

**2016 RVA Assembly Mid-Year Meeting
May 23-25, 2016
Hyatt Regency, Orlando, FL
RVA Assembly Meeting**

I. RVAA General Assembly

A. Call to order – The meeting was called to order by Jim Webber at 3:40 pm

B. Roll Call - Hudson

Present: Alaska – Julie Weber; Aloha – Kent Ma; Arizona – Harold Cranswick; Badger – Julie Voeck; Bayou – John Cline; Carolina – Kevin Wendelboe; Chesapeake – Lisa DiGiacinto; Columbia Empire – Jeff Mozzochi ; Delta – Joe Williams; Evergreen – Meredith Coupland; Florida – Mary Andrew; Garden Empire – Bob Baker; Gateway – Tim Neels; Great Lakes – Sandy Abbinanti; Great Plains – Sue Mailhot; Gulf Coast – Philip Bryant; Heart of America – Lisa Madsen; Hoosier – Mitch Stemm; Intermountain – Jason Baddel; Iowa – Lynne Updegraff; Iroquois Empire – Hazel Goldstein; Keystone – Michelle Carlton; Lakeshore – Sante Perrilli; Lone Star – Will Vick; New England – Dave Peixoto; North Country – Judy Praska; North Texas – Andy Reitingner; Northern California – Donna Donaghy; Oklahoma – Shawn McCarty; Ohio Valley – Bob Price; Old Dominion – Skip Weston; Palmetto – Jimmy Peden; Pioneer – Nancy Funk; Puget Sound – John Bryant; Rocky Mountain – Glenn Sapp; Southern – Ken Cain; Southern California – Ann Davenport; Western Empire – John Hughes. Quorum is present.

Proxy (written): Moku O Keawe – Angie Andrade-Morioka; Sun Country – Mark Noble

New Commissioners: Columbia Empire – Jeff Mozzochi

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

D. Approval of minutes – The Minutes of October, 2015 meeting were approved as written.

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

F. RVAA Contingency Fund – Praska

The balance of the contingency fund is \$19,889.60. Twenty thousand dollars was transferred from the Insurance Retention Fund to the Contingency Fund. \$111.03 of miscellaneous meeting expenses was incurred. Sixty-three cents of interest was earned since October.

II. RVAA Reports

A. BOD Representatives – Cain & Hughes

1. Report of two BOD meetings since October

- USAV BOD started a strategic plan. The Staff will be having their next round of planning in August. They will need any input from the RVAA by late July.
 - Operational plans have not been seen by the RVAA.
 - General Goals of the strategic plan were: Success in competition, membership growth, resource optimization and brand affinity.
 - It was felt that 2/3 of the goals have been met in 2015.
- Executive session regarding transgender policies. A policy is coming forward regarding transgender participation at national team qualifiers, competitions or events. Questions remain as to the local participation.

- Small BOD committee reviewing USAV contracts that were over \$100k or 2 years in length. Reviewed 82 contracts.
- Personnel committee reported in Executive Session regarding the succession plan and CEO evaluation.
- Discussion on facility loss and the impact on our code of conduct. This was in relation to weapons at events.
- SafeSport
- Doug Beal announced his retirement
- Staff reports – There is a choice whether to stay with USOC website or go on our own.
- NBC is setting up the Gold Map program during the Olympics. They will be advertising during the Olympics on where to go to play volleyball. The RVAs should be prepared in late August to direct people where to play.
- A BOD motion was passed directing staff to encourage all Regions to require all adults associated with a junior club to be SafeSport trained.
- Report on Construction the Colorado Springs office
- 2016-17 budget was approved
- NGC was separated into two committees – the Nominating Committee and the Governance Committee. The Personnel committee was made a standing committee.
- RVAA was given a 3rd seat on the BOD.
- USAV Athletes Advisory Council was approved
- Sponsor presentations
- Phone meeting – There have been some NGC people that have been asked to run for the Board. It is required that they must resign their position on the NGC before other candidates are vetted by the Nominating Committee for the same position.
- Motion passed – board chairs will serve the remainder of their current board term and then are eligible for reelection.
- Discussion on increasing the term limits for BOD members. Unlimited terms were discussed. It was proposed to increase the maximum number of terms to three terms served. An electronic vote was to be scheduled for 30 days. This motion was withdrawn after the BOD meeting.
 - The board will probably vote at this meeting to extend or not to extend the terms. This will affect how we conduct our BOD rep elections at this meeting.

2. May BOD Meeting

Commissioners should attend the meeting if possible. Our input will be requested on a series of items that could come up.

- BOD assignments for departmental operation plans
 - several in this room are assigned to Region Services, Officials,
 - Joe Williams working on the RVAA strategic plan process. Hope all these strategic plans work together
- 2017-2020 staffing and revenue plan
- Jan 2017 Strategic planning session
- Transgender policy being proposed
- Board Chair and Treasurer are up for re-election
- By Laws Revisions – Athletes Advisory Council and Contracts being limited to 4 years
- SafeSport motion coming forward
- RVAA report from what done at this meeting.

A motion requesting the RVAA to go into Executive Session following the last item of the day was passed.

B. Board ABF Report – Cain/Praska

Ken Cain and Judy Praska sit on the Audit, Budget and Finance Committee. Info for the Strategic Plan, can give to Ken and Judy for the meeting.

C. RVAA Admin Manual Revision – Ken Cain

- There was relatively little substantive change to the revision of the Manual. Mainly the Manual was reorganized.
- Compliance Committee working with Structure and Function moved the USAV By-Law and Op Code language requirements for participation into our Admin Manual so they would not have to go to several documents to find something. The wording was moved from those two documents into our Admin Manual.
- Due Process policy discussion regarding who can bring a complaint to the RVAA and how, the RVA Assembly Chair new duty to receive complaints in writing, regarding financial misappropriation of funds, and fairness of elections or due process at the Region level.

III. Vendor Reports

A. Insurance Report – ESIX & SSCI Report

1. **ESIX** - Jennifer Rains, Shawn Lankey

a. **Insurance issues**

i. **Renewal** – Jennifer Rains

a. **General Liability** –

Insurance carriers look at 3 factors for renewal: General market environment, exposure and loss history.

USAV Loss history over the past 5 years is at 109%. Insurance carriers want 70% or lower.

Trends to contemplate are slip and fall scenarios and equipment collisions.

Good first steps going forward should be implementing facility contract reviews and facility inspections.

From a membership cost perspective last year we were at \$4.08. This year ESIX is expecting \$4.14 per participant for the renewal.

b. **Participant Accident**

Last year we moved from AIG to Chubb for underwriting. The 5 year loss history rate is at 82%. The three year loss history is running at 75%. ESIX will be fighting hard for no increase in PA cost.

c. Overall hoping for \$4.14 cost per person for the new season.

2. **SSCI Report – Randy Rodebaugh/Byron Palmer**

a. **Background Screens – Statistical Recap**

Thru April 30, 34,394 individuals were screened. Over 1400 had criminal records. 51 individuals did not pass due to serious offenses. That equals 0.15% of the members disqualified. The program has been in place for 12 years now.

Of the 51 disqualified: crimes against children (6%), felony drugs (10%), sex offenses (14%), violence (29%), and multiple drug and alcohol offenses (41%).

Disqualified by gender: Male 33, Female 18

SSCI has been contacted to testify against a city that did inadequate background checks.

b. Significant Events from 2016

1. Legislative Updates

Pennsylvania – this issue has been resolved.

The resolution changes the length of time the background screens are good for, reduces some of the cost to volunteers and employees, but still requires them to go through the state police for screening and through the child abuse clearance.

Colorado had some legislation on the docket that was similar to our screening process. The legislation efforts failed and nothing new is coming forward.

2. Program overview – Byron

Where the data goes before the result comes back to us:

1. SSN verification – they don't want to assume the info the individual is providing is accurate. Want to make sure the identifiers match the individual. Does the issuance data match the individual? Most important information is name variations – maiden names, hyphenated names, married names, etc. 2.17% of background requests are kicked back for verification of data. The rest of their clients come in at 4.5% of data is kicked back.
2. Address trace – don't want to assume that they have given the current address. If they have something to hide they can give a fake address.
3. Local criminal records search – in the local county court houses. This is the main difference between database only search and our comprehensive background screen. This is the most costly piece of the background screen program and incurs the most turn-around time. Always search the current address and longest most recent addresses.
4. National criminal records search – national database search. This is only a piece of our background screen program. If information comes back they send investigators into the court house to make sure it is correct.
5. Sex offender registry search – Almost all the sex offenders found are found at the local level.
6. Quality control – after everything has come back, they double check the information and results.

3. Questions

Q. What is the status of a person who has a record expunged?

A. A record expunged is like it never existed. There is a process to go through for a record to be expunged. If it is done right, it is sealed as if it never existed.

IV. Staff Reports

A. State of the Game - Doug Beal

1. Olympics and Paralympics are upon us. There have not been an Olympics/Paralympics which has had more issues than Rio. Most of the issues are real, unfortunately. Some of these issues will affect our sport – some will not.

- Zika virus scare is quite real. Our Olympic Committee is doing a great job of studying the issue and sharing information with the athletes. Athletes are going to have to make their own decisions about their participation. There are a few athletes that are concerned enough to not participate in the Games.
- The visa challenges are real. There is lots of confusion out there.
- Cost is an issue
- The big challenge in Rio is transportation.

These will be the volley Olympics. There will be more hours televised and more platforms to see our sport and more opportunities to grow the game of volleyball. We have had the most positive conversations with NBC that we have ever had. This will be remarkable for our sport.

We have never had the quality of preparation or quality of our teams across the board heading into Rio. This does not guarantee anything but we have the best prepared teams we have ever had. We have never had better participation with the USOC in a partnership and financial way heading into an Olympics.

We are going to use hotels for our teams which bring issues for travel, food and security. The USOC is working with us on this.

Final teams have all been qualified for the women's indoor side. Men's indoor will have final teams in the next two weeks. Beach is close to qualifying all teams. Paralympic teams for US are qualified.

2. **FIVB Board meetings**

It is interesting to see the growth of the sport around the world then to go to the FIVB meetings and hear there are financial problems. A few years ago, there was more money than they needed. The FIVB has made some decisions that will affect all federations in a significant way.

Our sport is healthier worldwide than before. Our sport is much more accessible, viable and television friendly than before. Technology for coaches both beach and indoor is great.

3. Our representation at the NORCECA and FIVB level is better than before. It would not be surprising if we played Brazil in the finals of every discipline at this Olympics.
4. We are hosting some significant events leading up to Rio: Women's Grand Prix weekend, Men's World League weekend and the Girls Jr NORCECA Championships. NBC has an appetite for USA Volleyball. Only see it increasing in the future. Opportunities to televise our sport over the air and cable networks are growing.
5. Serious issue going on internationally is the use of performance enhancing drugs and doping. This issue is reaching a head. It started with track and field and Russia and has spread. WADA is testing old samples of past events, both winter and summer Games, and finding positive results. WADA and the IOC are being challenged to get serious about this entire issue. It goes to the heart of ethics and the brand we try to sell. Suggestions have come forward that entire teams from those countries that are implicated be banned from Rio. It was thought this issue was well in hand. It is a much simpler abusive behavior than SafeSport issue. It is a real complicated and challenging situation.

6. Thanks to Bob Baker from GEVA. The Today Show provided an opportunity for national beach exposure in conjunction with the USOC 100 day launch. The challenge of getting sand, dealing with unions and getting the athletes there were overcome. The exposure for sponsors and USA Volleyball was great.
7. We don't spend enough time acknowledging the growth of our sport with each other. The growth of membership, HP program, and at the collegiate level is great. Membership continues to grow with increasing challenges. There is a challenge to make volleyball relevant commercially. Doug is hearing from sponsors, partners that run events, television broadcasters, and more that want volleyball to grow commercially. The RVAs play a huge roll in the growth of the game. Others want to engage with our sport. Our sport is healthier than it has ever been.

B. Chris Vadala – Strategic Plan Process

1. A copy of the Strategic Plan is on the shared file
2. The Annual Plan is a year to year plan
The Annual Plan is made up of goals, tactics, and future key strategies.
Future key strategies allow USAV to capture or memorialize ideas that are brought up in one year but can't be done in the given year.

Accountabilities – for every goal and tactic there is someone that is assigned to it and a timeline for completion. USAV checks in twice a year for how it is progressing.

Budget – if the budget is not tied to the goal, it is not worth the effort. Stacy Kearns works to integrate the planning and the budget.

How to get the constituent groups involved in the plan.

The typical time line from the planning phase up to budget approval overlaid with Assembly meeting schedules:

- March – Officials Admin Council meetings
- May – RVAA, JA, Officials, Beach meetings
- Aug – Each department will have an annual planning meeting
- 9/2 – 1st draft of the plan from each department is due
- 9/30 – Each department submits their proposed budget
- Oct – Fall RVAA meetings
- 11/21 - Draft budget sent to AFB
- 11/30 - Finalize department Operating Plan
- Early Dec – AFB Review and approve budget
- Jan – BOD approve budget

The March and May meetings would be the time for the Assemblies to gather information and submit ideas to the respective departments prior to the August planning sessions.

Q: There is no whole RVAA input before August. The great frustration is that individual or staff ideas come forward but there is no RVAA input. Do we have to do something outside our meetings to have meaningful input or does our Oct meeting give us the time for meaningful input?

A: The first board planning retreat was in Jan 2014. This process is evolving.

At 2.5 years into the evolving process we are looking to get all the constituents to be able to give meaningful input in the process. This timeline will be an annual timeline. Budget will still be approved at the Jan BOD meeting. Everything works backward from that. Info from any Assembly will be well received by August. October is too late for significant input. May input would be the best but it is very early in the process. USAV needs input from the Assemblies from the May meetings.

The Operating Plan has not been sent out. There will be some controversial issues in the Plan that is not known to the Assemblies. Representatives from the Departments need to hear from the constituencies.

Q. Regions as small businesses have to look at their staffing all the time. It is important for USAV to understand that adding a person to their staff is very important to the RVA's who are scaling back their office positions. USAV has increased staff significantly in the past few years. Need to have an employee count

A. The BOD and AFB have been asked to put together a staffing plan for next quad. This has been put together – it is in draft form. There has to be a revenue plan in place to pay for staff increases as well. In the Operating Plan, each department has put together a staffing plan as well.

Q. When the budget comes out does it include the actuals from the past 2 years?

A. Yes, it is included.

Q: The documents that were sent to the BOD, could they be shared with the RVAA?

A: It would not be good to share as it is too preliminary. It will be discussed at the AFB and BOD this week.

C. SafeSport – Quintiya Miller

1. Review numbers

The training numbers up. In 2014/2015 season 17,401 had taken the SafeSport Training; for 2015/2016 season 22,047 had taken the training as of yesterday.

There has been less than half the number of reports of sexual misconduct over the past season. There has been a significant increase in electronic communication violation reports and in grooming calls received. Most of the reports received are from parents going through their kids' phones, direct contact with coaches, or parents and spectators seeing things that don't look right or feel right after taking the training and learning what to look for.

In April, five commissioners and two Jr Assembly members along with Board Chair Lori Okimura and USAV Staff met in Colorado Springs for a strategic planning meeting. Those present were: Commissioners Michelle Carlton, Julie Voeck, Lynne Updegraff, John Bryant, Mitch Stemm (via phone), Jr Assembly Reps Chris Clauss, and Michelle Goodall, Lori Okimura from the BOD, Malia Arrington from the USOC, Chris Vadala, Kerry Klostermann, Margie Mara, Tori Hoke, Bernie McLean and Quintiya Miller from the National Office. Discussion centered around: SafeSport training and requirements, type of reports received, and the US Center for SafeSport.

Margie Mara will be the contact regarding the US Center for SafeSport for now.

Lori Okimura – USAV BOD Chair

At the Jan BOD meeting the BOD took an action to re-clarify our directives on SafeSport. It is an important program but we have struggled with how to execute the

program. There has been a huge disconnect with what the BOD is asking the RVAs to do and rolling it out at the Region level. The action taken by the BOD continued the mandate that any adult with contact to children be SafeSport trained. The BOD is asking staff to go back and talk about the ways to implement the program and how to close the gap between the BOD and RVAs. What is the US Center for SafeSport doing and how do they come on line. We are all on the same page – we all think it is important and want to identify those preying on our kids and prevent it from happening again. We need to keep the line of communication open and keep in contact with those staff giving their time and effort to put this program forward. By returning the issue back to the Regions we can give Lori feedback to take to the BOD on how to proceed with the implementation at the Region level. How the implementation happens will depend on the RVAs. The implementation of the program needs to be a reasonable and fair process.

A motion is coming forward from Insurance Committee regarding the creation of a standing RVAA SafeSport Committee.

Doug Beal – USAV

It is important for all to understand that USAV collectively has been ahead of the curve relative to the USOC and other NGBs in the area of athlete protection. We want to stay in that position. The same issues that we have among 40 very different Regions in size, staffing, financial capability, etc., the USOC has in dealing with the 47 NGBs. The range of differences is greater with the NGBs than with our 40 regions. This has been a huge challenge with the USOC in implementing a policy that was passed by their Board quickly without thinking about the issues of implementation and establishment with the NGBs.

The US Center for SafeSport Agency, which is a companion entity of USADA, has been delayed several times because of the same conversations we are having internally. It is being planned now for establishment on Jan 1, 2017. The importance of this Agency is three-fold:

1. It will allow us and the other NGBs to have much greater consistency in how we deal with these kinds of issues;
2. It will provide expertise that is impossible for us to have individually. It will be staffed by people with a legal and judicial perspective;
3. It will save all of us a lot of money rather than each NGB or each Region being staffed to appropriately investigate these types of complaints. We all understand that it is the right thing to do and it is becoming increasingly important in the world of sport.

Lynne Updegraff – RVA Assembly

The biggest concern at the meeting was the kids and how to implement the program. After talking and listening to Malia Arrington of the USOC it is clear that we won't have to investigate any of the abuse claims any more. Those claims will be immediately sent to the US Center for SafeSport. The general questions were the how to. There is an online form for reporting. They want us to report everything that is SafeSport related. Send the forms to Quintiya Miller. It is important for the Junior people to have the form as well.

The other important question is D & O insurance. USAV thinks we are covered under our policy. More investigation is taking place on this.

The timelines are out there but we have not voted on them. This is our chance to vote on this. It is 90 minutes to save one child. It is important.

Q: The officials are being required to take a coaches module. This training was not in line with their contact with juniors.

A: Education out to the junior members is the priority right now. The officials' module will be ready for 2017-18 season.

Margie Mara – USAV

Thank you to those that came to Colorado Springs for the meeting. The SafeSport Handbook is on the File Share and has been on the website for three years. There were very few edits made to the Handbook that we have been using. The problem is that it has never been officially adopted. There is a motion that will be voted on in the next year that will bring some changes to the Registration form, which includes our Code of Conduct. The Code of Conduct will have SafeSport as part the requirements. The form will reference the SafeSport Handbook. It will be important to know what is in it and that it will have been adopted.

The Committee asks us to:

1. Review and support the timeline for SafeSport certification,
2. Endorse the idea of a standing committee to include JA and RVAA members, and
3. Endorse the SafeSport Handbook as revised.

Bernie McLean – USAV Human Resources.

Thank you to the work group. They are much invested and represent the concerns and challenges that the Regions face in implementing the SafeSport initiatives. Their participation will help the program be jointly driven instead of staff driven which was a concern.

Margie Mara - USAV

The US Center for SafeSport will open in early January 2017. The funding will come from three sources: the USOC, the NGBs and donors. The BOD has been selected. They are working on staffing, office space and insurance.

The two aspects of the Center will be to provide educational materials leading to prevention and responding to reports of abuse and specifically sexual misconduct or anything with a sexual overtone. This will provide a consistent and across the board handling of cases. If someone is banned for life from one sport they will not be able to go to another NGB to coach. We all have the responsibility to report inappropriate behavior which puts the responsibility back on us. But as we learn the materials we will want to report this bad behavior. The USOC By-Laws mandate that in order to be in good standing an NGB must follow certain things – this includes SafeSport.

D. Sport Development - John Kessel

1. STEM – Court and Mathematics – using government STEM money. The STEM Kit gives them 20 Molten (camp, First Touch, regular, Go Play) volleyballs, a radar gun plus other materials. Our kit is \$1000. Huddle Group, our marketing partner, is working with the STEM group for this program. Every school has STEM money. This is an opportunity to use STEM money from each school to get volleyballs into the schools.

Approved 10/7/2016

2. Brendan Ledwith, coordinator for men's'/boys' volleyball, Patty Fadum and John Kessel are the Sport Development team.
3. Modified leave a ball behind program. This year USAV is partnering with the Indiana Sports Commission to accept balls to provide PE teachers equipment for free. USAV was approached by Byron Shewman to gather shoes for kids in Haiti.

By Aug 1st USAV wants to fill the container with balls, shoes and any other equipment you want to donate for Haiti. All donations will be accepted.

4. Co-Branding initiative – Corporate Attire has been identified to provide co-branded merchandise. They have graphics capabilities. They will provide any type of merchandise you want.
5. Physical Activity Council's 2016 report shows decreased physical activity and participation of our country.
6. Boys Club Director Forum. Brendan Ledwith coached boys and men in club and in high school in the Keystone Region. Any growth programs for boys send to Brendan. There will be a forum for club directors of boys' clubs at the Boys' JNC. Collegiate coaches have requested this to get boys directors educated in their process because there are differences in the rules for girls and boys in recruiting.
7. Forty thousand USAV members are accredited coaches that are current. USAV wanted to create some member benefits for the coaches. Team USA Mobile coach app was created. It is tied into the USOC. Lesson plans and the Sport Kit material will be available on the phone. It is not ready yet – late summer expected roll out. A coach will have to have a USAV membership to get this ap. New information could be put on the app before it is released to the general public.
8. Best Practices seminar during the HP Championships event in 2017. Low cost ACA National clinic in Ft. Lauderdale. There will be an opportunity to hear from some international coaches, see the HP teams train and play. This Seminar will take place before the actual event. It will be scheduled for Friday – Sunday to take advantage of the coaches that are there before the HP Championships begin.
9. The Sport Kit is moving to a flash drive. DVDs are still available but many computers now don't have a dvd drive.
10. USAV is ordering more Go Play Volleyballs. NORCECA wants to get in on this. There are plans to do a balloon version of this as well.
11. Girls' Club Director Symposium was held during dark days of Crossroads. USAV is planning to do the same thing in 2017. Talk to John Kessel, Brendan Ledwith or Patty Fadum if you want to hold a symposium in your area.
12. USAV Grant Program. Almost all of the money has been expended this year. There is some diversity or grow grant money available. If interested in this grant money, talk to John Kessel, Patty Fadum or Brendan Ledwith. This does not include the Region Incentive Grant money.
13. Corporate registrations – Admin Region. The information is on the ShareFile. The Admin Region is for groups who register directly with the Corporation. Most of these

are National team staff, national team contractors, players, trainers, those registered to work a national event who are not actively involved during the season, people that assist the national team athletes, national beach athletes. These memberships can be transferred back to home region with no expenses involved.

- Q. Can these people be directed back to the home region to register instead of registering through the Admin Region?
- A. Most are living in the SoCal Region. USAV is paying their membership fees. USAV needs to talk to SoCal Region first.

E. Coaching Education - Diana Cole

1. Everything on the shared file
2. 1st priority is a pilot for CAP 1 OnDemand course for feedback and refining. They would like to break some sessions into smaller time segments - 15 – 20 minutes long with some interactive slides inserted. A HyperStory will be used to draw the user into the material rather than just presenting bullet points. There will be interactive application of material that was just used in the HyperStory.
3. 2nd priority is to get the IMPACT Manual into e-delivery format whether it is in the USAV Academy or in Amazon.com
4. Want to make CAP more accessible in a variety of different formats that meet a coaches needs.
 - a. USAV is piloting a Web stream version of CAP I at the Great Lakes CAP course. There will be some form of chat capability manned by staff for questions. Some pre-course OnDemand courses that must be done prior to the Web streaming. Drill sharing via webinar type delivery for feedback from those taking the Web stream course.
 - b. Semester model course received rave reviews from those that attended in Puget Sound. The 10 week course was offered at one central location. The feedback showed there was a lot of value for the coaches because they could take the information they were learning to their teams during the week and bring feedback to the next session. This will be done again in the fall in the Boston area. There are 3 or 4 cadre within driving distance of the location that will teach the course over the 10-12 week timeframe. There will be required pre-session homework.

Contact Shelley Small to host a CAP course in your Region.

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

1. **USA Beach Volleyball**
 - a. The goals of the program are to grow the game, identify athletes for 2020 & 2024 Olympics and winning medals in Rio.
 - b. The Beach office is running the office based on the following principles: everyone that participates is a registered USAV member, the officials are background screened, the coaches are BCAP certified, and all adults are SafeSport certified.
 - c. New hire – Mark Paaluhi is running the JBT.

After every event a survey is sent to participants for feedback and to correct what needs to be corrected. All surveys and comments are read.

HP – Megan and Michelle are running the HP Program. They are looking to connect the HP program to the JBT program. Make this more efficient and improve consistency.

- d. Bradford Beach, WI – 2016 Beach National Championships
- e. HP – 2016 they will run 26 events in 14 Regions
For 2017 USAV Beach would like to do fewer events and group them making bigger events. They would like to fly in the same coaches to do the evaluations at all the events. The attempt is to create a more comparative evaluations of talent. People that are selected will attend the National Championships and become a pipeline for the teams. There is also discussion about taking the winners of the JBT to the HP Championships.
- f. U17 and U19 trials. Teams that showed up and won the event attended the World Championships. The FIVB cancelled the U17 Worlds so looking to do a 4 nation cup type tournament to get these athletes international experience. The U19 teams will travel to Cyprus. The U21 teams went to Lucerne where we took a 4th place. Very happy with the progress of this program.
- g. NCAA Championships – 1st National Championships in Gulf Shores. This was a great event. The event had great ratings on television. USAV ran a collegiate challenge in April that they will probably repeat. USAV is really looking to do a Collegiate Pairs Championships that will name a USAV Collegiate National Team. The team will compete internationally. Next year they will do the Pairs Championship on the west coast the week following the NCAA championships – the 1st weekend in May.
- h. Opened the Training Center earlier this year. The top athletes are there training all week long. Our best athletes are using the Center. This is making a big difference in their training and prevention of injury.
- i. NORCECA Championships – we won both the men's and women's championships.
- i. Olympic Qualifying: Lucena / Dalhausser – 1 more event to qualify. They are currently sitting in 4th place overall internationally. Gibb /Patterson are sitting in 7th internationally.

Walsh-Jennings/Ross qualified this weekend and are sitting in 4th place internationally. Fendick /Sweat are sitting in 14th place. A team has to finish in the top 17 to automatically qualify and avoid the NORCECA tournament.
- j. Beach HP Championships for 2016. The negotiations with Hermosa have been difficult. The event will most likely take place in Santa Monica Beach. USAV Beach is pushing for Hermosa Beach.
- k. Q: We all have to be involved in the discussion on when the HP Tryouts and JBT events are in the area. Overlapping events in the same zone are happening.

Three events were scheduled in SoCal in primetime with the rest getting the leftover dates. Timing in certain areas is critical due to weather.

A: Going to group them where people can drive, however, they may have to travel a distance to attend an HP Tryouts. Want the competition grouped in the same area for better comparison of the teams. Discussion is also to take the winners from the JBT and give them an automatic bid to the HP Championships. Also looking at an event in the fall.

- I. USA Beach wants a minimum of 50 participants with the JBT to make an event happen.

Q: The Regions need to know the process for HP and JBT selection. The process changed this year but we need to know this info in advance.

A: The decisions will be made after the Olympics. It is an open bid process. The guidelines for bidding will be sent out by Sept. The schedule of events will be distributed by Dec. 1st.

G. Director of Communications and Creative Services – Charlie Snyder & John Kessel

1. NBC Gold Map/Open Court

- a. The Gold Map project is aimed at kids watching the Games. During Volleyball if they enjoyed volleyball they will be directed to go to NBC Gold Map to find a place to play volleyball in their area. The Gold Map will direct them to the USAV website and then directed to RVA Websites and contact info. Increased traffic is anticipated when volleyball specific promos begin airing. Approved graphics from NBC will be shared with the RVAs next week.
- b. Open Court Program - We will need to prepare for the Olympic exposure and momentum. How to take advantage of this exposure? USAV will be gathering feedback and taking in questions and concerns about the program.

Gold Map is finding a place to play – Open Court is try volleyball for free.

The Saturday after the Olympics close (Aug 27) gyms are opened to try volleyball for free. The brochure on File Share shows types of drills and events to offer. Marketing material are available: Post cards, flyers, and more, customizable to our specific area. It is up to the Region to decide what and how. Focus on the type of volleyball to provide. Membership growth initiative, grow the game initiative, promote volleyball at the local level. This is being pushed nationally to grow locally. This program started with US Hockey. Try Hockey For Free started with 1 club in Denver. Last year there were over 900 locations and the program is being offered 2 times a year. Three sponsors have come on board with the program. There is a post event plan that creates great retention numbers. They offer great transition programs that keep the members engaged until they move into the club programs.

With the support of the Region, this could grow the sport. Aug 27th is the date because the Olympic hype will be at its highest. It can be done on a different day or multiple days. USAV wants to track every participant, transition to growing programs. Transition the participants to beginner level programs that eventually work into the club programs.

There will be a Gold Map for Paralympic athletes as well as able bodied athletes. Make one court available as a sitting court.

RVAA Marketing committee will be sending out a survey to the Regions regarding their interest in Gold Map program. Be on the lookout for this survey.

Gold Map landing page right now is our USAV Website home page. As we get closer the emphasis on the USAV home page will be this program. USAV wants to put a list of when and where the clinics will take place in every Region.

Q: What about the Paralympic game?

A: Sitting volleyball is very close to USAV heart as well. USAV plan is to offer one court of four be a sitting court during the Open Court session. We could also offer an Open Court session following the Paralympic Games.

Registration and insurance waivers. The RVAs will set up an event in Webpoint. USAV will pay the one event membership cost. Region will retain the member info.

- c. John Kessel – the brochure on the File Share is a draft

USAV is covering the cost of the insurance for these one event memberships. This program can be done for juniors, adults, officials. The event can be set up on Webpoint prior or paper form for walk ups.

- d. Let's Move program will also drive traffic to the Gold Map and to the RVAs.

- e. Schools will be in session on this day. The schools can be targeted to get them involved. Also can offer this in February in conjunction with the Girls/Women's Sports Day which takes place on February 2nd. Using the schools because they have the facilities makes a lot of sense. Go Play volleyballs can be a give-away. Ask Patty Fadum for them to be shipped to the Regions.

H. Bernie McLean – Overtime rules

DOL overtime rules have changed for paid staff. Fair Labor Standards Act established the 40 hour work week and established employee classes that must be paid overtime and those exempt from overtime.

Currently employees who earn less than \$455/week or salary of \$23,660/year must be paid overtime for hours that exceed 40 hours. Effective December 1, 2016 employees earning less than \$913 / week or \$47,476/per year must be paid overtime for more than 40 hours work. Raising the salary threshold raises salaries to the 40 percentile. There is also a proposed bill to block the funding of these changes. The bill is called the Protecting Workplace Advancement as an Opportunity Act. Bernie McLean has put a video on the File Share.

Employer options would be to raise the employee's salary to above this threshold or remove the employee from their salary and reclassify them to hourly pay. You may have to redistribute job descriptions.

June 7th there is a DOL Online webinar on this topic for non-profits only. Sue Mailhot will send info on this webinar.

Q. Can Bernie work through Region Services to provide us information?

A. She would be happy to do this. We can't comp time in lieu of overtime.

Q. Administrative guidelines have come out from the Obama Administration this week. How does this fit in with this?

A. This established the 40 hour work week. FDR set up the fair labor standards guidelines. The last time the threshold was changed was in the 1980s. Obama directed the DOL to update these thresholds. This new threshold is to be adjusted every 3 years. This new threshold takes effect Dec 1, 2016.

I. Steve Webster – USAV Academy

The Academy is working. There are over 150k users of the system. It is scalable and reliable. 2017 will be season of tuning, not an inventing year.

Report is on the File Share.

Take-aways:

1. Course development is constantly evolving and being rolled out on a regular basis.
2. The Academy is a resource to deliver RVA content to members – contact Steve directly for this.

V. Other Reports

A. International Volleyball Hall of Fame – George Mulry

Thank you to the Regions for giving to the Hall of Fame. The Hall of Fame received over \$18000 last year from the Regions.

George Mulry recognized the nine Regions that moved into a new lifetime giving category in 2016:

\$1000 - \$2499

Erik Lazowski – Lakeshore

\$2500 - \$4999

Mark Noble - Sun Country

Andy Reitingner - North Texas

Bob Baker - GEVA

\$5000 - \$9999

Harold Cranswick - Arizona

Judy Praska - North Country

Lisa Madsen – Heart of America

Sandy Abbinanti - Great Lakes

\$15000 - \$19000

Dave Peixoto - New England

B. Kathy DeBoer – AVCA

1. The AVCA looks at representing the interests of volleyball coaches at all levels and allying those interests with businesses, juniors, parents, beach people, men and women.

A packet of information was distributed to each commissioner.

2. Four trends are happening in our sport that influence all of us because they influence our sport:
 - High School Girls Volleyball became the top girls' team sport in the country surpassing basketball for the first time. We are seeing some dangerous trends in our country where volleyball is going down in participation.
 - 1st NCAA Women's Beach Volleyball National Championships. This sport was the fastest growth from emerging sport to a championship in 5 years. That has never happened before. The Championship provided 8 hours of live television and a million dollar event.

- Men's Collegiate Volleyball. There were 2 votes in California student bodies yesterday: UC San Diego voted to move their athletics program from Division 2 to Division 1. This will move them into the Big West Conference. UC Santa Cruz student body voted to save their athletics department saving three volleyball programs.
 - AVCA has put together a volleyball performance index. The index can tell a volleyball prospect how she can potentially do in college. Gauges athleticism and collegiate readiness metrics.
3. Biggest group of members is club volleyball. There are three membership options for club directors to join the AVCA at a reasonable cost.
 4. The goal is to align the interests of the AVCA with this organization. This is the base – this is the organization.

VI. Discussion Items

A. Membership Incentives - Abbinanti

Sandy Abbinanti, John Bryant, Andy Reitingger, Jimmy Peden, Info is on file share. Info will be complete in October.

Top growing Regions so far this season: Sun Country 9.5%, Carolina 10.5%, Delta 14%, Hoosier 15.5%, Palmetto 21%

Next year will deviate from the incentive program. A \$100k grant will be offered. Ten Regions will get \$10k each to do what they want. Ten Region names will be pulled out of a hat at the October meetings, if they accept the grant money they will be required to report back what was done with the money. If it was successful, put together a Best Practices on it. The hope is that this will be an annual event. The hope is that all Regions will get 1 grant over a quad.

Some Regions are coming back well after suffering through the JVA or AAU issues.

B. HP Beach Tryouts – Lynne Updegraff

Iowa had a HP Beach tryout scheduled with Beach group. Tryouts were scheduled at the same time as another Region very close. Turns out the tryouts were over a 10 hour drive away. When Iowa agreed to pay for the flights and site for a HP Beach Tryouts they agreed to hold the tryouts in Iowa.

With 115k members in the Central zone, there should be tryouts closer than a 10 hour drive for the members to get to. There should be a more fair distribution of dates for the inland areas.

Lisa DiGiacinto has had the same issues. She has asked to be put on the Beach Assembly agenda to hear these same complaints.

Early scheduled dates do not work for all areas. The area could be very cold.

C. Elections Info

RVAA needs to be transparent in our elections. No candidates were vetted according to our rules. Not all candidates submitted their application by the deadline. It is important that we follow our own process or we risk having the election results thrown out. To rush the election or to hold an election that is not transparent would not be in our best interest.

Our policies are in the Admin Manual and in the USAV By-Laws 5.01.3 – 2 nominees for each available position are required. Self-nomination is allowed. The nominees are to be vetted by the USAV NC and a list returned to the RVAA. Elections are to be completed by June 30.

Our Admin Manual calls for our elections to be done at the Annual Meeting. The RVAA Admin Manual also allows for the filling of a vacancy of a BOD position at the Mid-Year meeting using the existing procedure. Conceptually the RVAA could wait to finalize the election. We could have the 2 people vetted by the October meeting and hold the election at that time.

Chris Brown is the acting Chair of the USAV Nominating Committee. It takes 1 week to vet the candidates.

All three of the RVAA BOD positions are equal. This is not a ranking vote. The new position is its own position. It has a first term of 3 years to create a stagger and thereafter will be a 4 year seat.

The election for the two BOD positions and the NC Rep was postponed until after the BOD meeting and decision on term lengths. An electronic vote will take place in June.

VII. Standing Committee Reports

- A. Education Committee** Report – Lynne Updegraff - Appendix 1
- B. Marketing/Branding Committee** Report – Lisa Madsen - Appendix 2
- C. Strategic Planning Committee** Report – Joe Williams - Appendix 3
- D. Structure & Function & Compliance Committee** Report – Ken Cain/Donna Donaghy – Appendix 4
- E. Competition Committee** Report – Mary Andrew – Appendix 5
- F. Insurance Committee** Report – Mitch Stemm – Appendix 6

VIII. Zonal Reports

- A. Atlantic Zone** – Steve Bishop - Chair - Appendix 7
- B. Border Zone** – Joe Williams - Chair - Appendix 8
- C. Central Zone** – Lynne Updegraff - Chair - Appendix 9
- D. Pacific Zone** – Melissa Walker - Chair - Appendix 10

Elected Chairs: Atlantic Zone – Steve Bishop; Border Zone – Joe Williams; Central Zone – Lynne Updegraff; Pacific Zone – Melissa Walker

Requests from Zonal Reports

- Request USAV legal counsel provide some guidance about our Code of Conduct and weapons (spectators) at tournaments.
- Request Staff be the keeper of the boundaries and that each Region send in their current boundaries to start this process.
- Request Structure & Function Committee add Region defined boundaries to the Admin Manual.
- The size of the GJNC is precluding the number of cities that can even host the event. Explore the idea of breaking the event into multiple cities or dates. Joe Williams will send this to Mary Andrew for Competition Committee.

IX. Elections

Approved 10/7/2016

Nomination Committee: Harold Cranswick, Chair; Judy Praska (RVAA Associate Chair); Michelle Carlton (Atlantic); Will Vick (Border), Erik Lazowski (Central); Angie Andrade-Morioka (Pacific).

RVAA Chair

Motion to close nominations (Updegraff/Williams) Motion Carries
Candidates: Donna Donaghy, Sandy Abbinanti, Jon Lee

Jon Lee was elected on the first ballot.

BOD Position 1 – Current position expiring 6/30/16 – 4 year term - Postponed
BOD Position 2 – New position - 3 year term - Postponed
Nominating Committee Rep – Postponed

X. Awards

Neville A. “Doc” Booth Award – Judy Praska, North Country

Karen M. Johnson Human Resource Award – Steve Bishop, Florida

Viggie O. Nelson Communication Award - Best Website – Columbia Empire

Commissioner Year Pins:

5 Years – Mitch Stemm (HO), Dave Peixoto (NE), Lisa Madsen (HA)

10 Years – Kevin Wendelboe (CR), Patty Blacklock (IE), Sandy Abbinanti (GL)

15 Years – John Cline (BY)

20 Years – Bob Price (OV), Ron Kordes (PR)

25 Years – Kent Ma (AH)

XI. Meeting Planning

Oct 7 – 8, 2016 – Las Vegas, NV – Affordable hotel rooms for the event are not being found. Straw poll was taken to see who still wanted to go to Las Vegas. The majority of commissioners still wanted to go to Las Vegas. Ann Davenport and June Sander will go to Las Vegas and check out hotels and make sure the meeting rooms are available.

May 22-24, 2017 – Minneapolis, MN

XII. Acknowledgements

Thank you to Jim Webber for his service the past 4 years.

XIII. Announcements

Global Club sponsored by the Huntsman Games is looking for 60 and older men’s team to go to Greece and 45 and older women. There will be a booth at the US Open Championships. Greece dates are in the summer. GlobalCup.com for more information.

USA Masters Games will be held in Greenville, NC in July. The divisions are in 10 year age groups from 21 and older.

Approved 10/7/2016

Reception for Doug Beal will be held at Tommy Bahamas.

XIV. Adjournment

The meeting adjourned at 12 pm

The minutes were recorded by Becky Hudson

RVAA Motions from this meeting

Previous RVAA Leadership Motion - Passed (voted electronically by Admin Council): It is hereby moved to transfer \$20,000 from the RVA Insurance Fund to the RVA Contingency Fund and earmark that amount for use in the event the RVA needs to consult with and/or make payments to an insurance advisor or engage an attorney to give a legal opinion on the RVA insurance program. The RVA Chair, RVA Associate Chair and Insurance Chair will, by a majority vote of the three, approve the vendor selection, document the transactions for the RVA and the Associate RVA Chair will remit the payments to those advisors.

RVAA Motion 1: Move to approve the Minutes of Oct 2015, as written (Price/Abbinanti) **Motion Carries**

RVAA Motion 2: Move to approve the agenda for the meeting. (Cranswick/Hughes) **Motion Carries**

RVAA Motion 3: Move to go into Executive Session with the attendees being the 40 principal representatives of the regions and Assembly chair and no others (Cain/Carlton) **Motion carries**

Motion 3a: Move to approve that the RVAA can disclose to the USAV Board members that the RVAA is seeking legal guidance (Cain/Williams) **Motion carries unanimously.**

RVAA Motion 4: Move to delay the election for the 2 BOD positions and the NGC position until June. (Praska/Donaghy). **Motion carries RVAA.** 33 Yes, 1 No. 6 Abstentions.

Motion 4a: Move to extend discussion 10 minutes (Sapp/Abbinanti) **Motion Carries**

Motion 4b: Move to extend discussion 10 minutes (Sapp/Carlton) **Motion Carries**

RVAA Motion 5 (Competition Motion 1): Explore idea of combining the junior and adult competition committees – Passed Committee Unanimously. **Motion Carries RVAA**

RVAA Motion 6 (Competition Motion 2): Motion to require qualified rostered adult as R2 at all national qualifiers and national bid events. - Passed Committee Unanimously (passing of motion can replace requirement to have adult at scoring table) **Motion Fails**

RVAA Motion 7 (Competition Motion 3): All divisions that require qualification are considered to be part of the current year's GJNC. (A team can only play in one qualifying division at the GJNC.) Spring and summer championships are considered one event. Passed Committee Unanimously. **Motion Carries RVAA**

RVAA Motion 8 (Competition Motion 4): Motion – Request USAV develop a results reporting system. (regions/tournaments could upload/download info) – Passed Committee Unanimously. **Motion Carries RVAA**

Approved 10/7/2016

RVAA Motion 9 (Competition Motion 5): To create a rulebook for domestic competition. Passed Committee Unanimously. **Motion Fails** 13 - 20

RVAA Motion 10 (Structure & Function Motion 1): Move to add the following to the RVA Assembly Chair duties: The RVA Assembly Chair shall review all written complaints that have exhausted due process at the Region level and refer them to the RVAA Compliance and/or RVAA Ethics and Eligibility Committee. Motion carries Committee. **Motion Carries RVAA**

RVAA Motion 11 (Structure & Function Motion 2): Move to recommend the RVAA accept the Admin Manual revisions as amended. Motion carries Committee. **Motion Carries RVAA**

Amendments to the revised Admin Manual from the Structure & Function meeting:

1. Add the duty to RVA Assembly Chair,
2. Article IV: Section 21. Require complaints to be in writing
3. Change Article 1: Section 1 & 2 – RVA should be changed to RVAA – referring to the RVA Assembly. RVA refers to the Regional Volleyball Association.

RVAA Motion 12 (Education Motion 1): Chapters 1-4 would be Part A of the IMPACT course. **Motion Carries RVAA** 1 Abstention

RVAA Motion 13 (Education Motion 2): Have the Education Department prepare materials to offer a 3-prong approach to giving IMPACT clinics **Motion Carries RVAA** 1 Nay

1. All in person
2. Into 2 parts with part A (Risk Management Chapter 1-4) offered online and part B (Rest of the Chapters) be given at an in-person clinic.
3. All OnDemand

RVAA Motion 14 (Education Motion 3): Put IMPACT manual on the Learning Management system or allow Region send out a PDF version to qualified coaches. **Motion Carries RVAA** 1 Nay

RVAA Motion 15 (Education Motion 4): Direct the Education Department that CAP I will not expire, but it is okay to have CAP II require re-certification modules to keep the CAP II certification. Motion Carries RVAA 2 Nays, 1 Abstention

RVAA Motion 16: USA VOLLEYBALL SAFESPORT CERTIFICATION MOTION Proposed by the SafeSport Working Group, a subcommittee of the RVAA Insurance Committee April 26, 2016 and endorsed by the RVAA Insurance Committee on May 23, 2016. **Motion Carries RVAA** 3 Nay

During the 2016-17 season, participation in nationally sanctioned junior events will require that SafeSport certification be completed by all registered adults. (National Qualifiers & JNC only – not to include Region Bid tournaments).

Effective the 2017-18 season all registered adults associated with junior programming (who are required to have a background screening) are also required to be SafeSport certified. (Complete the core SafeSport course found at <http://safesport.org>.)

Individual regions may set earlier deadlines for their respective regional events.

RVAA Motion 17 (Insurance Motion 1): RVAA Insurance Committee recommends that the RVAA create a standing SafeSport Committee comprised of RVAA and JA members **Motion Carries RVAA**

Approved 10/7/2016

RVAA Motion 18 (Insurance Motion 2): The RVAA Insurance Committee recommends that ESIX be retained as our risk management advisor. **Motion Carries RVAA**

RVAA Motion 19 (Insurance Motion 3): The RVAA Insurance Committee recommends that SSCI be retained as our background screen vendor for one additional year at the same rate. The committee will decide at the October 2016 meeting whether to recommend going to RFP or to accept a proposal for a longer term contract with SSCI. **Motion Carries RVAA**

RVAA Motion 20: Move that the USAV Jr. Beach Tour adopt the model of indoor JNQ's with regards to event registration and revenue collection. Whereby regions (not necessarily other promoters) would handle all registrations, revenue collection, refunds, and division cancellations and pay USAV a licensing fee to produce the event and award bids to the JBT Championships. **Motion Carries RVAA**

Rationale: This change would accomplish two things:

1. Increase the amount of event control and overall proficiency for the respective region.
2. Reduce the amount of bottle neck that takes place with one individual trying to process all of the information of 60+ tour stops during a season.

RVAA Motion 21: Move to hold elections for the 2 BOD positions (Mailhot/Updegraff)
This motion suspends the BOD election process beyond the date of the Annual Meeting as stated in the RVAA Admin Manual with the expectation of completing the election process by June 30. Nominations will be taken from the floor today only. Vetting by the RVAA Nominating Committee and USAV Nominating Committee is expected to be completed by June 3. Balloting will commence on June 6 for the 4 year position with a 5 day ballot return and counting period to be administered by the RVAA Nominating Committee (unless all ballots have been returned before that time). If there is no winner of a majority of votes cast, the lowest vote candidate will be dropped and a 2nd ballot will be held immediately with another 5 day turn around period. If there is still not a majority winner, a 3rd ballot will ensue as previous ballot. Additional ballots will be held at 5 day intervals until a candidate wins a majority of votes cast. At that point a ballot will be held for the 3 year term position including all previous candidates with balloting repeating the above process until a candidate wins a majority of cast votes. **Motion Carries RVAA, 1 Abstention**

Motion 21a: to extend discussion 10 minutes (Carlton/Vick) Motion carries

Motion 21b: to table this motion (Vick/Price) Motion carries

Motion 21c: to close nominations (Price/Cline) Motion carries

RVAA Motion 22: Here is the suggested replacement language for Motion #9:
Develop a document/electronic app that contains only the rules from the DCR that apply to applicable USAV junior and adult competitions. (Voeck/Updegraff) **Motion carries RVAA**

RVAA Motion 23: Move the American Division of 18U Girls Junior Championships to the Spring 18U Girls Junior Championships. (Andrew/Wendelboe) **Motion Carries RVAA, 1 abstention**

RVAA Motion 24: Move that the removal of the CAP I expiration be retroactive (Hughes/Pouyer)
Motion carries RVAA, 5 nays

RVAA Motion 25: Motion to adjourn (Price/Praska)

Appendices

Appendix 1: Education Committee Report

Approved 10/7/2016

Appendix 2: Marketing/Branding Committee Report

Appendix 3: Strategic Planning Committee Report

Appendix 4: Structure & Function & Compliance Committee Report

Appendix 5: Competition Committee Report

Appendix 6: Insurance Committee Report

Appendix 7: Atlantic Zone Report

Appendix 8: Border Zone Report

Appendix 9: Central Zone Report

Appendix 10: Pacific Zone Report