



Friday, June 19, 2015:

BOD Attendees: Michael Spillman, Jim Ross, Fred Wendelboe, Tina Readling, Andre Hargrove, Trey Mainwaring, Glenn Cashion, Scott Castevens

Staff Attendees: Kevin Wendelboe

Meeting started: 8:00 pm

- I. Agenda – Kevin presented the initial agenda for the weekend. Items can be added or moved around depending on how the discussions proceed.
- II. Finance Report – Kevin presented the current Finance Report. We are having a very successful season financially, and should end with a sizable surplus. Travel for the two High Performance teams will be sizable, however, and will ultimately affect our final financial standing. Flights to Des Moines averaged \$600 and that is the maximum we are charging the HP Travel team participants. So, lodging, uniforms, apparel, coaching stipends, and meals will all be subsidized by the Region budget. We grew again in total members so that has had a positive impact on the budget. The Board discussed various ways to use the surplus but no final decisions were made.
- III. Noble Exchange Merchant Services – USA Volleyball informed the regions during the Detroit RVA meetings that there may be an added Credit Card merchant option for Regions to use with the Online Registration system. Noble Exchange is a Credit Merchant provider that would allow the Regions to pass along the credit card transaction fees to the users. Members would have the ability to try any of their available credit cards to see which card would give them either the lowest fees to use or the highest rewards if their card offers awards (cash back, miles, etc.). If we chose to use this merchant for membership payments and tournament entries, we could save over \$25,000 in credit card fees. There were varying opinions on whether the Region should pass these fees on to our members. No action was taken on this topic, and Kevin will gather more information from USA Volleyball about how the service would work inside of Webpoint.
- IV. Outdoor Program Discussions – Kevin gave a report on some incidents that occurred at a recent Junior Beach Tour event in Charlotte. The problems that occurred during and after the event could be prevented if the Region standardizes the playoff procedures for tournaments earning a bid to our Regional Championships. The Board agreed that we should establish a set of standardized playoff and seeding procedures for all events on our Junior Beach Tour. Scott and Glenn will send Kevin how the procedures they use for their events. Kevin will forward on to Mark who can work on compiling them into a Region document for finalization and approval before next year's Junior Beach Tour. We had a brief discussion on the Outdoor Beach Rankings provided by USA Volleyball. We will make suggestions to USA Volleyball Beach staff to make the rankings more user-friendly with some search and filter options for the rankings.
- V. Points System – Kevin discussed some of the enhancements we are looking at making this summer to the system. Karl will be working on some new features this coming week. A question was asked whether we could give more weight to wins occurring in playoffs versus pool play victories. Some teams have different roster philosophies in pool play so may not put as much emphasis as winning every set in pool play. Winning in the playoffs should be rewarded more. Kevin will ask Karl if there is ability to adjust the weighting of the system towards playoff wins. We also discovered whether we could insure that all teams that make playoffs earn a bonus for making the playoffs. Currently, a team has to win in the playoffs in order to earn points. One other improvement suggested was to add a search filter at the top so users can find their team in the listing easier.

Recessed for evening at 10:41 pm

Saturday, June 20, 2015:

BOD Attendees: Michael Spillman, Jim Ross, Fred Wendelboe, Tina Reading, Andre Hargrove, Trey Mainwaring, Glenn Cashion

Staff Attendees: Kevin Wendelboe, Marilyn Thompson, Wade Brence

Board reconvened at 9:02 am

VI. Officials Program Discussions:

- a. Kevin briefly reviewed the Mentor Program that Brian Webb, Ronnie Mutter, and Stephen Shepherd are developing for next season.
- b. A question was asked if the Region has a Policies and Procedures manual. Kevin indicated that most of our policies are in the Operating Code and other Policies and Procedures are written down but not in a formal manual. Motion by F. Wendelboe, Second by J. Ross to:

Motion 1: direct staff to review all our policies and procedures and compile into a Policies and Procedures Manual. MSA

- c. A question was asked if we had any formal way for coaches or participants to evaluate tournaments or officials. We used to have a Tournament Evaluation form that was available online and on site at tournaments. It was not providing useful information so we stopped collecting the information. But it is something we could re-implement if we had useful questions to ask. Tina will work on a tournament survey that we can use to collect information. Marilyn will work on a survey for feedback on officials that coaches will be able to use.
- d. The board reviewed the Junior Referee and Junior Regional Referee certification language on the Region website. Since players with a Junior Referee certification can work as a professional referee, we will add language to clarify that to their certification description.
- e. Kevin opened a discussion on our current payment structure for our professional officials. We currently pay officials based on their ratings and the officials receive their pay regardless of how many matches they work. We try to schedule at least one extra official at each site so the officials will not have to work every match during pool play. However, there are times when we do not have enough officials and we can only schedule one referee per court (or less). This may not happen as much now that we have scheduled play on Sundays, but it may still happen on a limited basis. When that happens, Kevin proposed we pay the officials assigned to a tournament that does not have more than one referee per court assigned a bonus of \$50 to their standard pay. The Board agreed with this proposal and it will be built into the next budget. A question was also asked whether the Junior Referees should be paid the same as the Adult Professional officials. Motion by F. Wendelboe, second by T. Reading to:

Motion 2: create a fourth Officials Pay Compensation Level for Junior and Junior Regional Referee certifications. The Pay category will be established at the current entry level pay as determined annually by the Region during its budgeting process. MSA

Kevin mentioned that he intends to propose an increase in the pay levels for officials for next season. The new proposed pay levels will be: Junior/Junior Regional: \$140; Provisional: \$145; Regional: \$155; Junior National/National: \$180. The board agreed to this proposed pay structure.

VII. High Performance Program Discussions:

- a. Kevin and Wade gave an update on this season's HP activities. We tried to schedule more HP clinics throughout the season with limited success. It is difficult to get players and coaches to attend clinics while the club season is in season.

- b. Board discussed the intended purpose of the program. Main purpose continues to be to raise the level of play within the Carolina Region. The Board agreed that the way to do that on a global basis is to raise the level of coaching and coaching education in the region. This will become more of a focus for the Region than individual HP player clinics. With a shift in focus to Coaching Education, we will then emphasize to the coaches to begin outreach programs for Player Development.
- c. The Board outlined two major focuses for the High Performance Program for the next two to three seasons:
  - i. We will offer subsidized CAP clinics in the Region, perhaps in different parts of the state over each season. We will hold a CAP I clinic for the 2015/2016 season and a CAP I/II clinic in 2016/2017. For 2015/2016 we will look to host the clinic in December in the Raleigh/Triangle area. Board approved a 25% up-front subsidy off the costs of the CAP Clinic for Carolina Region coaches. Coaches will also be eligible for an additional 45% rebate once they complete their CAP certification and perform a player outreach clinic at their local club, YMCA, school, Boys/Girls club, etc. We will see if USAV or John Kessel has a module they can include in our CAP clinic that will teach them about giving that Player Outreach clinic.
  - ii. We will also identify and develop a cadre of coaches that are in the National HP pipeline that will direct our Coaching Education efforts in the Region. We will target college coaches for this cadre. They will be trained to present a unified training method for the coaches education program. This cadre of coaches will be available to be used by the Junior clubs for individual player and coaches clinics. We will also use this cadre for special HP Player Clinics.

The board confirmed that our focus will be on Coaches Education during the next several seasons. We will not be offering as many HP Player Clinics as we have held in the past and we will not look to form HP Travel Teams during these seasons. It is hoped that the renewed focus on Coaching Education will drive improved player development throughout the clubs. Once that occurs, it may spur opportunities for the Region to reinstitute specialized player clinics and Travel teams in the future.

#### VIII. Adult Program Discussions:

- a. Board discussed the adult tournament schedule from last season. We highlighted what went well with focusing on the college clubs and what did not go well. Although the number of men's teams went up, it was not sustained for more than one tournament. We were not able to capture the women's club programs. Questions were asked and discussed about what we have to offer college programs that they do not already have.
- b. It was suggested that we should target recreation leagues and YMCA's that already have successful programs. We have done that in the past. We can help them with their officiating training programs, but we really do not have much more to offer them that they do not already have. That has been the difficult hurdle we have had with existing leagues.
- c. It was decided that to maintain our position as a vital resource for volleyball information in North Carolina, we should offer to provide a place on our website where people can find opportunities to play adult volleyball in North Carolina. We will reach out to the YMCA's and leagues and offer to post their information on our website to try to increase participation.
- d. The Board decided rather than to schedule a listing of potential adult tournaments, we will focus on one two day adult tournament in the Hi Neighbor theme. We will approach the Greensboro SportsPlex to see if they will host a two day tournament on January 16 & 17, 2016. Mike, Tina, and Andre will chair the committee to try to put that tournament together.
- e. The Region will continue to sanction adult tournaments for hosts that want to run adult tournaments, but the Region will not put a formal schedule together in 2016.

#### IX. Junior Division Discussion:

- a. 18's National Bid tournament – The schedule we approved in May had the 18's bid tournament on February 14. This is President's Day weekend and many of our teams may be playing in multi-day tournaments out of Region. It was requested that we find another date for our 18's Bid tournament. Motion by T. Readling, Second by J. Ross to:

Motion 3: move the 18's Bid tournament to February 28. MSA

- b. Club Transfer Policy – Kevin updated the board on situation that occurred this season in the Chesapeake Region. It still has not been resolved, but it has prompted Regions to review their policies and make sure they are clear. Kevin reviewed the Carolina Region’s current Club transfer policy and asked if we should update it to make it clearer. Motion by J. Ross, second by G. Cashion to:

Motion 4: update Section V. D. of the Carolina Region Operating Code to the following:

**D. Clubs:** The Carolina Region’s registration system requires all indoor teams to be a part of a club. A club shall consist of one or more teams that choose to register as one organization within the Carolina Region. An individual player may only affiliate and participate with ONE indoor club each USAV indoor season (the USAV indoor season begins on September 1 and concludes at the end of the USA Junior National Championships). Petitions to move to a different indoor club during the indoor season will **only** be considered for:

- (a) movement before the first tournament of the season and at agreement of both clubs (if Athlete Letter of Commitment Form signed);
- (b) a club totally disbands before February 1; or
- (c) the athlete moves to a different part of the state than their original club.

If none of the above situations apply, then a player who has played with his or her registered team in USAV-sanctioned junior volleyball season competition is forbidden from transferring to another indoor club. The Carolina Region retains the right to approve or deny a petition for club transfers. MSA

- c. A question was asked whether our Junior season was too long. Our participation rates in the Junior Regional Championships have remained consistent for the past several seasons. There was not a consensus to look at adjusting our current length of season.
- d. Boys – Glenn outlined several ideas and plans he has to promote and grow boys’ volleyball. He wants to go to Middle schools and put on clinics and exhibitions targeting boys. It was suggested to see if we could get a grant from USA Volleyball for this program. Glenn will promote to clubs a successful program his club has had in asking the girls to invite a boy in to a practice for a coed tournament.
- e. Fred would like to promote to Junior clubs the upcoming World League Finals and Women’s Grand Prix Finals that will be hosted in Omaha. It is hoped that clubs can organize “viewing parties” for their clubs as a way to promote the events and bring clubs together outside the traditional club season. The Region will work with USA Volleyball to provide a template for these to the clubs.

X. Adjournment

Motion by T. Readling, second by J. Ross to:

Motion 5: adjourn the 2015 Annual retreat of the Carolina Region Board of Directors at 4:26 pm. MSA