

Carolina Region/USAV  
Board of Director Annual Retreat  
August 23, 2008  
Koury Conference Center, Greensboro  
Submitted by Kevin Wendelboe, Executive Director



BOD Attendees: Fred Wendelboe, Marilyn Thompson, Brian Magee, Amber Fulk

Staff Attendees: Kevin Wendelboe

Guests: Rick Laskey, Ronnie Mutter, Blaine Tendler

BOD Non-Attendees: Pamela Dickenson, Doug Fagan, Vaughn Hastings

Registered Proxy: Doug Fagan to Marilyn Thompson

Meeting started: 8:48 am

- I. Agenda – Fred indicated the Bylaws call for the Past President to chair meetings in the absence of the President. Fred noted that we do not have a quorum at the beginning of the meeting, but Trina Sharpe and Mike Spillman are scheduled to attend later in the day. He indicated we would skip through the agenda to handle things as best we can until we have a quorum.
- II. Minutes from last meeting – The attendees reviewed the minutes of the May 4 Annual meeting. Fred suggested some editorial changes that were made. We then reviewed the minutes of the May 4 Business meeting. Kevin gave an update on the Action Items from that meeting to the board.
- III. Facility Grants – We have three more facility grants to review that came in by the May 1 deadline. The Kernersville YMCA is asking for up to \$750 to purchase pads for their referee stands and some flip scoreboards. Staff recommended approval of this grant. The second grant request was from Bushy Fork Athletic Club. They are asking for a grant to purchase volleyball equipment, bleachers, and a scoreboard. A question was asked whether this is for a for-profit facility with members. Board directed staff to gather more information before this can be reviewed. The third request was a revised request from the Sports Academy to purchase equipment for multiple Statesville schools. After much discussion, the board agreed to wait until Trina arrived to get some more information.
- IV. Officials Advisory Board update – Kevin gave updates on the upcoming national clinics, online clinics, candidates for national ratings, and proposed officials pay increase for 2009. A discussion was held about how to attract and retain officials and whether we should establish a half-day rate for those that cannot be at a tournament all day.
- V. Junior Topics:
  - A. Brian proposed establishing an award for both Boys and Girls Program areas to recognize individuals, groups, and facilities that have helped promote Junior volleyball through the years. Fred mentioned that the Meritorious Service Award is supposed to be that recognition. Kevin encouraged anyone to submit nominations annually to be recognized. Brian agreed that this award could be used for this purposes. We will work on publicizing the award and its winners better.
  - B. The board discussed juniors playing on adult teams and in adult tournaments. USAV's risk manager has recommended being careful in allowing this due to the background screen issues and differences between adult and junior play. We are not ready to ban juniors playing with adult teams and in adult tournaments since it would affect our junior boys program drastically. Staff was directed to see if a waiver can be developed that parents would need to sign before their junior player could participate in adult events to at least warn them of the potential hazards.
  - C. Online Coaches Code of Ethics – Kevin confirmed that the Background Screen Consent form may be signed electronically through the online registration this season. Our only paper form required right now is the Coaches Code of Ethics. He asked if the board would approve accepting an electronic version through our website. After some questions, all agreed that this would be a good option to include in the registration process.
- VI. Operating code – Board proofread the proposed Operating code and made changes as necessary.
- VII. Bylaws update – The Board discussed the election sections of the bylaws and made some changes. The main changes to the document will allow for online elections for our officers, allow electronic voting for the board between meetings, and remove the option of having proxies at all board and junior advisory meetings.

- VIII. 2009 Board elections – Bylaws state that the nominating committee is made up of the Boys and Girl’s Junior Representatives, the Men and Women Player Representatives and the Officials Representative. We will allow online voting this season so the nominees need to be identified at least twenty-one days before the Annual Meeting. The President must have served on the Board at least two of the last four years. The Secretary and Treasurer may also come from members of the Advisory Boards, so the candidate list for those positions are quite a bit larger.
- IX. Confidentiality and Conflicts of Interest – Karl wanted to include this on the agenda to reiterate the importance of upholding the board’s confidentiality and conflict of interest policies. We had some instances during this season where it appeared the membership was made aware of private discussions before final decisions had been made. We do have several documents that board members are to sign concerning confidentiality and conflicts of interest. Fred suggested that all board members should sign those documents annually.

Recessed for lunch at 12:10 pm

Reconvened at 1:20 pm

Trina Sharpe joined the meeting at this point to make a quorum for voting.

- X. Minutes – Motion by Marilyn, second by Brian to:

Motion 1: Approve the amended minutes from the May 4, 2008 Annual Meeting of the Carolina Regional Volleyball Association. MSA

Motion by Brian, second by Marilyn to:

Motion 2: Approve the minutes from the May 4, 2008 business meeting of the Carolina Region Board of Directors. MSA

- XI. Facility Grants - Motions from Amber, second by Trina to:

Motion #3: Approve a Facility Grant up to \$750 for the Kernersville YMCA. MSA

Mike Spillman arrived at 1:32 pm to join the meeting.

The Sports Academy Facility Grant request was discussed. Trina gave a background of the request and answered questions. Trina left the room at that point while board continued to discuss. Motion by Brian, second by Marilyn to:

Motion #4: Approve a Facility Grant up to \$9000 for the Sports Academy for the purchase of eleven referee stands. MSA

- XII. Southern Belles Appeal – The Southern Belles adult team was sanctioned \$25 for leaving the March 2, 2008 Adult tournament without fulfilling their officiating requirements. Three players stayed but could not convince the rest of their teammates to stay. The entire team was notified their memberships were suspended pending receipt of the sanction. The three players that stayed to work the match are appealing that the sanction not apply to them. Staff recommended only applying the sanction to the teammates that did not stay. Motion from Brian, second by Mike to:

Motion #5: Uphold the appeal and apply the \$25 sanction on the Southern Belles team to only those players that did not stay to fulfill their officiating requirement. MSA

- XIII. Officials Travel Policy - Motion by Marilyn, second by Brian to:

Motion #6: approve the amended Officials Travel Policy; set the Officials tournament pay policy as \$135 for Provisional and below ratings, \$150 for Regional ratings, and \$175 for National/Jr National ratings; and establish a half day at half pay category with minimum of 5 hours worked in order to attract more officials. MSA

XIV. Motion from Trina, Second by Brian to:

Motion #7: approve Tony Hill and Vaughn Hastings as our 2009 candidates for a Junior National rating with the understanding that they must continue to meet the requirements in our policy and be encouraged to seek out officiating experiences at the appropriate level. MSA

XV. Junior Topics:

- A. Recruiting Issues – The board discussed the documents sent in from the Junior Advisory Board about recruiting and tryouts. The consensus of the board was to not establish an illegal recruiting policy as it has become an issue that is almost unenforceable anyway. It becomes an allegation that is difficult to verify and prove. We will modify our current documents and the bill of rights to reflect this philosophy. Athletes will still have the right to ask to not be contacted from other clubs, and clubs and individuals that do not desist can be brought before the region on code of conduct violations.
- B. Tryout dates – There is a request to hold the younger age group tryouts earlier than the state HS Championships since those athletes are not usually involved in HS. After considerable discussion about the benefits of keeping to one date and the number of athletes affected by moving up the date, the consensus was that a minimal number of athletes in this age group would be involved in the playoffs and the benefits outweigh the risks for this group. A particular discussion was held about limiting this change to 14 and under and below, but it was eventually agreed the 15 and under group could also benefit. Motion by Marilyn, second by Brian to:

Motion #8: establish a tryout start date of the Saturday two weeks before the state HS Championships weekend for all age groups 15 and under. MSA

Motion by Brian, second by Trina to:

Motion #9: Establish a signing date of nine days after an age group's initial tryout date. MSA

XVI. Adult Topics

- A. We are receiving complaints from teams and tournament directors that some adult teams are showing up late to tournaments and affecting the start time and play. We have had some suggestions to address this. One suggestion was to move the start time for the Captain's meeting to 8:30 am. The board agreed with this. Motion from Trina, second by Marilyn to:

Motion #10: Establish a sanction of one point per minute up to a maximum penalty of one complete set for adult teams that show up after their first scheduled play or officiating assignment. MSA

- B. Super Bowl weekend – It was agreed to try to run a modified format similar to what we ran a few seasons ago on Saturday, January 31 so both Men and Women would finish on that day.
- C. Last Place teams – A question was asked whether to make the last place teams in the pool work the first round of playoffs like we do for Juniors. After discussion, there was no change to the existing policy.
- D. Adult Representatives to the Board – All agreed we should have some sort of online voting for the Representative positions. The big issue is identifying candidates for those positions.

XVII. Due Process Policy – We had some issues arise this past season where our Due Process policy was invoked. These instances helped identify some areas where our policy needs improving. Fred made some initial suggestions to improve the policy and will be reviewing it more in depth with Karl for other possible improvements. Motion from Mike, second by Trina to:

Motion #11: Approve the Carolina Region Due Process Policy as amended. MSA

XVIII. National Association of Volleyball Regions – Kevin gave an update on this organization created by some regions that are dissatisfied with USA Volleyball. Kevin still does not see a reason why we need to join them.

- XIX. Staff Reorganization – We have posted on our website job announcements for our four open positions: Coaches Program Director, High Performance Program Director, Officials Program Director, and Administrative Assistant. We have three applications already for the HP Program Director and two for the Coaches Program Director. Kevin asked how the positions would be hired. It was decided that Kevin would interview the candidates and make a recommendation to the Executive Committee for final approval before offering the jobs. The Executive Committee met over lunch to discuss particulars on the Executive Director position. Motion by Brian, second by Trina to:

Motion #12: Ask the Executive Committee to negotiate a contract with Kevin Wendelboe to fill the Executive Director position. MSA

- XX. Bylaws Revision – Motion by Marilyn, second by Amber to:

Motion #13: Approve the Carolina Region Restated Bylaws as amended. MSA

- XXI. Motion by Mike, second by Brian to:

Motion #14: approve the 2009 Carolina Region Operating Code as amended. MSA

- XXII. 2009 Budget – The Board reviewed the proposed budget as prepared by Kevin. Some questions were asked about the pay for clinicians and raters. The board agreed to raise the pay for official's clinicians to \$200 for full clinic and \$125 for re-cert clinics. We will pay raters \$150 per day plus travel. The board discussed the Annual Club fee of \$60 and decided to eliminate this fee and allow all Girls' clubs the privilege of Club Player Movement within the guidelines of the Club Player Movement Policy. The board decided to not raise any other fees in order to make up for that eliminated income. We will balance the budget by transferring money from reserves. This budget will still change slightly depending on the negotiations with the Executive Director position. Motion by Marilyn, second by Amber:

Motion #15: to approve the amended 2009 Budget. MSA

- XXIII. President's position – The Board discussed the open President's position. Motion by Marilyn, second by Brian to:

Motion 16: Appoint Fred Wendelboe to serve the remaining term as President. MSA

Fred indicated that he would ask Karl to continue in the Past-President role through the 2009 elections.

- XXIV. Other Business –

- A. Kevin mentioned that he sat in on seminar for an online event management system. It would serve our purposes to pre-registrations for all our clinics. We do not know if Chuck is willing to continue to program and host our current pre-registration system on his website. Board directed to Kevin to negotiate with Chuck to continue with that service. If he does not agree then we can look at this other service.
- B. Boys Volleyball – Kevin had samples of a Boys Volleyball brochure that USA Volleyball has distributed that can be customized in the Regions. We still plan to create a boys section of website where we could post this brochure and other content. Kevin and Brian will continue to work together to create this section.

- XXV. Motion by Trina, second by Mike to:

Motion 17: adjourn the 2008 Annual retreat of the Carolina Region Board of Directors at 5:48 pm. MSA

## **ACTION ITEMS:**

- Kevin – Investigate Bushy Fork Athletic Club organization for Facility Grant application
- Kevin – Update Recruiting, Tryout, Due Process, Operating Code, Bylaws, and Tournament Director Handbooks with policies established at this meeting.
- Executive Committee/Kevin – Negotiate salary/benefits package for Executive Director position