



BOD Attendees: Fred Wendelboe, Casey Caram, Roy West, Audun Runde, Michael O'Connor

Staff Attendees: Kevin Wendelboe, Sheila Holloway

BOD Non-Attendees: Pamela Dickenson, Mike Spillman, Vaughn Hastings, Trina Sharpe, Karl Owen

Meeting started: 7:30 pm

- I. Finance Report – Kevin handed out copies of the most up-to-date finance report. We are projecting a deficit of around \$21,000. We actually budgeted a transfer from reserves of around \$10,000 for this budget so in actuality, we are only projecting to go over budget by around \$11,000. The causes for our deficit are mainly from: (a) Reduced interest rates on our money-market and CD accounts (about \$3500 less than budgeted); (b) Increased rating activities in the Officials division (about \$3200 more than budgeted); (c) We underestimated the impact of the increased travel payments for the Officials (about \$7000 more than budgeted); and (d) more people registered online and during the Early Bird period than projected so we took in less income for registrations than projected. Fred asked Roy to Chair a Budget/Finance Committee that would review the organization's finances quarterly and make adjustments as needed. Casey and Audun volunteered to serve on the committee and were appointed by Fred. Roy was charged with finding two other members with a finance background to be added to the committee. A question was asked about how the Operating Reserves funds were established and what they are used for. Fred indicated that the reserve funds have been built on over the years as the result of conservative budgeting and membership growth. The funds are used to help fund the Facility Grant Program in some years and make up anticipated Budget deficits. The ultimate goal of the funds could be used to help the Region establish its own facility.
- II. High Performance Report (Holloway) – Sheila handed out a two-page report on the past season's activities and some plans for the future.
 - She felt that the teams' performances at the HP Championships were better than the previous year but she is still not satisfied. Some things the coaching staff has identified that will help with improvement are improving ball control, dealing with the increased pace of the game at the higher levels, and mental issues.
 - Sheila suggested that the HP Program be allowed to create floating rosters and participate in adult tournaments to allow them to experience a higher level during the season. Kevin pointed out that USA Volleyball's Risk Managers recommend that regions do not allow junior teams to participate in adult events since the adults are not background screened or supervised in the same way as at junior events. The risk managers understand that boys opportunities are much less than girls so they recommend the parents of boys team be asked to sign a waiver notifying them of the potential risks of their sons playing with adults. The board agreed that we could go that route with our Boys teams but that the girls should not be playing in adult events.
 - Sheila is planning on changing the Training format slightly this next season. She want to create four Training Groups across the state (Raleigh, Greensboro, Charlotte, Hickory). The playing groups will rotate across the four sites throughout the year to be exposed to the different HP Coaches assigned to the respective sites.
 - We held a USAV National Tryout this year, and we are trying to arrange another one for February 2010.
 - The 2010 HP Championships will be in Sevierville, TN. We hope to send 1 Junior team, 1 Youth team, 2 Select teams, and 1 Boys team.
 - Sheila was asked to summarize the overall goal or mission of the HP Program. Sheila felt it was a combination of fielding successful teams at the HP Championships but also to spread the HP Training Techniques to a broad base of players across North Carolina. Kevin mentioned that he agreed with this and felt we need to do a better job of expanding on successful programs that we have done in the past or instituted this season. Those included the HP Position Clinics which had a high demand and including more players into the HP Camp.
 - Casey stated that we need to include more Carolina Region coaches in the program. He suggested that we integrate the HP and Coaches Programs a little more closely and offer Coaching Clinics in conjunction with our HP clinics. They should be free to Carolina Region coaches and after the one hour clinic, those coaches can stay and be court coaches to help with the clinic and apply

some of the things they are learning. This could get more coaches involved with the program and raise the level of coaching in the state.

- Sheila indicated that we plan to start offering clinics in October.
- III. 2010 Tournament Review and Tournament Hosting Costs (Caram):
- Casey mentioned that the Northeast Qualifier has one of its weekends March 26-28, 2010. Our Regional Championships for the older age groups are on March 27. We do not know yet which age groups will play on that weekend, but if it conflicts with our older age groups then we could handle it the same way we did two seasons ago. We moved the Platinum divisions of the affected age groups to the other Regional Championship weekend. Motion by Casey, second by Audun that:

Motion 1: if the first weekend of the Northeast Qualifier conflicts with the age groups of our March 27 Regional Championships, then we will adjust our schedule to move the Platinum divisions of those affected age groups to the March 20 weekend. We will move the same number of Platinum divisions from the March 20 weekend to March 27 to maintain the number of facilities/officials needed on both weekends. MSA

- Survey of Tournament Directors on tournament host compensation issues – Casey went over the results of a survey he sent to all tournament directors in the region. Some of the results were surprising and it gave the board a better understanding of the costs and benefits of hosting. The board will take this into consideration during the budgeting process. We will continue this survey annually so we can do our best to keep this important group satisfied with their participation with the Carolina Region.
- IV. Kevin went over the results of the 2009 season surveys that were sent to Adult Players and to those affiliated with the Junior program. The survey gave us a lot of valuable insight into certain issues relevant to both groups. Several items were noted to take into account in topics that will come up later during the retreat and during the budget process.
- V. Facility Grants – We had five requests that came in by the May 1 deadline – Johnston YMCA in Charlotte, Spears Family YMCA in Greensboro, Xcel SportsPlex in Fletcher, Meadowlark MS in Winston-Salem, and Triangle Day School in Durham. Staff evaluated all the requests and prioritized the Johnston YMCA and Spears Family YMCA. Staff was neutral on the Xcel request due to the potential budget deficit for 2010. Staff recommended not approving the other two requests at this time. Motion by Casey, second by Michael to:

Motion 2: Approve a Facility Grant of up to \$7800 for the Johnston YMCA, a Facility Grant of up to \$5300 to the Spears Family YMCA, and a Facility Grant of up to \$1500 to the Xcel Sportplex. MSA

Board recessed at 11:20 pm

BOD Attendees: Fred Wendelboe, Roy West, Audun Runde, Michael O'Connor, Wade Brence (Referee Chair, non-voting)

Staff Attendees: Kevin Wendelboe, Marilyn Thompson

Board reconvened at 9:10 am

- VI. Officials Program
- Advisory Board update – Marilyn, Michael, and Kevin updated the board on the discussion and action items that came out of the Officials Advisory Board (OAB) Meeting on August 1 in Chapel Hill.
 - Train the Trainer Clinic – Dan Pickett attended this year for the region. The OAB discussed the process on who would attend each year on behalf of the region. The OAB suggested that all clinicians be given the opportunity to attend on a rotating basis. It was suggested by Fred that the Region needed to identify one Lead Clinician that would develop the clinics and train our other clinicians in a uniform manner. Whether that person was staff or someone else does not really matter. That Lead Clinician ought to be the one that attends the Train the Trainer clinic for the region if possible. That idea was accepted by those in attendance and Marilyn and Kevin will work on identifying that Lead Clinician.

- National Clinic – we hosted a National clinic the second Sunday in January this past year. Everyone felt this date was just as good as any for our region again this season. Marilyn will submit that date to USAV for inclusion on their schedule.
- Vaughn Hastings arrived at 9:34 am (quorum reached).
- Ratings – There was a discussion of our philosophy of rating officials and how we can better serve our referees with training and ratings.
- Marilyn notified Board that Brian Jones and Brian Webb were approved by the OAB as candidates in 2010 for their Junior National ratings. Stephen Shepherd was approved as a candidate for his National rating in 2010. George Papageorgiou submitted an application to be a candidate for a Junior National rating in 2011 but we do not have record of his Regional certification for the past two years. That will probably delay his application. There was some discussion whether the candidates have fulfilled all their requirements to be in the pipeline. We have designated some tournaments as requirements and some have chosen to go out of region for tournament opportunities. It is a two-year process so we will remind the candidates that they must attend the required tournaments this season in order to remain a candidate. Motion from Division to:

Motion 3: Approve Brian Jones, Brian Webb, and Stephen Shepherd as our candidates for National Ratings in 2010. MSA

- Good Standing Policies – The OAB discussed and implemented a Good Standing Policy for the Junior, Provisional, and Regional officials. This policy effectively puts in writing what the region is already doing with our professional officials. Motion from Division to:

Motion 4: Approve the Good Standing Policy for Junior/Provisional/Regional Referees. MSA

- National Good Standing Policy – The Officials Division of USA Volleyball has been working on a National Good Standing Policy to standardize the policy across all regions of USA Volleyball. It basically requires 30 hours of service by National-rated officials to the region each season. Motion from Division that:

Motion 5: The Carolina Region replace the current Carolina Region Good Standing Policy for National Referees with the National Good Standing Policy. MSA

- Marilyn mentioned that a focus of the Officials Program will be to identify and train more National Scorekeeper candidates. She would like to send some of our National Scorekeepers to the tournaments to rate and train scorekeepers. A suggestion was made to assign scorekeepers to the Bid tournaments to aid in their training.

VII. Coaching Program – Chuck was not able to get a report to Kevin for the retreat. Kevin mentioned that we are planning on hosting a Level I/II CAP Clinic in the Region this season. Based on survey results, it will probably be next fall. Kevin will direct Chuck to work on a date and get this scheduled with USAV.

VIII. Outdoor Brainstorming:

- Vaughn mentioned that he thought the region’s prohibition against alcohol may be preventing outdoor tournament directors from sanctioning events. Kevin mentioned that the region does not have a prohibition against alcohol for outdoor adult events. There is a prohibition against alcohol at junior events, but that should not be an issue for adult events. Vaughn will work at dispelling that incorrect information among tournament directors.
- It was suggested to try to get a Juniors’ tour running during the summer. One idea was to have someone with a trailer of equipment and volleyballs travel around the state and put on tournaments. Vaughn mentioned they will run into the same problems regular outdoor tournament directors have in finding a site to run the event. Another suggestion was to approach junior clubs and see if they would pick a date and site and we would send someone to come run a tournament for them. It was suggested that the Region buy ten net systems and volleyballs and make that available to tournament directors. That may make it easier to get events established. Vaughn felt we could get that equipment for around \$3000. This will be added and approved during the 2010 budgeting process.

Casey arrived at 11:20 pm

- IX. Personnel Review – The Board went into closed session to discuss personnel issues: CEO contract, staff evaluations, bonus opportunities. The board was instructed to fill out an evaluation on Kevin over the next week. Those evaluations would go to Karl. Karl will compile and meet with Kevin. Any changes to the contract, compensation, and bonus package will be finalized at that meeting.

Board recessed for lunch at 12:30 pm - Casey departed for class

Board reconvened at 1:30 pm – Mark Elmore from Raleigh Parks and Recreation Department joined the meeting

- X. Growing the Adult Program and Assisting Affiliated Organizations Brainstorming session
- What can we offer affiliated organizations? Established Officials and Coaches Training Programs; Trained officials for their leagues; Player clinics. Mark mentioned that many cities require the officials to be employees of the city to make it easier to pay them.
 - Mark was asked if there was a state organization for Parks and Recreation Departments. He mentioned the North Carolina Recreation and Parks Association. They have a convention coming up in November in North Carolina. Kevin will work on putting a booth together for the convention so we can let these departments know what we do and how we can help them grow the sport.
 - Are player clinics something a Parks and Recreation player would want to attend? Mark felt a younger player may see some value in it, but the older, more experienced player may not appreciate it.
 - Mark mentioned that his department runs a Summer Express Day Camp. He suggested that we send a couple of instructors to that to teach volleyball skills.
 - Kevin mentioned that we could offer affiliated organizations a central location for them to advertise their league and volleyball offerings, i.e. a Places to Play for the entire state on our website.
 - Mark suggested getting in contact with newcomers groups in different cities. We could send them our promotional materials. If people move into town with an interest in volleyball, then they would be given our contact information.
 - Mark suggested attending pre-league coaches/team rep meetings to introduce the organization to them.
 - It was suggested to play up the camaraderie and lifetime benefits on our website. People need to belong to something and we should play up the benefits of volleyball in fulfilling that need. We could do interviews with players on why they play volleyball and incorporate video into the website.
 - Fred mentioned that we need to have more Board visibility at adult tournaments. We should talk to the players and get a feel for what they want. We need to get the Adult Advisory Board more active.
 - Kevin suggested that we could use Parks and Recreation leagues as training ground for our officials program. We could send raters and trainers to their leagues and train both our officials and their officials.

Mark left with the thanks of the Board for his help. We will be following up with him on many of his suggestions.

- XI. Budget work – Kevin discussed the preliminary 2010 budget and pointed out areas that needed to be resolved. Casey and Karl arrived during the discussion of this topic. Kevin indicated that he has included money in the budget for a new online software solution for our clinic registrations. We will use this for HP clinics, officials' clinics, and coaching clinics. This will help drastically with our pre-event planning and communication. Once items were carried over based on last season's projection and accounting for the new expenses, the projected deficit was around \$34,000. The board discussed raising certain fees to help balance the budget. It was pointed out that we have not raised the base fee that all members have the opportunity to apply for in over 10 years. The board decided to raise dues by \$5 in some individual categories and by \$10 or more in some other categories. The board was also aware that USA Volleyball will more than likely raise the per member dues payable to USAV by \$10 in 2011. Kevin was asked about the staff salaries. Kevin indicated that he included a modest raise for some positions as he is adding or expanding some of the responsibilities for those positions. Kevin mentioned that last season the Officials position was allowed to transfer some of her salary to a contract worker to develop the online clinic. This was a little unwieldy last year. The board decided to adjust the Officials Program Director salary to \$7000 and budgeted additional money for an independent contractor to develop and service the online clinics. After several adjustments and discussion, motion by Karl, second by Michael to:

Motion 6: approve the 2009/2010 budget subject to any personnel figure adjustments made after the final staff review is completed. Any changes made at that time that results in a deficit would be made up out of reserves. MSA

XII. Junior Topics:

- Letter of Commitment – one of the requests made by the Junior Advisory Board was to survey the membership to see how they felt about formalizing the club offer process. The results of the survey showed that a vast majority want to formalize the process and would favor using the existing Letter of Commitment to do it. However, discussion on this process brought out several things that could make the process more complicated and not necessarily be a benefit to the clubs or players. It was suggested that we use the existing form and process again this upcoming season. We will discuss the issue at IMPACT clinics and survey the membership again and charge the Junior Advisory Board to work on solutions for some of the issues that were brought up.
- The topic of Growing Boys membership and opportunities was discussed over dinner. Ideas and topics included:
 - Approaching girls clubs and asking them to form an 18 and under team and a 14 and under team. They should approach the brothers of their existing players to form these teams. These teams can practice with the club during the month. Competitions would be scheduled on a rotating basis around the state around once a month.
 - Discussed the lack of boys volleyball as a sponsored sport in the High Schools. It is in many Middle Schools around the state. This is an opportunity to continue to lobby the state HS Association to include boys volleyball.
 - Discussed the increase in Men's college programs in the state and the impact this may have on boys volleyball. If we can get boys volleyball going, they will have an opportunity to play in college close to home.
 - Promoting boys play outside of our normal tournament structure. Expanding on the league format that originated last season to allow boys teams to play each other.

XIII. Motion by Michael, second by Audun to:

Motion 7: adjourn the 2009 Annual retreat of the Carolina Region Board of Directors at 7:25 pm. MSA

ACTION ITEMS:

- Board/Executive Committee – Complete Executive Director evaluation and forward to Karl.
- Roy – Identify two additional members of the Budget/Finance Committee. Schedule quarterly meetings to convene the committee.

- ❖ Team performance at High Performance Nationals
 - Girls Youth Team: won some matches, but had difficulty with ball control, pace of game, and ability to quickly adjust during game situations
 - Girls Select Team: had trouble finishing; mental discipline to adjust, serving under pressure, and ball control in a quick tempo atmosphere
 - Boys Youth Team: played well in some cases, but also had difficulty with ball control, pace of game and dealing with velocity of many of the balls being played

- ❖ Participation needed to improve our ability to compete
 - The added training dates prior to competition did help,
 - The girls (all age groups) need opportunities to compete together against tough opponents during the training cycle
 - Allow girls that are designated as A1 to be on floating roster than may compete in women's division tournaments on their off weekends in pre-determined divisions based on Age Group. I believe this will enable them to deal with the finesse part of the game, ball velocity, and smart-play that they don't see prior to national venues.
 - Juniors – Gold
 - Youth – Silver
 - Select - Bronze
 - The boys need to compete against tougher opponents to be more competitive at the next level
 - Since the boys don't have a continuous venue to play in, I would like for us to consider two options.
 - Creating a C-Division in the men's tournaments for boy's teams to play in so their will be a location already secured. This will help teams that are forming (grass roots clubs), and/or
 - Allowing a floating roster for the boys that are in High Performance to compete (without waiting to see if there is room) in men's tournaments. They can start in BB and move up from there once they are consistently competitive. I believe this is the only way that our young boys (15-18) will be able to see and learn how to play against tough, smart, strong and quick players. The only way to learn how to play at the pace required at Nationals in through our men's program
 - The floating rosters are in response to the limitation that players can only be on one roster. These High Performance Rosters would include players that are eligible because of their rating in the program, and the teams would not be competing for points in the standings.

- High Performance teams competing in Men's and Women's tournaments should not have to pay or at least be reduced to half price since it is a competitive training environment for region teams. I feel that this added benefit may bring out some higher quality players in the long run.

- ❖ Changes to training format
 - We will have 4 training groups as described at the year-end board meeting.
 - The groups will rotate around the state in a cyclical fashion so players will get the benefit of all coaches
 - Training cities will be Raleigh, Greensboro, Charlotte, Hickory; still confirming dates and training staff assigned to each area (I would like to have 4-6 people at each area to pool from
 - We will offer position training again this year to everyone in the region in a summer venue again, if time allows we may offer it during the training season as well
 - Some training dates may be offered on a Saturday (opposite of competition weekends), if coaches are available
 - We want to host another National Tryout in February 2010 (last weekend)

- ❖ High Performance Coaches
 - I would like to solicit coaches via email and at Impact classes
 - I would like to make it a requirement that all High Performance Coaches that coach a team at High Performance be a minimum of CAP I certified
 - Create a benefit that if a coach works three clinics during the year, then their membership the following year will be either half price or covered.

- ❖ 2010 High Performance National Championships
 - Will be held in Tennessee near Knoxville
 - Our goal is to take 1-Junior team, 1-Youth National, 2-Select National, 1-Boys Youth National
 - Take a 15 passenger van for each team