different areas. Where to apply significant new dollars to grow the game.
 - c. Proposed an Ad Hoc committee of 7 made up of the various Assemblies to work with staff and target the use of half of the money in regards to memberships and Regional organizations.

- d. Fund a specific department within USAV called Region or Membership Services. Support and partner with the Regions focusing on program enhancement – high priority for USAV. Example - why is this working in one Region but not another?
 - e. The increase is not being applied to national team funding – they are for the most part self sufficient.
 - f. Three specific priorities for strategic objectives for the quad
 - i. Competitive success, as mandated by USOC;
 - ii. Member and program growth - by far the main target of the increase is for member growth
 - iii. Commercialize the game. For the game to grow we must increase significantly the exposure of this sport. Build the brand, be on television, and acquire competent staff to get media attention.
 - g. USAV is doing fine financially. Healthy as we have ever been. The Foundation is growing. A full time staff person has just been hired to head up the Foundation.
 - h. We don't have the flexibility that we would like to have to dramatically grow the game.
 - i. Comparative data
 - i. Comparison of membership fees across the RVA's
 - ii. Sources of the use of the USAV budget. We apply money toward programming based on where the money comes from
 - iii. Compares where USAV is to where other NGB's are in relation to their budget and their membership fees.
 - j. This proposal paints a picture of a great value for the dollar that our members pay. Spectacular story to tell about participation in USAV. This proposal is an effort to enhance that terrific story. We need to get that story told.
 - i. Market the value of participating in USAV – all the components – coaching education, safety of coaches relating to background screening
4. Questions from the floor
- a. Beach development – is there any effort to ask the AVP to contribute to USAV to offset some of the money we put towards the beach discipline? Lynne Updegraff. Doug Beal - It will be an interesting discussion in these meetings. Our relationship with AVP has not been better. Doug Beal gives credit to Jason Hodell, AVP CEO and a member of the USAV Board. AVP is a professional tour. Their priorities, like other organizations in volleyball, have some commonalities but there are some great differences. Our efforts in beach have been exceptional. They have improved dramatically in the past few years – while not yet perfect it has greatly improved. USAV may very soon actually net some dollars from beach volleyball. NCAA has identified sand volleyball as an emerging sport. This is an enormous opportunity for USAV and AVP and an enormous door that opened for cooperative programming.
 - b. Fee increase of \$10 is what Doug would like. Would like to do it all at once. It is a reasonable increase. Could USAV offer a Region only membership for people that don't travel outside the Region actually spur on more membership for USAV at a cheaper rate? Judy Praska.

Doug - Conceptually would like to do that. There is some limitation to that. We need to put together a small group of commissioners to determine what that price point would be and what rights they would have.

- c. Could we get some give back in reduced fees for CAP or other discounted services that the RVA could benefit from? Lynne Updegraff. Doug - That should be the determination of the Ad Hoc committee proposed. What are the services and programs that would most benefit the program growth, membership growth, sport growth through the Regions and nationally? What is in the best interest of the sport – what can we do to make the sport stronger, more visible, more attractive, etc. so that we are in a better position to compete? Kids are making a decision on their sport at a younger and younger age – sadly. We should be one of the choices. The visible look of the sport is what may draw them to our sport. That is the world we live in. FIVB is hugely concerned with this. They are spending more time in the rules and operations to see how our sport looks.
- d. Of the fee increase proposed what would be the portion for grassroots activities? Harold Cranswick. Doug - Potentially it could be 50%. They have guaranteed 50% will go to the will of the Ad Hoc Committee. It could be over 50% if you look at Starlings support or RVA support but will be up to the committee to decide where to send the funding. Define grassroots - Is grassroots also brand building? The lines are blurred in some instances. Developing an enhanced website to the point where social networking opportunities become really popular is that grassroots or brand building or what? Grassroots development is huge priority for USAV.
- e. Looking at the total income of USAV in the financial statement. Regions have contributed more to USAV in growth alone in the time frame. Will Vick. By no means does Doug want to belittle the contribution of the Regions as a part of the whole. Would like to do this jointly with the Regions. Want to sell this because it will be great for the sport. This new money will enhance what we can do for the sport from the perspectives of visibility, staffing, programming, partnership with the Regions. We need to connect the parent and 12 year old to the National Team. They had a part in their development. Want to make them want to be a part of the success of the team.
- f. The people in this room know grassroots better than everyone else. Grassroots players right now are trying to increase the level of their high school team. Regions need the help in the field with a reasonable place to play locally. We will increase volleyball players when we can provide them with a reasonable place to play.
- g. Everywhere Doug goes he hears the call to get a national team player to my Region. We have lost the connection from the national team to the local player. Want to recapture that connection to the grassroots player. Want to enhance the opportunity to access facilities.

- h. Can this increase be gradually increased? Region Board is afraid USAV will be mandating more and more to the Regions. We are losing members to JVDA. We could be in big trouble with more mandates from USAV. Sandy Abbinanti. We need to make parents more aware of what USAV has to offer over these other organizations. There are ways to partner with JVDA – making headway there. We are an association of associations. The National Office receives calls every day from organizations that claim by our proceeding in one direction we are hurting their organization and yet going the opposite direction we are hurting another organization. We need to make the best case we can for the rationale for the increase. It is appropriate, it will enhance experience with USAV, and the money will be spent appropriately.
- i. What does the consumer want? The kids just want to play. How are you going to hook them? Using the same \$10 the National Office is requesting Intermountain could hire 2 staff members and bring in more members than USAV hooking the members. Kim Norman. Doug - That is an interesting alternative. If this happened in 40 Regions we would triple our membership and hit the million member goal quickly.
- j. North Country. We have to be practical. We have to keep costs down. We give them a good product and they come to play. Their alternative is to play AAU or USSSA which is the competition here. A majority of the members are not from the metro area. They are from the rural areas. With an increase in costs they will go somewhere else. The kids just want to play whether it is with USAV or AAU or USSSA.
- k. We might be pricing the Region right out of business. AAU, USSSA all are alternatives that are cheaper out there.
- l. What is wrong with being the least expensive sport to play? The reality is writing the check.
- m. Bayou Region wanted to put the USAV logo on some t-shirts sold at a Region tournament. The cost to use the USAV logo was so expensive that they would have lost money if they had included it. Regions are paying for officials' development. A very small number of our members go to national events. John Cline. Doug - USAV generates more sponsorships than many of the other NGB's with a couple of exceptions. Chicken/egg issue - the more we are out there the more sponsorships we can bring in but need to get out there. Athlete's endorsements are the athlete's – we can't take that, it is their rights.
- n. Want to connect to the National team yet the players are playing overseas and not available. Doug – we need to use the athletes to draw attention to our sport. Create commercials/promotional materials - this takes money. Should be available on all our websites. To use them and dramatically increase the exposure of our sport– we need to take the quantum leap to expose our sport.

- o. Clubs and club directors will feel the impact of the fee increase the most. Most of the parents don't know what they are paying to USAV. We are selling the product but the consumer does not know what they are paying for the product. Bob Price. Doug - Any increase is going to impact each Region differently. A very small percentage of the membership understands the amount of money that is going to the National Office, Region, and club.
- p. Regarding television coverage and sponsorships. Will Vick recently watched the AVP on TV. AVP tournaments don't mention USA Volleyball or USAV as the NGB at all. Will Vick. Doug - There is a big difference in them as a member org and USAV sanctioning their event. We are trying to create another level of identification that might be in cooperation with or in association with. Need to be very careful about what we sanction. Issue we ought to revisit is what we ask of our member organizations.
- q. Region sanctions collegiate and outdoor leagues. Are these membership types going to experience the increase the proposal? Jenny Hahn. Doug - The proposal is for the regular full time memberships. This opens the door to other types of memberships within the Region. Maybe we need to reconsider the criteria for bids with these other membership types.
- r. What would happen to the strength of USAV if most of the Regions here move the majority of their players to another organization or type of play? Kim Norman. Doug - That would not help us at all. How would that help the Region?
- s. To what extent are we reaching out to the grant process in lieu of raising fees? Harold Cranswick. Doug - Almost zero. We have not targeted grants. May be something that is looked at by the Foundation
- t. Would you consider holding off on this proposal until speaking to other members of the Board and their organizations to see what they can do towards the grants? Ken Cain. Doug - We can consider anything. Doug does not know of any member organizations that would donate that kind of funding to the NGB.
- u. Could this be removed from the agenda for a year until these avenues have been explored? Doug - Maybe the USAV leadership is completely incompetent. We have spent a significant amount of time to figure out how to generate dollars as do all of you. They have tried to address that in this proposal. In many respects we have been successful looking at the growth of total budget in respects to the growth of membership and other sources over the past 4 to 5 years. There are risks and they vary across the Regions. This is a way to make a quantum leap in a short amount of time. The leadership has discussed this a lot.
- v. Would it not be prudent to give a year's notification of a fee increase and be given a marketing plan to show the value of USAV play over other organizations? Steve

Bishop. Doug - It is possible and will most likely be passed by the Board in that fashion.

- w. Website is meeting needs however the backend of the website is lacking. It was free through the USOC. They hope for positive enhancements. The website is attracting fans.

XIV. Committee Reports

1. **Competition Committee** – Bob Dingee – Appendix 3
 - a. Purpose still under construction
 - b. Discussed Stay to Play policy. Mike Chandler will distribute a page about the policy. Communication about this policy has been lacking.
 - c. Roster verification by USAV using WebPoint data – the main issue is to get all the Qualifiers to use it.
 - d. Conglomerate teams in club play – like the idea but want to evaluate after this tournament
 - e. Junior Nationals
 - i. New computer ranking system
 - ii. New Open qualification procedure and expansion of Open Division
 - iii. Registration process for Jr National Championships. Kristy Cox will distribute a proposed process.
 - f. Adult Competition
 - i. Outdoor – concerns with alcohol and juniors. Mike Chandler has a position paper from ESIX he will distribute to the commissioners.
 - ii. Indoor – ways to keep adults playing – conglomerate teams, shorter sessions
2. **Insurance Committee** - Kevin Wendelboe – Appendix 4
 - a. Background Screening
 - i. 2008-09 season review
 - ii. SSN verification very important
 - iii. International information is getting better
 - iv. There is no appeal to the process, appeal only if the information is inaccurate.
 - b. Policy Review
 - i. Motion coming forward for coaches that turn 18 during the season to be background screened as soon as they turn 18. 30 day grace period will be allowed.
 - ii. Motion coming forward to change wording of the policy to say For those Regions that allow coaches under the age of 18 This is so if a Region does not allow coaches under the age of 18 the above motion won't open the door for them in that Region unless the Region chooses to change their policy.
 - c. Disqualifier Review
 - i. There was no interest from the committee to change the disqualifiers.
 - d. Motion coming forward requiring an official over the age of 18 be background screened if they intend to work a sanctioned junior event – unless they are a junior player.

- e. Motion coming forward requiring the hiring entity be responsible for enforcement of the background screen policy and any disqualifications.
 - f. Motion coming forward to clarify that a Region may not resubmit an application in the same year in the event of a disqualification due to falsification.
 - g. ESIX Report – Mike Price/Jennifer Waller
 - i. Introduction of Jennifer Waller. She is our account representative. She handles our account on a day to day basis
 - ii. Renewal History and Rates – Mike Price covered these issues in his report
 - iii. Self Insurance Retention Fund – balance \$413,698. This is allocated for the sexual molestation policy. We can use some of this to offset an increase in premiums as well.
 - h. Regions asking for a copy of the insurance policy. Mike addressed this in his report
 - i. Wording on certificates of insurance is being revised to make sure they are not being used by another organization as proof of insurance to rent a facility.
 - j. There should be no alcohol served at a facility where a junior event is being held. We need to do a better job of educating our facilities to this.
 - k. Safety standards for referee stands. FIVB rule book does not define. ESIX working with USAV to include this in the DCR.
 - l. A standardized coach’s code of ethics would help us from a risk management standpoint. It would also be helpful if the code was standard in the WebPoint system regarding electronic signatures.
 - m. Motion coming forward that clarifies that members may own firearms but they are not allowed at sanctioned events.
 - n. Motion coming forward to clarify language on the Consent & Waiver Release form that would restrict the member type if a person failed a background screen instead of denying them membership all together.
 - o. Motion coming forward to replace language on the Consent & Waiver Release form to indicate that the applicant forfeits all fees paid if they fail the background screen.
3. **Compliance Committee** – Judy Praska – Appendix 5 & 6
- a. Addressed Statement of Purpose, Makeup of the committee and the Calendar
 - b. Standard Documents
 - i. Changed #7 to recommend the Regions send representatives to the RVA and Jr Assembly meetings.
 - ii. Membership reporting
 - If you have it you send it twice a month – data, fees, everything
 - Can’t play or practice until they have a USAV #
 - All tournaments must have membership verified before playing
 - Registration management must be done at the Region level; if it is not done there is no liability insurance
 - c. Table of Sanctions
 - i. If there is a problem or concern with the Region, the National Office will contact the Region to work with them to resolve the issue.
 - ii. If there is no resolution they will contact the compliance chair and the committee will go forward and try for a resolution within 30 days.

- iii. If there is no resolution after 30 days it goes to USAV staff or basically Doug
- d. Motion coming forward that requirement of 80% of previous year's data submitted by March 15th be replaced with a majority of the data be submitted by March 15th.
- e. Annual Audit Form has been condensed down. Put a date down instead of a check.

4. **Structure & Function** - Steve Bishop – Appendix 7

- a. Created a statement of purpose
- b. Determined the makeup of the committee
- c. Former committee job descriptions will be located for reference
- d. Reviewed Border Issues Document
 - i. Recommend to keep the language from the Op Code – register where you live
 - ii. Many other language changes or additions are recommended.
- e. Motion coming forward to replace RVA Assembly Manual for all references to the ROD Admin Manual
- f. Motion coming forward recommending one vote per Region in matters of the RVA Assembly and weighted votes when electing representatives of the RVAA.
- g. Motion coming forward recommending language changes or additions to the Border Issues Document
- h. Motion coming forward to allow the RVA Chair to appoint Assistant Chairs, Administrative Assistants and other designees as needed. Other designees is the addition to the current rule.
- i. Motion coming forward requesting the RVA have access to the info on the Jr Assembly webpage of the USAV website.
- j. Incorporated the May 2008 motions and action items into the draft Admin Manual

5. Nomination-Election Committee – Lynne Updegraff

- a. Election needed to replacement Rodney Prater on the Joint Admin Council.

XV. **Officials' Assembly Exec Council Report** - Glen Sapp

- 1. Officials Assembly Admin Council met in March
- 2. Last year the ROD voted to require all officials working junior events be background screened. This was enacted after being tabled by the BOD and then revisited.
- 3. Minimum standards for officials to be in good standing. Minimum criteria for officials to work on.
 - a. Complaints from officials – creating a joint group to address grievances between Regions and officials.
- 4. Looked at increasing the officials' dues to cover increased training.
 - a. Tabling this in light of the USAV increase.
 - b. Programs being developed are paid for by the official's assembly members.
- 5. National clinic program was very successful. Nice to have the clinics before the season began instead of the end of the season.
 - a. Cost of clinic to be included in the membership dues for the Officials Assembly. Looking at one stop dues paying.
- 6. Asking for the creation of a reduced fee beach only official's membership – either by USAV or the Regions. Beach only officials have not had a place in USAV since there

was nowhere to work. This is changing and they would like to include them in the USAV membership types.

7. Officials' fees did not increase. They just rolled the clinic fee into the dues and reduced the clinic fee to \$15 for a total of \$55.
8. Clinics will be offered starting in November. January too late since club ball is already underway.
 - a. There are a minimum number of attendees in order to hold a clinic.
 - b. If the minimum is met do we get the overage back?

XVI. Q&A With Events Staff - Mike Chandler/Kristy Cox

1. Stay and Play (THS) – why went this direction.
 - a. It is increasingly hard to control the hotels – not the teams.
 - b. Operating costs over the past few years have gone up dramatically but the entry fees have not.
 - c. Waiver for home stays, condos, time shares, hotel points, etc. The request is verified by USAV staff before the waiver is granted.
 - d. There is a travel agency that was coming in and brokering a deal with the hotels and selling them to the teams and keeping the profit.
 - e. They have been able to lower the rates
 - f. The cost of the doing business is not going down.
2. Tom Burkman of THS
 - a. Cooperation varies city to city for an event.
 - b. The rooms are booked 1 – 2 years in advance.
 - c. The hotel does not know what their business is going to be 2 years out.
 - d. It gets increasingly harder to get the rates when the event comes back to the same city.
 - e. Stay to Play eliminates this problem.
 - f. Stay to Play is a great negotiating tool.
 - i. It makes the hotels bid on the event and not hold out for a higher rate at a later date because of their location.
 - g. Refund policy
 - i. There is a certain time period of when the team can get out with their refund.
 - ii. Once the blocks are committed then they are responsible for the room.
 - h. Send issues with THS to Mike Chandler or Tom Burkman. They have handled all the problems that have come across.
 - i. Teams will benefit from this overall.
 - j. The hotels left off the list are not on the list for a reason
 - i. Location, safety of the players, rent by the hour, etc.
3. Questions on Stay to Play
 - a. How are the teams processed for hotels
 - i. Strictly first come, first served and when the teams qualify.
 - ii. Anyone can register with THS starting in January
 1. If they don't qualify the rooms are released.
4. Computer Ranking System
 - a. There are three systems out there right now

- i. Seeding is based on results entered by the teams.
 1. Problem is that the teams don't put in any results or put in only wins.
 - b. New system being built
 - i. Weighs results – built on a matrix.
 - ii. National ranking and based on current time performance.
 - iii. Results will come from the Regions and not the teams.
 - iv. Tournaments that have good data will be requested to enter their results.
 - v. Hope to launch Sept 1
5. New Open Qualifier Procedure
 - a. Qualifier process needs tweaking
 - b. They are trying to get away from the mentality that you have to play in 3 qualifiers to be seeded higher.
 - i. The new ranking system will help with this.
 - c. Teams will not be going to as many tournaments and they will be closer to home.

XVII. Working Groups

1. **Border Issues** – Bob Price, Chair, Lea Wagner as arbitrator - Appendix 8
 - a. RVA's need to become familiar with the Admin Manual and Operating Code
 - i. Registration of players, coaches, officials
 1. Players need to register where they reside or where the team rep/club director resides
 2. Unaffiliated officials are required to register in the RVA where they reside
 3. Adult players that are also junior coaches should register where they coach
 - ii. The registering Region shall be empowered to govern each team for the duration of the registration to include sanctioning events and activities by that team.
 - iii. If a team or club wishes to host a tournament in a facility outside the Region where they are registered, the tournament will be sanctioned by the Region registering the team/club only with the agreement by the Region where the facility is located.
 - b. Regarding the Connecticut redistricting proposal
 - i. The procedures are in place to handle the situation.
 - ii. The two commissioners need to follow the policies and procedures in place and there will be no problems. They have come to an agreement on this proposal.
 - iii. The work group recommends denial of the redistricting proposal
2. **AAU Issues** – Harold Cranswick, Chair – Appendix 9
 - a. JVDA partnership
 - i. A great deal of what has gone on has been the result of a lack of communication or miscommunication.
 - ii. Formation of the JVDA grew out of the frustration of trying to change things with the National Office as well as the ease with which those joining the JVDA could begin to accomplish the things they wanted to change
 - iii. The association was formed in the hopes that it could affect changes such as:
 1. Ending the season earlier

2. Lowering the cost of participation
 3. Modifications to the qualifier process
 - iv. A number of avenues were explored. While all parties expressed some frustrations it appears that they began to lay the groundwork for the groups to work together instead of cannibalizing each organization.
 - v. Led to AAU comparison.
 1. Set the stage for further discussion on the appealing factors of each organization.
 - vi. It was pointed out that the two major problems facing the sport today are
 1. The availability of facilities we can count on
 2. The availability of qualified coaches.
 - b. Insurance certificates –
 - i. Mike Price will be sending a comparison sheet with the differences in insurance between AAU and USAV.
 1. There is no sexual molestation coverage in AAU
 2. USAV has a much better comprehensive insurance policy in place.
 3. Mike Price stated that we have great benefit to our members and we are not doing a good job of promoting this.
 - ii. Dual Registration
 1. It needs to be clear who is hosting the event and whose insurance is being used to cover the event.
 - iii. Where do we get the ideas about the other organizations and the resulting leaving of members?
 1. We often blame USAV when it can be the Regions that are causing some of the frustrations and the resulting loss of membership.
 2. Qualifier issues may have been created in the YJOVD and therefore we have caused some of our own problems.
 - c. It was a healthy discussion but it is not the end. These items were not resolved but the groundwork was laid for further discussion.
3. **Officiating Issues** – James Phillips, Chair - Appendix 10
- a. Five items discussed
 - i. National level officials Region service requirement
 1. Officials Assembly has asked for a national policy
 2. Hours worked at the national events would count for the Region good standing.
 - a. 30 hours total – up to 10 hours nationally and then 20 Regionally.
 - ii. Junior official standards for R2 and scorekeeping.
 1. The standards should be at the tables for the officiating team.
 2. Would like these passed out to the clubs
 - iii. Assembly would like us to create a committee of officials and commissioners to hear grievances from officials who have issues in their Region that can't be resolved at the Region level.
 - iv. Assembly would like for the Regions to create a beach only officials membership category.
 1. There are not that many across the country

2. They are trying to promote this sport
 3. More opportunity to work beach is on the horizon
 - v. Independent contractor forms
 1. Make sure officials are aware they are independent contractors instead of employees.
 - a. Lawsuits have come forward as a result of injury and the officials thinking they are employees.
 - b. An Officials Handbook for the Region would help this miscommunication.
 2. Official injury in Ohio Valley Region
 - a. 35 year old official – fell off the stand – think he had an aneurism – multiple fractures – is on life support - man is single – taken to the hospital
 - b. The employer was somehow listed as the Ohio Valley Region.
 - c. Workman’s Compensation was called in and now they are appealing the ruling that the official is not an independent contractor but actually an employee.
 - d. IRS will sign off that an official is an independent contractor. Workman’s Compensation Board may not.
 - e. Pass this information on to individual tournament directors as well.
 3. Utah has to pay workman’s compensation insurance because the officials work in facilities that are rented by the Region.
 4. Commissioners are reminded of their responsibility to make sure the business is secured regarding this situation and that documentation is correct.
 - a. Seek counsel in your own state regarding workman’s compensation.
 - b. Some officials register with the Region but only want to work national events. Some Regions mandate every official must perform some service for the Region.
 - i. Service is defined as working a certain number of tournaments in the Region, conduct clinics in the Region, PowerPoint presentations, anything that officials do to help the Region.
 - c. Beach membership would be a reduced Region membership type instead of the beach official registering with the National Office as an administration membership.
4. **Junior Club/Coaching Issues** – Sandy Abbinanti, Chair – Appendix 11
 - a. Junior club personnel code of ethics - changed the wording from junior coach to junior club personnel. This is a compilation of Code of Ethics from all the Regions.
 - b. Description of Club Personnel
 - i. Head coach must be a minimum of 18 years or older, background screened and IMPACT certified
 1. ESIX asked for the head coach to be 21 years or older and the assistant coach could be a maximum of 5 years under that. The Work Group did not agree with the request from ESIX.
 - ii. Assistant coach who is 17 and under must be IMPACT certified and registered

- iii. All other adult personnel associated with a junior club must be registered with a current background screen.
- c. The Work Group would like this Code of Ethics to be used by all Regions
- d. Statement on photography in the document
 - i. The statement says that anytime anyone takes a picture they have to get written permission from each person in the picture.
 - ii. If this is included in the coach's Code of Ethics then every picture would have to have a release.
 - iii. The Work Group made no recommendation until further information is received from ESIX.
- e. Stay And Play policy
 - i. USAV has not done a good job of explaining why this is happening.
- f. IMPACT Certification
 - i. Certification required a minimum of 30 days after registration or before May 1st
- g. Webinar
 - i. Webinar is too expensive and too difficult. The computer is difficult when taking the test.
 - ii. Reports need to come in a timely manner.
 - iii. Recommended time frame for taking the test is within two weeks of the class or takes the class again.
- h. Junior Age Coaches – individuals under 17 may only be assistant coaches
- i. Open Qualification Process
 - i. This deals with the ranking system and one of the criteria is that the team must play in at least one qualifier.
 - ii. Rankings will be done per match, not just the final outcome of the tournament
- j. Boys Development
 - i. Staff is looking for a way to grow the sport for boys
 - ii. They are looking at not only the numbers but also the percentages of increase at the club level.
 - iii. There should be an incentive for new clubs to attend the national tournament
 - 1. Possible entry fee discount
- k. Florida coach/player relationship situation
 - i. Letter received in Region Office about relationship between a coach and a player on a girls 18 Under team
 - 1. The Region was unable to establish the start time of the relationship.
 - 2. The parents were in favor of the relationship
 - ii. The Region suspended the coach for violation of signed Code of Conduct.
 - 1. The Region has a policy requiring a two year window for any involvement with a former player.
 - a. Once a player is no longer your player there is a window of time that must pass before a relationship may develop.
 - b. CAP course Code of Ethics is what was used in Florida.
 - i. To be used by the Regions, the policy needs to specify the Region as well as for USA Volleyball. Different laws are applicable in different states.

XVIII. Board Rep Direction

1. Fee Increase Counter-proposal – Joe Williams

The proposal came from several commissioners working this through and presented to Doug.

- a. This basic proposal creates two membership classes. The intent is to introduce a reduced membership category that would compete with AAU.
 - i. Region Membership - for participants only (adults and juniors) - can't play in national sanctioned events, would not receive the magazine, the administration and insurance payment to USAV would be \$8.
 - ii. National Membership – all participants playing in nationally sanctioned events (officials, coaches and chaperones) would fall into this category – a background screen would be required every two years for officials and adults associated with a junior club, the member would receive the magazine, administration and insurance fee to USAV would be \$18.
- b. This proposal is revenue neutral. Doug Beal says he is fine with it. Margie Mara is not sure about it.
- c. Doug Beal - I don't care if it causes a fractious split among the Regions and the membership of USAV. The fee increase is not about the money.
- d. The Regions are being hit on all sides as never before. This takes the money out of the picture but puts the burden on the Regions to increase their membership. Put out the best program in the Region so that the players play USAV instead of something else. Question to commissioners - How many would say half or more of their membership would fall into the Region category – majority of commissioners responded.
- e. Margie says that the Regions could offer a Region only \$15 membership
- f. A major question that needs to be answered is “What happens to the bids for JO's?” Bids are given as a result of participation at the full member level. Joe would like for this not to be a part of this proposal.
- g. If growth is the major focus of this there needs to be some talk about the bid issue. With a million members bids will be a big issue if this is truly where USAV wants to go.
- h. If growth is the focus can we use more zonal play for a year end type tournament for these teams? That type of tournament does not require national sanctioning so it could fall in the Region participants category. Border participants would be able to register in their home Region and play outside the Region except in a nationally sanctioned event.
- i. Commissioners and their Boards will have to work out their Region budget based on these numbers. This is not a huge reduction to the fees to be able to reduce the membership fee by large amounts and still be able to maintain an office.
- j. The bulk of the members are going to sign up and not know which membership type they are registering for. If they decide later to attend a qualifier, they can upgrade their membership. It is expected that most of the clubs will understand this and register their players accordingly.
- k. There must be the ability to flag a team in the system so that they can't bring a Regional only member up to a national membership team. It will flag at the

qualifier. Don't give the team the access to move the players from team to team in the system. The category should have a different letter so that it is distinguished from a J or R membership.

- l. Joe is confident the USAV board will vote in an increase if we don't come up with a compromise. One fourth of the Regions support an increase, one fourth of the Regions say no way to the increase, half of the Regions are in the middle and want to know what is coming back to the Regions for this increase.
- m. Regions still have the league member and partial memberships for use. The USAV fee increase proposal is for the regular membership types only.
- n. This gives the Regions a membership type on par with the youth membership for growth.
- o. Hank Van Arsdale - The fee increase proposal discussions were pretty depressing. The Regions were looking at a \$10 membership increase and losing a good portion of their membership – a lose, lose situation. This proposal if accepted is more of a win, win or neutral situation for the Regions and USAV. The Regions need to put out a good product to keep and regain members. The Regions are here to be involved with USAV. This proposal will help us keep that relationship.
- p. Kim Norman - We all need to come here and work together to help grow our businesses.

2. Redistricting request

- a. The commissioners feel that the current By-Laws and Op Code provide sufficient direction for this request. Members should register where they live and facilities should be sanctioned by the Region where they are located.
- b. The two commissioners the Regions involved in the request have come to an agreement on this issue.
- c. The commissioners recommend denying the request for redistricting.

XIX. Commission Reports

1. Rules Testing Commission – John Bryant

There are three new rule changes for the 2009-2010 season that are pretty significant.

- a. Centerline rule is more like the NCAA now. Any part of the body may cross and touch over the centerline as long as there is no interference with opponent's play.
- b. Net touch rule is a pretty significant change.
 - i. Now able to touch the post, ropes or any other object outside the antenna including the net itself provided it does not interfere with play.
 - ii. The top band of the net and the top 80cm of the antenna are the only net faults unless it interferes with play or creates an advantage over the opponent.
 - iii. This will cause some major problems for people that don't understand the rule changes.
- c. A substitution will only be recognized when they cross into the sub zone. There is no longer a request from the coach or captain.

2. Nominating & Governance Commission - Nancy Funk

- a. There are 4 positions on the Board of Directors whose terms expire June 30 2009:
 - One Independent Director – Steve Simpson
 - Coach (AVCA) – John Dunning
 - Male Indoor Athlete – Reid Priddy
 - Indoor High Performance Rep (NCAA) – Ted Leland

All four have indicated that they would like to stay on the Board. The NGC is looking at others mainly for diversity on the Board.

- b. A 5th position opened up. Beach Elite Development Director position was held by Karch Kiraly and became vacant after he accepted a coaching position with the USA Women's National Team. June 2012 was the expiration date of his term.
 - i. Criteria for the position are a recent leadership role within the beach elite development community and significant involvement with a broad spectrum of elite and/or developmental beach programming, coaching or beach event operation.
 - ii. If any of you know of anyone who would meet these criteria please submit their information or have them fill out a self nomination form with a resume through USA Volleyball and they will see it gets sent to the committee for consideration and submitted to the Beach Assembly for election. No one has come forward for this position.
- c. The Committee has received a number of nominated candidates for the Independent position and are in the process of vetting these candidates. It is difficult to find the qualified individuals to fill the specific positions. AVCA and NCAA fill 2 of the positions.

3. **Ethics and Eligibility** - Lea Wagner

Arbiter of the national tournament and member of Championship Committee

- a. Three arbitrators were assigned to the national tournament
 - i. One specifically for the Open division, two for the rest of the tournament.
 - ii. Deal with ethics and eligibility only.
 1. Deals with spectators.
 2. Deals will issues off site if they are participants of the tournament.
 3. Can suspend them immediately but they can appeal.
 4. Will notify the Region if they have a problem with one of their members
 - i. Request the Regions continue to impose the sanctions imposed.
- b. Lea Wagner stepped in as an arbiter to deal with issues that Joe Williams did not have the time to deal with. Structure & Function has added the ability of the RVA Chair to delegate issues that come before him to an arbiter to work out.
- c. The RVA Ethics & Eligibility Committee is formed to deal with due process. Very few items are coming through that are due process related.
 - i. Committee members are appointed by the RVA Chair as spelled out in the interim RVA (former ROD) Admin Manual are made up as follows:
 1. 2 ROD (RVA) Zonal Chairs
 2. One ROD (RVA) At large member (preferably a player)

3. One RVA Board Director – Jon Lee has volunteered
- d. Follow the Region due process policy
 - i. Courts will uphold the process if it is followed.

XX. Staff Reports

1. **Membership Development/Grassroots/Paralympics** - John Kessel
 - a. State of the Game document – please read the document submitted via email prior to these meetings.
 - b. Doug Beal and staff will be visiting the offices of the Regions in the next quad. Know that when staff travels they will visit the offices of the Regions when they are in town. Doug supports staff stay over a day and visit and work at the Region offices.
 - c. AAPHERD was a great clinic.
 - i. AAPHERD now has money and support for Zonal clinics
 1. For grassroots, middle school, elementary schools development.
 - d. Grassroots Commission
 - i. Expansion of the Leave a Ball Behind program
 - ii. Lost balls, uniforms, leave a ball behind at Regionals are examples. This is a great program to aid in sending equipment to places that don't have it.
 - e. Webinars hosted this year
 - i. Coaches IMPACT webinars, Special Olympics webinar, Starlings Director meeting webinar, and Go To Meeting webinar.
 - f. Middle School Keep Them Playing program
 - i. Keep the kids that are being cut from their school teams and allow them to compete against the other schools that keep their kids on.
 1. Practice once a week.
 2. Half the kids that had been cut and stayed with the keep them playing program made the freshman team the following year.
 - g. AAU Pricing Info
 - i. Price point - \$14 dollars - \$12 to National Office, \$2 to the local person.
 - ii. USAV gets less from the USAV teams than the AAU National Office does from the AAU teams.
 - iii. The fees the Region tacks on are why volleyball grows at the local level.
 1. The Regions are doing what the AAU, USSSA and others will not do.
 2. The Regions are incredibly valuable to the growth of the game
 3. Not all in the National Office fully understand what the Regions do for USAV.
 - h. IMPACT Coaches Outreach Programs
 - i. Athlete Passport – community service program
 - j. Growth Awards
 - k. NIRSA
 - i. Got a lot done to move their program into the USAV membership area because of work of Gary Colberg.
 - ii. Jeff Moser really working hard on boys
 - iii. John Kessel will send flyer that handed out at NIRSA for the men's tournament
 - l. Grassroots Commission members

- i. Eric Hodgson - AZ Chair, Chris Clauss - Gateway, Seline Drewick – former Brazilian Olympic team member now in Lone Star, Claudio Borgiotti - Chesapeake, Liz Kritza - Univ of Colorado, Michelle Goodall – Iowa, Carl McGown and Peter Vint help out
- m. Speaking engagements
 - i. John Kessel is not receiving many requests to talk to the State Coach’s Assns. When given the opportunity to talk to several hundred coaches and help them to see the light John will drop what he is doing to attend.
 - ii. Hugh McCutcheon is also spreading the word where he is being asked to speak.
 - iii. Role models of Hugh McCutcheon and Karch Kiraly will do a lot to grow the girl’s side and the women’s team.
 - iv. Monday – Friday events are easy to get him there.
 - v. Contact John Kessel through the National Office to set him up for meeting with State Coaches Assns.

2. Beach Programs - Ali Wood Lamberson

- a. Riding on the success of 2008
 - i. Beijing success
 - ii. Unprecedented 15 medals in the FIVB and in the Youth and Jr Beach tournaments.
- b. Adding more beach events
 - i. Hosted a collegiate challenge. Collegiate teams are using this as one of the non-traditional dates to play in the sand tournaments.
 - 1. 10 schools in Southern Cal played in the tournaments.
 - 2. 2010-2011 Sand Volleyball will be a full NCAA sport for schools that want to host it. It is unknown what schools will be having a team yet.
- c. Calls coming in to the office
 - i. How do I become a beach coach
 - ii. I am looking to build a sand facility to host tournaments – contact Ali and she can put you in touch with the appropriate people for structure, etc.
 - 1. Ali will send out court costs and build out facilities to the RVA’s
- d. Education
 - i. Adding a CAP certification for beach.
 - 1. Putting together a cadre of coaches for the coaching development programs
 - ii. Beach officials – Glenn Sapp and Steve Owen to set up training officials. Trying to create events and be evaluation events for the new beach officials.
- e. NCAA Format
 - i. Playing format for the NCAA – doubles.
 - ii. Have not gotten down to the specifics yet on the rules.
 - iii. Going to a tennis format – flight competition for the teams
 - 1. Five teams per school and then 1 v 1, and 2 v 2, etc for the teams to compete.
 - iv. Midwest schools will look into indoor training facilities – maybe not for competition.
 - v. The sand players can’t be on the indoor team
 - 1. For scholarship purposes it is indoor or outdoor scholarship

2. They are trying to grow participation so looking for different athletes
 - f. AVP
 - i. AVP has much stronger leader now so things should be looking up in the relationship with USAV.
 - ii. The relationship is improving but not perfect yet.
 - iii. Talked about sharing offices with AVP.
 - g. Sand leagues or tournaments at bar/restaurants
 - i. Try to remove alcohol related banners and specials involved with the tournament.
 - ii. Facility should have a separate entrance where the junior players do not have to enter the court through the bar.
 - iii. Alcohol at beach events is part of the lifestyle.
 1. Have to be very proactive and police this at the junior tournaments.
 - h. Hank VanArsdale has been contacted by Div 2 schools to develop beach programs
 - i. coaching development, player development
 - i. Need to seize the opportunity of the interest in beach and offer the programs in the Region.
 - j. Junior Development
 - i. Beach clubs cropping up around the country
 - ii. Beach HP tryouts expanded to 5 sites around the country.
 - iii. Holiday beach HP camp and championship – hopeful for 2010.
 1. Regions send teams just as the indoor HP program
 - iv. Help the Regions learn how best to run a junior beach development program
 - v. Expansion of the Jr Beach Tour
 - k. Beach Coaches
 - i. At FIVB and other tournaments the coaches must be silent and courtside – like tennis.
 - ii. AVP coaches are silent during play. May take notes and talk to the team during time outs only.
 - iii. Coaches are not a part of the team as they are indoor
 - iv. Don't want to see a coach that is involved actively in the match. Want it to be an athlete led sport.
 - v. There is more trouble with the parents coaching the beach kids.
 - l. Question on insurance for the players and sites – call Margie Mara.
 - m. Contact Ali Wood-Lamberson with your beach leadership so she knows who has beach programs and who the contact person is for the program.
3. **High Performance** - Tom Pingel
- a. Continental teams
 - i. First year for these teams
 - ii. Both boys and girls - Little bit different than the A team programs and in the different divisions – select, youth.
 - iii. Region level athletes that don't have a HP program in their Region.
 - iv. Continental teams are a separate program from the A team programs.
 - v. May have to pull together a junior Continental team to fill the HP championships.

- b. HP Championships
 - i. Ft Lauderdale for 2009
 - 1. Numbers are up for the Championships
 - ii. Eastern Tennessee for 2010
 - iii. Tucson for 2011
- c. Financial News
 - i. HP Coaches Clinic and HP Tryout numbers were down
 - ii. Camp numbers look to be as estimated
 - iii. Additional teams at HP Championships will help make up the difference in revenue
 - iv. Tryouts and A3 teams are a major way we pay for our youth national teams to travel for the world championships.
 - v. Jr National team travel is paid by USOC. Training expenses are not.
 - vi. Budgets were set up for the HP teams to make a profit this year but with the shortfalls with the clinics and tryouts it will be close.
- d. Olympic Training Centers have cut back on programs
 - i. All the training requests have been denied at the Olympic Training Centers in Colorado Springs and Lake Placid. Chula Vista does not have a gym.
 - 1. OTCs are cutting back on staff and costs at the training centers.
 - 2. Not sure about the HP Coaches Clinic normally held in January as to where or if it will take place at all. The clinic may be cancelled if it is too expensive for people to attend. In November Tom Pingel will advise the RVA what is the status of the January HP Coaches training.
- e. HP Coaches Manual
 - i. HP Cadre member and college coach taking a sabbatical this spring and creating an HP Coaches Manual for the high performance camps, clinics and teams. He has been meeting with Hugh to put together a best practices coach's manual that the national coaches will recommend for the development teams and those in the pipeline.
 - 1. The Regions running HP programs will get a copy for free
 - 2. Fall release hopeful but not sure.
- f. Adult HP championships
 - i. The idea came about due to declining numbers of athletes that are leaving college and continuing to play.
 - ii. Keep them playing and represent the Regions.
 - iii. The tournament could be held in the summer – probably late August.
 - iv. Interest from almost everyone that he talked to.
 - v. Hopefully this could lead to a semi-pro league. Contiguous Regions that could participate in a semi-pro league.
 - vi. For the highest level – those kids that had represented the Regions and played in college could become a part of this program.
 - vii. The players would have to have their own jobs to support themselves but they could continue to play.
 - viii. Send any thoughts on this idea to Tom Pingel.

4. **Officials Development** - Kathy Ferraraccio

- a. Independent Contractor issue
 - i. Official's Sub-Commission might be willing to put together a document that is a framework for officials as independent contractors. A guideline if you so choose to use it.
 - b. Report from Kathy Ferraraccio
 - i. USAV is below par in officials growth numbers
 - ii. However this is the first year USAV has had an increase in officials in the past 10 years
 - c. There is a new blog site. Everyone is encouraged to get on there. It is free. Bring questions and get answers. It is a resource to go to for help
 - d. Referee training site
 - i. Two more in the works
 - e. RVA Referee Development – Glen Reid
 - i. Referee in good standings guidelines
 - f. Updating strength rating for national level referees
 - i. It is a difficult task to keep the evaluations up to date for each referee
 - ii. Writing the new exam
 - g. Camp Program
 - i. Did not have a lot in attendance.
 - ii. Those officials that did attend were glad that they did.
 - h. National Clinic Program.
 - i. Looking into the webinar for the National Clinics
 - i. National & Junior National Ratings and Evaluations
 - i. 58 applicants for JN and accepted them all. These numbers are very low.
 - ii. 39 applicants for National. We had to turn 9 away.
 - iii. The standards for candidates need to be updated and sent to the Regions so they know what is expected for each level candidate.
5. **USAV Foundation** – Fred Wendelboe - Chairman of the USAV Foundation
Thanks to the Regions that have made donations.
The Foundation hosts a silent auction and reception prior to the Boyce Banquet.
With your ticket to the Boyce Banquet a drink coupon is enclosed courtesy of the Foundation. Friday evening the Foundation hosts the Stars Heritage dinner. This is a group that supports the Foundation.
6. **National Scorekeeper Sub Commission** – Emi Vishoot
- a. 21 National Scorekeeper candidates at this tournament.
 - b. National Scorekeeper clinics will be held Friday, Saturday morning, Tuesday and Wednesday morning before the second session.
 - i. For future years they hope to have an interactive online session at the beginning of the season and get it out of the way so there is no formal clinic before the national tournament.
 - c. Sample copies of the new score sheet
 - i. Added a signature for the team captain (adults) or coaches (juniors) which is similar to the international score sheet.
 - d. Libero serving – some Regions are using this already.

Approved 10/10/09

- i. It is not addressed in DCR since it is not used by all Regions.
- ii. The NCAA uses a triangle in the position number to show what position the libero is serving in. Not sure if they will triangle the points when scored by libero serving.
- e. Emi Vishoot will provide the new score sheet, let Regions know what is decided about the libero serving and post it on the website under “Forms”.

XXI. Report from Junior Assembly – Andy Reitingner

- a. Items from the juniors will be brought forward at the zonal meetings. No other report was given.

XXII. BOD Meeting Report - Lee/Cain

Highlights

- a. New Affiliated member approved – Sideout Foundation
 - i. USAV admin fee is \$25
- b. Audit was approved
 - i. The Board had a 990 discussion based on the new IRS regulations. The Board members were most concerned about the requirement of Board members having to review the 990 Form of the corporation before it is submitted to the IRS.
- c. Doug Beal announced the informal appointment of Steve Bishop to the Ad Hoc Finance & Budget committee
- d. Tim McCune gave a presentation about future fund raising ideas for the Foundation. Tim is a new staff member with USAV Foundation.
- e. AVP proposal
 - i. The current AVP Rep (Jason Hodell) is now the CEO of the AVP. An investment group purchased the AVP.
 - ii. Proposed a new organization (LLC) that would own the rights to the Olympic qualification process for beach. This is currently done by the NGB.
 - 1. The new organization would be co-owned by USAV & AVP.
 - 2. A less than pleasant email was sent out prior to the meetings inferring an Article 8 might be forthcoming.
 - 3. The Board of the new LLC would be comprised of 2 representatives from USAV, 2 from AVP and the AVP players.
 - i. David Schreff questioned why USAV would join in this when the deck was stacked against us.
 - iii. AVP is unhappy with the Beach Commission. They thought it was a sham set up in the middle of the night.
- f. CEO report
 - i. Anaheim agreement has now been signed – for both men and women to train in Anaheim,
 - ii. Karch accepted the position with the Women’s National Team and has resigned from the Board.
 - iii. Alan Knipe has been named Head Coach of the Men’s National Team.
- g. Budget presentation
 - i. Overall comment that income was about \$230k less than anticipated but surplus of \$250k was built into the budget so it is flat.

- ii. Revenue was expected in the Stay to Play policy
- iii. Using a process of phone calls to monitor the budget – concerned about the summer events.
- h. Series of presentations to the Board
 - i. Marketing Strategic Plan
 - ii. Two of the presentations will also be done at the Congress this afternoon.
 - 1. Website development – Adam Rymer
 - a. Draft website to be up and running by Labor Day
 - b. Adam Rymer asked for Regions to work with him.
 - c. Five Regions volunteered - Carolina, Iowa, Garden Empire, Lakeshore, Puget Sound
 - 2. Dave Gentile – survey of club directors – sent to 40 club directors and received about 28 responses. Handout was presented. Mixture of good and bad – some club coaches/directors do not see the Regions or USAV in a very good light.
 - iii. David Schreff is the ex-marketing guy from the NBA
 - 1. WinCraft does licensing
 - a. Has represented the NFL, NASCAR, and other large organizations
 - 2. May order small or large quantities with logo on it
 - iv. Reid Priddy talked about the possibility of setting up a pro league in the US.
- i. Fee Increase
 - i. Jon Lee and Ken Cain presented the compromise fee increase passed by the RVA Assembly.
 - ii. Joe Williams also presented the PowerPoint presentation on the compromise.
 - iii. The Board did not approve the compromise because
 - 1. it was revenue neutral and;
 - 2. it would reduce the number of magazines going out which would affect sponsorships.
 - iv. Doug Beal was not opposed to the 2 tier concept but he wanted to make sure they got their \$1.2m revenue increase.
 - v. Doug Beal, Kerry Klostermann and Adam Rymer will work to recommend a new proposal incorporating the 2 tier system but that will still bring in the \$1.2 million dollars in new revenue.
 - vi. The increase will come in one fell swoop rather than several increases over a period of time.
 - vii. This Board is not interested in what is happening at the grassroots level.
 - viii. The Board is looking at USAV as a business to put in the most high profile position as far as the sport of volleyball is concerned.
 - ix. The thought is if volleyball is in a high profile position we all win.
- j. Steve Simpson (Fox, LA) resigned from the USAV Board. The NGC is vetting candidates to replace him. .
- k. Club Director Survey – Jon Lee has the report of the club directors.
 - i. Club Directors see the Regions and USAV as hindrance to their making a profit.
 - ii. If they have a problem they run screaming to the Regions to help them out
 - iii. Club Directors like the stability the Regions provide

- iv. Regions are charged with the responsibility of implementing the policies and procedures for USAV
 - 1. Looking out for all members
 - 2. We are the enforcers and they don't like it.
- v. A definite club director flavor to the report
 - 1. Sampled club directors from all demographics
- a. Common sentiments.
- vi. Ted Leland said we need to go to the juniors and get their input on how the Regions are doing

Joe Williams – The fee increase is coming. USAV is not going to go away as a result of this. Wish you the best in dealing with it. It is a challenge but not THE challenge.

XIII. Zonal Reports

- 1. Discussion of Action items and Issues by Zones
 - a. Border Zone Report – Appendix 13
 - b. Central Zone Report – Appendix 14
 - c. Atlantic Zone Report – Appendix 15
 - d. Pacific Zone Report – Appendix 16

2. Feedback on the Interaction with the Junior Representatives

- i. Thought productive but it was crowded and required more time if wanted everyone to be able to participate (Border)
- ii. Some of the items that were presented to the RVA Assembly did not get presented to the Junior Assembly. Some items should have been presented to the Juniors for their feedback (i.e. Stay to Play) (Pacific),
- iii. Very large group – good to have the juniors come in.
- iv. In some instances they brought up some ideas that we had not thought about ourselves. A few did a lot of talking.
- v. AAU vs. USAV insurance info was very important to them. Feeling is that it is important to let the juniors know about the insurance issues.
- vi. Items relating to commissioners the juniors were not interested in. It was a long day for them as well and it was hard to keep their attention on the business part of the committee (Central).
- vii. The tone of the meeting was very different than with just our zonal people. It was crowded so that would change it somewhat.
- viii. Should we consider breaking into subzones for the discussion?
 - 1. It would not necessarily be an advantage and would increase the reporting of the zones. The juniors bring more than one rep.
- ix. Sitting in rounds instead of as a whole group caused some small discussions that were disruptive to the larger discussion.
- x. If the goal is to be inclusive, to mend some fences and to get their input we need to continue to do this.
- xi. It is disconcerting the juniors are not getting some of the reports that the RVA's are getting.

1. Maybe combine the Assemblies for the staff reports so the staff can give one report and do it more efficiently.
 - a. This has been done before and can be cumbersome
 - b. We need to improve the process for joint participation
 - xii. Most of the Regions are predominantly comprised of juniors with some adults playing. It would be important to make the Junior Representatives aware of the issues facing the Regions at the business level.
- b. How many Regions allow junior coaches under the age of 18 to coach?
- i. Assistant coaches only – a little above 50%.
 - ii. It has become apparent that there may have been some 17 year old head coaches.
 - iii. It is important to make sure that all the head coaches are of age and IMPACT certified.
 1. Head coaches that are underage and coaches that are not IMPACT certified could cause insurance problems if something were to happen.
 - iv. Margie Mara stated we would be considered negligent if there was not a coach who is background screened with proper training over the age of 18 in the gym or in charge of the team.
 1. Under age coach must be IMPACT certified and be supervised by a qualified head coach. They can't be a head coach or the only coach in the gym.
 - a. Is a 15 year old mature enough to fulfill the assistant coach responsibilities?
 2. ESIX is proposing that the assistant coach must be 5 years older than the team they are coaching which is the standard used in most youth sports.
 3. Each Region wants to do what they want. But we are all under the same insurance policy and what happens to one Region affects what happens to all.
 - a. Regions need to make sure they are thinking of all the Regions when dealing with liability issues. All Regions are affected by the actions of one Region.
 4. There are Regions allow a coach to be 2 years older than the team they coach.
 - a. Mike Price was asked to bring something forward and 5 years is what he found in other sports.
 - b. The main issue is whether or not the underage assistant coach is being supervised by a legal age head coach?
- c. **National Coaches Code of Ethics for the 2010 season**
- i. There is already one for CAP that we can tweak.
 - ii. Margie Mara is proposing a 1 or 2 page Code of Ethics that can be put in WebPoint for an electronic signature.
 - iii. Sandy Abbinanti's working group put together a good start with the compilation of the other Regions Codes of Ethics.
 - iv. The proposed document needs to have more specific details on the coach/player relationship.
 - v. Include strictly the Code of Ethics and remove any Region specific rules for coaches from the standard document.
 - vi. We really need a club personnel Code of Ethics because right now it is just the coaches. Club directors/officials/chaperones are not currently required to sign a Code of Ethics.

1. Anyone that is background screened should be required to sign a Code of Ethics.
2. The IMPACT Code of Ethics is very appropriate. John Kessel has items for parents, team reps and others. The document can be pared down to 2 pages and the non essential items removed.
 - a. CAP code of ethics - 10 of the pages is the USOC coaching code of ethics which is then followed by the AVCA code of ethics. The wording is there but it can be condensed and improved to a more electronically usable document.
3. Regions are held accountable for what is in their documents in the court of law.
 - a. If you don't have a signed document and it does not have all the wording you intend to use against an individual it is worthless in court.
4. Are we comfortable with electronic signature instead of actual signed document – in the event the club director is registering the coaches?
- vii. Whether we can do this for this year or not we need to work toward one standard we can all live with from a risk management stand point.
- viii. Is this going to be required by all team personnel before they can be listed on a roster for an event or is it a recommendation only? Until it is ready it will be optional but when ready it will need to be required of all adults associated with a junior club.
- ix. Volunteers to work on a National Code of Conduct for Club Personnel – Sandy Abbinanti, John Kessel, Jon Lee.
 1. Deadlines are looming to have this done in order to get it into WebPoint before the start of the new season.

XIV. Miscellaneous Items From the Floor

1. **Publications** – Margie Mara
 - a. The 2009 Guides were supposed to be available to distribute to the Commissioners by the last day of these meetings. They are not going to be ready. Margie Mara will ship them to each Region at USAV cost.
 - b. It was recently approved for the DCR to be published every two years instead of annually. This follows the FIVB Congress which is where the rule changes take place at the international level. They only meet every two years. Rules Testing will still meet. They will evaluate to see if they need to meet annually. Any adjustments would come out as rule interpretations and posted on the website. The adjustments would be included in any clinic materials that are available.
 - i. Each Region should estimate how many DCR books they will need for two years. Next year USAV will ask again but the cost could be higher for the second printing. Don't stockpile if you don't need to.
2. **Corporate Governance with the IRS**

Please review the not for profit guidelines sent out by Kerry Klostermann prior to these meetings. The transparency guidelines are changing with the IRS and need to be carefully reviewed by each Region and their accountant.

As a commissioner, if also a club director, be aware of the business relationships you have. There can be real accountability problems with the IRS if a complaint arises and the director is also the commissioner and even more if personally own the facility the Region uses. Is the Region, the club and the person clearly separated in the business practices and documents?

3. Region offices should not be involved in the business of the club.

If a player fails to pay off a club and moves to another club the Region offices need to stay out of the business of the club. We don't have the right to withhold their membership because they have paid the Region for their membership.

Columbia Empire uses the terminology of "May not be allowed to register" to infer there could be some penalties. It leaves the Region an out. They are not telling the person that they can't register but infers there may be some sanctions.

Lakeshore was advised they could not be involved in the dispute between a club and player. The Region has tried to educate the parents and the club that it is an arrangement between the two. It is a business situation between club and player. Lakeshore temporarily put the player on suspension. To get off the list the player/parents just have to respond to the club and send the Region a copy. It facilitates the dialogue. The Region is out of it after the response. As a business the club has to take business steps to resolve the issues.

Request made for the RVA Contingency Fund be used to bring in a CPA to talk to the RVA Assembly to discuss this topic and hear from an expert. With new IRS 501 c 3 regulations that were just passed this would be a very good idea as well.

4. Official's Assembly Service Hours Request - Glenn Sapp

a. The Official's Assembly is asking for the Regions to require no more than 30 hours of service to be in good standing. The recommended requirement from the Official's Issues Workgroup was for no more than 30 hours total service required by the Regions to remain in good standing. A maximum of 10 hours at the national level could be counted towards the 30 hours.

b. Comments

- i. The Regions spend the money to train them since they were a provisional. Disappointed in the amount of time they give back to the Regions after attaining their national and junior national ratings.
- ii. If the Region had this standard, the lower level officials would not work as much – one standard for all the officials in their Region.
- iii. The requirements could cause the officials to become employees instead of independent contractors.
 1. Once they are an employee of the corporation there is a different standard and their work rules become the standard. The employer has the right to set the standards in the contract with their employees.

c. Certain individuals are being denied opportunities to work in certain Regions and therefore can't meet the minimum standards and then the Region says they are not in good standing.

Approved 10/10/09

- i. This situation will be taken up by an E&E committee. If the official could prove they have 30 hours then they will be in good standing at the national level.

Regions support the R2 and junior scorekeeper minimum standards based on the zonal comments

XV. Discuss and Vote on Nominees for Joint Admin Council

Motion brought forward to have the RVA Chair be one of the two RVA Reps to the Joint Admin Council

This would provide this individual a vote, the RVA Chair is required to attend anyway but doesn't have a vote

Both candidates have removed their name as candidates

XVI. Discussion and Vote on Issues

Motions and Action Items Follow

XVII. October Meeting, date and place

The traditional sites we use for the Oct meetings are not available in Colorado Springs or Denver for the Columbus Day holiday weekend. The discussion was to keep the Columbus Day weekend but look at alternate sites in Denver or Colorado Springs. The meetings will be kept in Colorado Springs or Denver to allow for the audit firm and/or nonprofit attorney to be brought in for the Club/Player/Region Relationship discussions. We will use the contingency fund and funds from the insurance retention fund to help cover the cost if needed to pay for staff and speakers to stay.

Hank VanArsdale, Sue Mailhot and Steve Bishop will coordinate with staff to find a location that will work for the meetings.

Meeting start and end times will be Friday evening through Sunday noon.

A survey will be sent to the commissioners for 6 or 8 different topics of choice for the meetings. Please respond to the survey.

XVIII. Presentation of Awards – Judy Praska

30 years of service – Will Vick (LS)
15 years of service – Donna Donaghy (NC)
10 years of service – Glenn Sapp (RM)
10 years of service – Anne Hughes (CH)
10 years of service – Phillip Bryant (GC)
10 years of service – Judy Praska (NO)
5 years of service – Joe Williams (DE)

Neville A. "Doc" Booth Award – Donise King

Approved 10/10/09

Viggo O Nelson - Best Regional Website Award – Iroquois Region

Rudy Nava, retiring commissioner of Sun Country Region stated, “Thanks for being my friends. This group has been a family to me. It was a hard decision to leave. However it was easier knowing I am leaving the Region in the hands of someone I trust and can depend on. Welcome Mark Noble.”

XIX. Announcements

Thanks to North Country Region and Judy Praska for hosting the Open and our meetings.

Thanks to the discussion leaders

Thanks to the Zonal Chairs

Thanks to the National Staff

Thanks to June Sanders who replaced Kendel Kelley.

XX. Adjournment – meeting adjourned at 11:43 am, Thursday, May 21

Motions and Action Items as a result of this meeting

RVA Motion 1: Approval of Minutes of Oct 2009 minutes as written. (VanArsdale/Abbinanti/MC)

RVA Motion 2: Approval of Meeting Agenda as amended (Dingee/Updegraff/MC)

RVA Motion 3: The process and procedures of the Operating Code are enforced and the request for redistricting be denied. (Price/Castanon/MC)

RVA Motion 4: Move to recommend the compromise fee proposal to the USAV Board as an alternative to the \$10 fee increase. (Updegraff/Norman/MC) Hand Count - Yeah 20 Nay 12

RVA Motion 5: Move the RVA Chair be one of our two reps to the Joint Admin Council. (Lee/Price/MC)

RVA Motion 6: (Compliance Committee Motion 1): To amend the requirement of the Regions to send representatives to the Junior Assembly and the RVA Assembly meetings to state that it is recommended to send representatives to the Jr Assembly and RVA Assembly meetings. (Price/Hughes/MC) RVA –Motion Carries

RVA Motion 7: (Compliance Committee Motion 2): To change the requirement of 80% of the previous year’s membership data be reported by March 15th to a majority of the previous year’s membership data be reported by March 15th. (Hughes/Andrade-Morioka/MC) RVA – Motion Fails

RVA Motion 8: Move to strike the requirement of 80% of the previous year’s data be reported by March 15th from the Admin Manual (Updegraff/Price) Motion Carries

Approved 10/10/09

RVA Motion 9: (S & F Motion 1): That all references to the ROD Admin Manual be converted/changed to read RVA Assembly Admin Manual. RVA - Motion Carries

RVA Motion 10: (S & F Motion 2): Regarding voting we propose one vote per Region for elections and motions in the RVA Assembly and weighted votes for elections when electing individuals to represent the RVAA. RVA - Motion Carries Hand Count Yeah 19 Nay 11

RVA Motion 11: (S & F Motion 3 (Updegraff/Blacklock/MC): Regarding the Border Issues document revise the draft RVA Admin Manual as follows:

Motion 11a: To table the motion to October meetings (Lee/Dingee/MC)

Existing Article IV 8. f. WHERE TO REGISTER. Each team shall register with the RVA in whose area the Team Representative resides. EXCEPTION: If there is an agreement between the Commissioners of two adjacent RVA's, a team comprised of players residing in one of these RVA's may register in the adjacent RVA for the current season only.

Replace with WHERE TO REGISTER. Each team/club shall register with the RVA in whose area the Team Representative/Club Director resides. EXCEPTION: In the event of a request for registration from teams and/or clubs from outside a Region's boundaries:

1. Commissioners of each Region discuss and agree to what works for their respective Regions and participants.

2. If Commissioners are unable to agree to an arrangement which suits the situation, the following rules and policy shall apply.

Reference: Operating Code Article VIII, 8.02, 2 e: "Registration and/or sanctioning disputes shall be referred to the Ethics and Eligibility Committee of the RVA Assembly for resolution."

Add Article V. 4. SANCTIONING REQUIREMENTS AND PROCEDURES. Sanctioned competition protects the eligibility of an RVA member participating in Regional, zonal, national and international competition. Add i. & ii.

- a. Any team or club desiring to conduct a volleyball tryout, trial, event, local, Regional or zonal competition shall seek a sanction/approval from the RVA where the competition is to take place.
- i. If a team or club wishes to host a tournament in a facility outside the Region in which they are registered, the tournament will be sanctioned by the Region registering the team/club only with the agreement of the Region where the facility is located. The registering Region may authorize the Region where the facility is located to sanction the event. The team/club must meet all tournament sanctioning requirements of the sanctioning Region and pay a sanctioning fee to the Region that sanctions the event.

Reference: Operating Code Article VII, 8.02, 2 d: "The registering RVA shall be empowered to govern each team for the duration of its registration, including sanctioning events and activities request by the team. If a conflict exists or occurs within the approved geographical boundaries of the RVA, the Commissioner or

principal representative may prohibit the sanctioning of events and activities by the registering RVA. (Refer to Article VI, 6.05 D of this Operating Code regarding the authority to approve geographical boundaries.)”

- ii. Registration and/or sanctioning disputes shall be referred to the Ethics and Eligibility committee of the RVA Assembly for resolution.
Reference: Operating Code Article VIII, 8.02, 2 e: “Registration and/or sanctioning disputes shall be referred to the Ethics and Eligibility Committee of the RVA Assembly for resolution.”

Addition of b.

Article VII. RVA TOURNAMENTS AND TOURNAMENT SCHEDULING

1. 2. MINIMUM REQUIREMENTS FOR SANCTIONED RVA TOURNAMENTS:
 - a. APPLICATION FOR SANCTION. Give each tournament a sanction number. A sanction number must be shown when requesting a Third Party Liability Insurance Certificate.
 - b. At the request of the registering Region, the Region where the facility is located may certify the site. The club or team utilizing the facility will need to comply with all policies of the Region where the facility is located.
 - c. Deny sanction if unsafe conditions exist.
 - d. Use a printed USA Volleyball tournament entry blank (or the Master Entry Blank now in use by many RVA’s to include the roster, membership numbers, and listing of team’s USA Volleyball certified Referees and Scorekeepers.
 - e. Use a non-playing / non-coaching Tournament Director.
 - f. Use proper USA Volleyball score-sheets and lineup sheets.
 - g. Provide appropriate awards.
 - h. Guarantee a minimum of eight (8) games of play for each team entered or notify teams in advance of any deviations.
 - i. Mandate that any deviations from established guidelines be requested in writing to the commissioner or Region designee, and that approval in writing be sent back to the Tournament Director and team should be notified of such deviations.

Article V. Add 6. a

6. INCIDENT REPORTS

- a. In the event there are situations which necessitate an incident report, each Region shall receive a copy and the sanctioning Region shall be primarily responsible for collecting and disseminating the incident reports to all impacted Regions and the appropriate insurance contact.
 - i. USAV Incident Report form, injury or property damage.

Article IV 8. a. Registration within an RVA

- a. Each Regional Volleyball Association shall have the responsibility to register individual participants and teams, who shall be considered members of the Regional Volleyball Association. Officials unaffiliated with a club must register in the Region in which they reside. Referees and scorekeepers who officiate in an RVA-sanctioned event must be registered with an RVA.
 - i. Players/Teams register where they reside or where their Team Rep/Club Director resides. Players and teams may play anywhere.

Reference: Operating Code Article VII, 8.02, 2 b: “Each Team shall register with the Regional Volleyball Association in whose area the team representative resides.”

ii. Where there is an agreement between the commissioners of two adjacent Regions, a team composed of players in one Region may register in the adjacent Region for the current season only.

Reference: Operating Code Article VII, 8.02, 2 c: “EXCEPTION: If there is an agreement between the Commissioners or principal representatives of two adjacent Regional Volleyball Associations, a team composed of players residing in one of these Regional Volleyball Associations may register in the adjacent Regional Volleyball Association for the current season only.”

iii. The registering Region shall be empowered to govern each team for the duration of the registration to include sanctioning events and activities requested by that team. If a conflict exists or occurs, within the approved geographic boundaries of a Region, the commissioner may prohibit the sanctioning of events and activities within these approved boundaries by the registering RVA.

Reference: Operating Code Article VII, 8.02, 2 d: “The registering RVA shall be empowered to govern each team for the duration of its registration, including sanctioning events and activities request by the team. If a conflict exists or occurs within the approved geographical boundaries of the RVA, the Commissioner or principal representative may prohibit the sanctioning of events and activities by the registering RVA. (Refer to Article VI, 6.05 D of this Operating Code regarding the authority to approve geographical boundaries.)”

iv. Registration and or sanctioning disputes shall be referred to the Ethics and Eligibility committee of the RVA Assembly for resolution.

Reference: Operating Code Article VIII, 8.02, 2 e: “Registration and/or sanctioning disputes shall be referred to the Ethics and Eligibility Committee of the RVA Assembly for resolution.”

v. However, for Regional championship purposes, the team must play in the Region in which it is registered, irrespective of the number of tournaments played elsewhere. If the Region has minimum requirements (i.e. a certain number of tournaments to be able to participate in Regional championships) clubs and teams must meet the requirements of the Region in which they are registered.

vi. The registering Region will advise any Region of registration and membership confirming the proper registration of players/teams as requested.

RVA Motion 12: (S & F Motion 4): Give the RVA Assembly Chair the ability to appoint other personnel as needed to handle issues that arise. Amend Article VII. 3. c. to say “The RVA Assembly

Approved 10/10/09

Chair shall appoint Assistant Chair(s), ~~and~~ Administrative Assistant(s), and other designees, as needed. The RVA Assembly Associate Chair shall be elected by the RVA Assembly.” RVA – Motion Carries

RVA Motion 13: (S & F Motion 5): RVA members have access to the Junior Assembly information located on the USAV website. RVA – Motion Carries – Joe to speak with Andy regarding this so he is not blindsided.

RVA Motion 14: (Insurance Motion 1): Amend paragraph two of the RVA of USAV Background Screen Policy to add: An individual who is not yet 18 years old and who is in a non-player role affiliated with a junior club must be background screened immediately upon reaching 18 years of age. A 30-day grace period shall apply from the date of the 18th birthday in order to allow time for the background screening to be processed. During the 30-day grace period, the same restrictions apply to the individual and should be enforced as are in place for junior coaches regarding supervision by a qualified adult. It is the responsibility of the individual, club and Region to identify the individuals in this situation and to meet the background screening requirement. Upon the conclusion of the 30-day grace period, the individual may not participate in a non-player role affiliated with a junior club unless the background screening requirement is met. MSA RVA – Motion Carries

RVA Motion 15: (Insurance Motion 2): Amend paragraph two of the RVA of USAV Background Screen Policy to add: “For those Regions that allow individuals under 18 to be an assistant coach, any...” MSA RVA – Motion Carries

RVA Motion 16: (Insurance Motion 3): Amend paragraph one of the RVA of USAV Background Screen Policy to add: “Any official 18 or older who intends to work a junior sanctioned event will also be screened with the exception of a junior player.” MSA RVA – Motion Carries

RVA Motion 17: (Insurance Motion 4): Amend the Enforcement section of the RVA of USAV Background Screen Policy to replace with: “The hiring entity is responsible for ensuring adherence to this policy, and ensuring that those individuals who are disqualified do not participate in RVA/USAV sanctioned junior events and/or activities.” MSA RVA – Motion Carries

RVA Motion 18: (Insurance Motion 5): Amend paragraph three of the RVA of USAV Background Screen Policy to add to the last sentence: “with the exception of reissuing an application that was previously disqualified due to falsification.” MSA RVA – Motion Carries

RVA Motion 19: (Insurance Motion 6): Amend number 5 of Section II of the USA Volleyball Participant Code of Conduct to add at the end: “at USAV sanctioned events.” MSA RVA – Motion Carries

RVA Motion 20: (Insurance Motion 7): Change the word “denial” to “restriction” in the second sentence from the bottom of the Background Screen Consent form. MSA RVA – Motion Carries

RVA Motion 21: (Insurance Motion 8): replace the last sentence of the Background Screen Consent form with: “A conviction or falsification of information that results in a failed background screen forfeits all fees paid with my registration application.” MSA RVA – Motion Carries

RVA Motion 22: Change the word “denial” to “restriction” in the second sentence from the bottom of the Process Section of the Background Screen Consent Policy (Wendelboe/Updegraff) RVA – Motion Carries

Approved 10/10/09

RVA Motion 23: To support the sub-commission's requirements for National and Jr National referee's contributions within the Regions modified to 30 hours. (Sapp/Vick) RVA

RVA Motion 24: The RVA Chair be one of the two RVA reps to the Joint Admin Council. (Lee/Price) Motion Carries

RVA Motion 25: Motion to adjourn (Praska/Dingee/MC)

Action Items:

- Commissioners urged to instruct tournament hosts to make sure the netting that separates the courts is not in high traffic areas and not next to bleachers where people can get tangled up.
- Commissioners urged to verify SSN or identity of applicant when a request comes back from SSCI
- Commissioners urged to educate their membership on the benefits of USAV membership over AAU, USSSA and any other competing organization.
- Mike Chandler to distribute a white paper on the Stay and Play Policy and the position paper from ESIX regarding junior outdoor play and alcohol.
- Kristy Cox to distribute a paper on the proposed registration process for the Jr National Championships
- Commissioners urged to send completed data and fees twice a month as required
- Commissioners are strongly urged to review the IRS Governance documents sent out by Kerry Klostermann prior to these meetings with their Region Boards and accountants.
- Commissioners are strongly urged to require their sub contract officials to sign an independent contractor form and review the workman's compensation laws in their states.
- Commissioners are strongly urged to review their coach's code of ethics forms for player/coach relationship requirements.
- Commissioners urged to send Ali Wood-Lamberson the contact information for the beach directors in your Region.
- Commissioners urged to send Tom Pingel any suggestions for the Adult HP team/league idea
- Five Regions that volunteered to be a part of Adam Rymer's website group – Carolina, Garden Empire, Iowa, Lakeshore, Puget Sound
- Volunteers to work on a National Code of Conduct for Club Personnel – Sandy Abbinanti, John Kessel, Jon Lee.
- Hank VanArsdale, Sue Mailhot and Steve Bishop to assist staff in location and time of the October meetings of the RVA Assembly.
- Staff to arrange for Non-profit attorney and Audit CPA for discussion at the October meetings

Appendices

Appendix 1: BOD Report – Ken Cain/Jon Lee

Appendix 2: PowerPoint presentation on Membership Fees and AAU Background – Joe Williams

Appendix 3: Competition Committee Report

Appendix 4: Insurance Committee Report

Approved 10/10/09

- Appendix 5: Compliance Committee Report
- Appendix 6: Compliance Audit Form
- Appendix 7: Structure & Function Committee Report
- Appendix 8: Border Issues Report
- Appendix 9: AAU Issues Report
- Appendix 10: Officiating Issues Report
- Appendix 11: Jr Club/Coaching Issues
- Appendix 12: PowerPoint presentation – Fee Increase Counter-proposal – Joe Williams
- Appendix 13: Border Zone Minutes
- Appendix 14: Central Zone Minutes
- Appendix 15: Atlantic Zone Minutes
- Appendix 16: Pacific Zone Minutes