



Friday, June 12, 2020:

BOD Attendees: Jim Ross, Michael Spillman, Krista McGivern, Tina Readling, Doug Balsler, Chris Treadway, Ron Strickland, Fred Wendelboe, Tony Hill

BOD Absent: Dylan Mulkey, Darren Roberts

Staff Attendees: Kevin Wendelboe, Wade Brence, Brian Webb

Meeting started: 7:00 pm

I. Welcome/Agenda

II. Finance Report –

- a. Our financial situation as of June 12 is strong. We had another season of growth in junior membership this season. We are projected to finish the fiscal year with a sizeable surplus based on the growth and the cancellation of events that reduced our expected expenses/losses.
- b. Paycheck Protection Program update – the Region applied for and received a PPP loan of \$27,895. Based on recent changes to the program by Congress, we should have no issues with receiving forgiveness for the loan. After discussion, it was decided to save those funds in reserve for the uncertainty facing us in 2021. Board discussed ways we could use the rest of our projected surplus to help clubs with facilities and officials that are struggling at this time. Motion by T. Readling, Second by T. Hill to:

Motion 1: form a committee to put together a \$50,000 grant program for Carolina Region officials and club that are struggling during the COVID-19 crisis. **Motion Approved.**

Since a lot of our board members will have a conflict of interest with the grant program, the grant committee will be made up of Jim, Fred, Mike, and Tina. Kevin will outline a proposal for them to start with and once approved, we will announce to clubs and officials.

- c. 2021 Budget Discussions – Kevin discussed some of the changes we will see with budgeting as USAV moves to the new Member Management System. A member will now see two charges when registering for membership: a region membership fee and a USAV member fee which consists of Admin fees and insurance fees. This will mean the region no longer needs to perform a monthly member report to USAV and will not be collecting or paying the USAV portion. Our income and expenses will no longer reflect those fees we had collected in the past. Board discussed whether to continue including the USAV magazine automatically in our memberships. The latest stats show only 25% of members are opening the email and only 2% are clicking to go to view the magazine. The new system will allow members to opt-in and purchase the magazine if they still want it. Motion by T. Readling, Second by D. Balsler to:

Motion 2: no longer include the USAV Digital Magazine automatically with our membership categories. **Motion Approved.**

Board decided to continue to pay the credit card fees for our portion of the membership dues. We will also continue to offer the Boys grant for 2021.

- d. Facility Grants – we had two facility grant applications come in this year: (1) East Carolina Juniors is requesting \$5,000 to add a parking lot for their facilities; (2) Cox Mill HS is requesting three new net systems for their facility. Board discussed purpose of the grant and the intent to be used mainly on volleyball equipment. Many expressed concerns with using money to purchase property or non-volleyball purposes. Motion by J. Ross, Second by T. Readling to:

Motion 3: deny the facility grant request from East Carolina Juniors. **Motion Approved.**

Motion by F. Wendelboe, second by J. Ross to:

Motion 4: direct staff to evaluate Cox Mill HS to confirm suitability for tournament hosting. If facility is approved by staff for future hosting, then board authorizes the purchase of two net systems for Cox Mill HS. **Motion Approved.**

III. Hall of Fame – We had one individual nominee and one team nomination this cycle. Olympian Megan Hodge Easy was nominated in the Player category. The 2005 International Jammers men’s team was nominated for the Court of Honor. They won the Men’s A National Championship that season. Motion by F. Wendelboe, second by C. Treadway to:

Motion 5: approve adding Megan Hodge Easy and the 2005 International Jammers to the 2021 NC Volleyball Hall of Fame Ballot. **Motion Approved.**

Kevin will put the ballot together and send out to board and all past winners for voting. The induction will take place in 2021. Fred discussed some possible changes. It was decided to put together a committee to discuss and bring to the board later for possible updates. Fred, Tina, and Tony agreed to be on the committee.

IV. Tournament System – The main new feature to our Tournament System was adding a Tournament entry deadline line on the tournament pages so users would see when the entry deadline closes and when assignments will be made. That line goes away once the site assignments are posted. Karl and Greg had a major project at work that prohibited them from working on the system as much as they would like. They are hopeful we can get some more of our wish list incorporated over the summer.

Meeting Recessed at 9:16 pm

Saturday, June 13, 2020:

BOD Attendees: Jim Ross, Michael Spillman, Krista McGivern, Tina Readling, Doug Balsler, Tony Hill, Chris Treadway, Ron Strickland

BOD Absent: Dylan Mulkey, Darren Roberts, Fred Wendelboe

Staff Attendees: Kevin Wendelboe, Wade Brence, Brian Webb

Guest: Stephen Shepherd, Indoor Referee Chair

Meeting reconvened: 9:00 am

V. Updated Policies – Kevin reviewed several policy issues or documents that needed addressing based on some situations during this past season and improvements the new Member Management System will have for collection. Motion by T. Hill, second by D. Balsler to:

Motion 6: require members of the Carolina Region Board of Directors to submit the Board Attendance and Ethical Behavior and Conflict of Interest forms electronically each year. **Motion Approved. See Appendix A**

Motion by R. Strickland, Second by M. Spillman to:

Motion 7: approve the Carolina Region Refund Policy. **Motion Approved. See Appendix B**

Motion by T. Hill, Second by J. Ross to:

Motion 8: approve the Club Director Registration form and require clubs to agree to it annually when they register/affiliate with the Region in the Member Management System. **Motion Approved. See Appendix C**

With no objection, Board entered Executive Session at 9:50 am to discuss financial contract issues. Board exited Executive Session at 10:00 am.

Meeting Recessed at 10:00 am for the Annual Meeting

Meeting Reconvened at 10:18 am

VI. Junior Program Discussions:

- A. Kevin presented a proposed 2021 schedule assuming no ongoing issues from COVID-19. We will continue to evaluate government recommendations and orders and make adjustments as needed. Based on when Easter is again in 2021, the schedule is pretty much aligned with this past season. Just updated to correct dates for the weekends. Motion by T. Hill, second by D. Balser to:

Motion 9: approve the 2021 Junior Tournament Schedule as proposed by staff. **Motion Approved. See Appendix D**

Board briefly discussed some possible format options to incorporate if there are mass gathering restrictions still in place next year. We will ask the Junior Advisory Board for feedback on the options and continue to evaluate if needed.

Mike Spillman departed the meeting at 11:40 am for another obligation.

- B. Tryouts – Board discussed idea of having an early signing period for clubs to re-sign players in their club for the following season. Many regions have this in place currently. We will poll the club directors on this possible change and look to implement for 2022 season if approved. Motion by T. Reading, second by D. Balser to:

Motion 10: approve the proposed Tryout policy with understanding that we will continue to monitor state and local conditions concerning the COVID-19 response and could make adjustments later as needed. **Motion Approved. See Appendix E**

- C. Playoff Seeding – We received a request to look at criteria used to seed teams into playoffs when pool size is not equal. Teams are playing a different number of sets so using set percentage as one of the seeding criteria should be evaluated. The board discussed and no action was taken.
- D. Kevin indicated that the USAV Rules Commission recently surveyed regions about possible rule changes in the future. One change being considered is the double contact rule. The commission is looking for regions to test a new rule about double contacts on a team's second contact and provide feedback. Motion by T. Reading, second by T. Hill to:

Motion 11: implement the double contact test rule for our 12 and under one-day tournaments. We will collect data on the experience and send to the USAV Rules Commission. **Motion Approved.**

VII. Board Issues

- A. 2021 is an Officer Election year. Our bylaws set the Nominating Committee as the Girls and Boys Junior Reps and the Officials Rep. All current office holders may choose to run for re-election. As we get into 2021, Kevin will get with the committee and announce the election and seek additional nominees.
- B. Special Advisory Position – Fred Wendelboe’s one-year term is up. He is willing to continue if the board agrees. Motion by J. Ross, second by T. Reading to:

Motion 12: appoint Fred Wendelboe as an At-Large member of the board with vote for a one-year term.
Motion Approved.

VIII. Officials Program Report:

- a. Kevin and Stephen reviewed the participant numbers in the Officials Program as well as some National referee updates.
- b. Board reviewed the clinic results from last season. The changes implemented went well. Scheduling the clinics was much easier with the lower number of participants allowed to attend in person. Board discussed some additional enhancements that will be available this year. People are used to video conferencing now so that may be more of an option for training. Motion by T. Hill, second by J. Ross to:

Motion 13: change the in-person clinic to cover the scorer clinic only. The referee portion of the clinic can be done either online in the USAV Learning Management System or through video conferencing.
Motion Approved.

IX. General Discussions:

- a. Tina gave a brief overview the Beach High School and club programs. We are hearing of more and more conflict between beach clubs as the program grows. We will continue to monitor and look to putting in some best practices for beach clubs similar to what we do with indoor.

X. Adjournment

Motion by C. Treadway, second by K. McGivern to:

Motion 14: adjourn the 2020 Annual retreat of the Carolina Region Board of Directors at 1:20 pm.
Motion Approved

Appendix A

CAROLINA REGION/USA VOLLEYBALL BOARD OF DIRECTORS' MEETING ATTENDANCE POLICY



It is the responsibility and duty of all Carolina Region Board of Director ('Board') members to attend all scheduled Board meetings and the Annual Retreat. The Board meetings and Retreat are planned at least one month in advance, which gives all members ample time to schedule around these dates. If a meeting has to be rescheduled, then consideration will be given to members who are unable to attend. The Board meetings should always take precedence over other volleyball-related functions, unless otherwise directed by the President.

If a member cannot attend a Board meeting, then the President or Past-President should be contacted as soon as possible. It is each Board member's responsibility to send to the President or CEO any information on which the Board member was scheduled to report to the rest of the Board.

Elected Board members are expected to miss no more than one meeting during the calendar year without sufficient reason approved by the President. It is at the discretion of the President to decide when an appointed Board member has missed too many meetings that the member can no longer perform adequately. The President may then remove the appointed member from the Board. The attendance records of all Board meetings are to be published as part of the minutes of each meeting and posted to the Region's web site available to the public.

If at any time a Board member, elected or appointed, feels that he/she can no longer fulfill the responsibilities, the President is to be notified. Any Board member who is removed or resigns will be replaced as outlined in the Region Bylaws.

SIGNED: _____ DATE: _____

Appendix A

**ETHICAL BEHAVIOR AND CONFLICT OF INTEREST
CAROLINA REGION BOARD OF DIRECTORS**



Those who choose to serve the Carolina Region (later referred to as “Region”) of USA Volleyball (USAV) as volunteers are held to a high standard of conduct. As the Region is the local governing body for volleyball in conjunction with USAV and the United States Olympic Committee, its volunteers must assume an obligation to subordinate individual interest to the interests of promotion and development of volleyball. What may be considered acceptable conduct in some businesses may be inappropriate in the service of volleyball.

Those who serve the Region must do so without expectation of personal gain, to avoid any institutional loss or embarrassment and to behave in such a way that the organization’s trust and public confidence are enhanced. It is important to avoid any real conflict of interest as well as to avoid even the appearance of a conflict of interest.

While no set guidelines can guarantee acceptable behavior, the principles which guide behavior in this area are early disclosure, physical absence and non-participation in the decision-making process where personal or family gain is a possibility, and a commitment to honor the confidentiality of organizational information. All conduct is founded on the individual’s own sense of integrity. Any individual accepting the honor of serving the Region must also accept the burdens of public disclosure and public scrutiny.

In our complex society, the intermix of volunteer work, business interests, governmental activity and family relationships often create potentially conflicting interests. What is required is disclosure of conflicting interests when they arise as well as physical absence from and strict non-participation in any evaluation process relating to the matter in question.

Occasionally last minute decisions must be made by Region volunteers that preclude the concepts of early disclosure and absence from the decision process. In these situations, the Region’s needs must clearly outweigh any potential gain by the volunteer, and the volunteer must promptly report the situation to the President or Past-President.

Integral to this policy is enforcement. It is suggested that any violation of this policy may be penalized at the discretion of the Region Board of Directors.

The following guidelines are not a precise road map to acceptable conduct--they are signposts. Each individual must find his or her own way:

1. The business of the Region is to be conducted in observance of both the spirit and letter of applicable federal, state, and local laws.
2. Region properties, services, opportunities, authority, and influence are not to be used for private benefit.
3. All individuals who participate with the Region will disclose the nature and extent of an actual or potential conflict of interest when it occurs in the evaluation of an issue and will avoid evaluating or voting on the matter involved by being physically absent during the evaluation and vote. This includes the awarding of contracts, the purchase of goods and services, and the allocation of Region resources for personal use.
4. Gifts, cash, travel, hotel accommodations, entertainment, or favors are neither to be given nor received except those of nominal value exchanged in the normal course of business. For example, the trading of pins and mementos is acceptable conduct. Sports, media, entertainment, and other organizations may invite Regional personnel to attend sports and social events of more than nominal value. Such invitations may be accepted if they are part of open and generally accepted practices, serve to promote the best interests of the Region, would not embarrass the individual or the Region if publicly disclosed, and do not compromise the objectivity and integrity of the recipient or donor. Gifts and favors of more than fifty dollars (\$50) value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told that the gift is being accepted in behalf of and will be delivered to the Region.
5. All are expected to exhibit honesty, loyalty, candor, and professional competence in their relationships with the Region and each other.
6. Each individual has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

By signing below, I affirm that I have read and agree to follow the Carolina Region Board of Director Ethical Behavior and Conflict of Interest principles on this page and the Board of Directors Responsibilities found on other side of this form.

SIGNED: _____

DATE: _____

PRINTED: _____

Appendix B

Carolina Region Refund Policy

All refund requests should be emailed to office@carolinaregionvb.org by the indicated timeline to be considered.

MEMBERSHIPS:

NOTE: Applicants will now see two charges when registering for membership with the Region: (1) Carolina Region Memberships fees; and (2) USA Volleyball Admin and Insurance fees. Additionally, adult applicants that need a Background Screen will be directed to another site and that fee will be collected during that process as well.

This Refund policy refers to the Carolina Region membership fees only. Refer to the USA Volleyball refund policy for information on their portion of the registration fees. The Carolina Region will automatically make a refund request on behalf of our members when a valid refund request is received, but the decision on a refund for the USAV fees is entirely made by USAV. Once a member participates in a USAV sanctioned event, USAV Insurance fees are non-refundable.

All Youth, Tryout, One-event (one-day and multi-day), League, Outdoor, and Background Screen fees are NON-REFUNDABLE. Any other Limited membership categories created for a season would also be NON-REFUNDABLE.

For full-season membership categories, the Carolina Region will refund 75% of the region membership dues collected if the refund request is received within 30 days of the initial registration date. The Carolina Region will refund 50% of the region membership dues collected if the refund request is received within 31-45 days of the initial registration date. There will be no refunds granted for any requests received 46 days or later than the initial registration date.

TOURNAMENTS:

Team withdrawals from a tournament more than 2 weeks before the tournament, will receive a full refund/credit of entry fees paid to use towards other tournaments. If a withdrawal is received 1-2 weeks before the tournament AND the Region can replace the team in the tournament, then the team will receive a 50% refund/credit. If a team cannot be replaced or for withdrawals less than a week before the tournament, there are no refunds for any reason as the Region is committed to paying the Tournament Host for the team at that time.

Appendix C

Annual Club Application

By affiliating with the Carolina Regional Volleyball Association (CRVB), the club agrees to:

1. Provide for the proper registration of athletes, coaches, chaperones, team reps, club officers and club directors with the CRVB.
2. Provide timely information to parents and athletes regarding club finances and club participation (including information on: costs of uniforms, tournaments and all other activities planned for the team/club; club practices; competition schedules; CRVB registration and transfer policies; and CRVB recruitment and tryout policies [see #9 - #12]).
3. Abide by the policies and rules of the CRVB governing the hosting of and participating in sanctioned tournaments and events.
4. Strictly enforce the USA Volleyball Code of Conduct signed by each participant and insist that all club members/participants compete in a spirit of friendship and good sportsmanship.
5. Provide for the safety and proper instruction of athletes at all events as required by the policies of the CRVB, and ensure that all coaches and club personnel are: members of the CRVB; have passed a USAV background Screen; are SafeSport trained; that all head coaches are adults; that a head coach is present with each team at all practices and sanctioned tournaments; that all coaches are IMPACT certified; that they will advise only within the reasonable boundaries of their competence; and that coaches act politely, respectfully, and courteously to all.
6. Ensure that the activities being undertaken are suitable for the age, ability, fitness and experience levels of the athletes being taught.
7. Prohibit the harassment, discrimination, use of abusive words or actions, or the coercion of athletes, and ensure that all athletes are treated with respect. Recognizing that harassment comes in many forms, including verbal, physical and emotional, the club will take steps to ensure that such behavior is not present in the club program. Current SafeSport training and USAV background screen is required for all adult individuals associated with junior activities such as club directors, club administrators, team reps, coaches, and chaperones.
8. Ensure that club administrators and coaches know the North Carolina high school athletic rules and policies and will follow those rules and policies applicable to club sports while conducting club activities.
9. Follow the CRVB recruitment policy, which can be found [at this link](#). The club and all affiliated individuals agree to no longer contact a player or family that has specifically asked to not be contacted for a particular USAV season.
10. Follow the CRVB Junior Tryout policy. Post it or a link to it on the club's website where tryout information is noted. [Link to policy will be provided here]

Appendix C

11. Certify the following is true: “the CRVB Tryout/Commitment policies will be followed as a part of forming any teams being registered for the current CRVB/USAV season.”

12. Acknowledge that “Violations of the Tryout/Commitment policies may subject the club directors and possibly any players or coaches involved in the violation to suspension from CRVB along with a non-refundable revocation of all team fees submitted.”

13. Insure that required registration applications, USAV background screens and current SafeSport training have been completed, and that all head coaches and assistant coaches have the required IMPACT certification prior to coaching their first USAV/CRVB sanctioned event (including practices/tryouts).

14. Commit to promoting the strict adherence to the CRVB Participant/Spectator Behavior Policy and Purple Card policy to all coaches, athletes, and families in the club. Provide a link to the policies on your club website. The club must support and help enforce any sanctions imposed on club members or any family member associated with the club for violations of behavior policies. Any violations witnessed by club personnel should be handled proactively to reinforce a zero-tolerance atmosphere for all CRVB events.

15. To comply with the requirements of MAAPP (Minor Athlete Abuse Prevention Policies – a SafeSport requirement), as a Local Affiliated Organization the club has implemented the following required athlete abuse prevention policies:

- One-on-One Interactions, including meetings and individual training sessions (Covered Organizations/LAOs are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
- Massages and rubdowns/athletic training modalities
- Locker rooms and changing areas
- Social media and electronic communications
- Local travel
- Team travel

For further details please go to: <https://www.teamusa.org/usa-volleyball/about-us/safesport/maapp>

By affiliating with CRVB, the club agrees to adhere to the safety principles above as well as the current CRVB Operating Code of the organization. Any violations will be handled by the CRVB Due Process Policy.

Appendix D



***APPROVED 2021 JUNIOR TOURNAMENT SCHEDULE**

December, 2020:

26-27 – Quest New Year’s Tournament

January:

2 - Regular season tournaments begin; All divisions for age groups 14’s, 17’s

3 - Regular season tournaments begin; All divisions for age groups 15’s;

9 - All divisions for age groups 13’s, 16’s, 18’s;

10 - All divisions for age groups 12’s

16-18 – City of Oaks Tournament – Raleigh Convention Center; (MLK trns)

23 - All divisions for age groups 15’s, 17’s;

24 - All divisions for age groups 14’s

30 - All divisions for age groups 12’s, 16’s; 18’s

31 – All divisions for age group 13’s

February:

6 - All divisions for age groups 14’s, 15’s; Queen City (Feb 6-7); (ACT Test Date)

7 - All divisions for age groups 17’s

13 – All divisions for age groups 12’s, 13’s; 16’s

14 - All divisions for age groups 18’s

20 – All divisions for age groups 14’s, 17’s;

21 - All divisions for age groups 15’s

21 – National Bid tournament – 12’s, 13’s, 16’s, & 18’s age groups

27 - All divisions for age groups 12’s, 13’s, 18’s;

28 - All divisions for age groups 16’s

28 – National Bid tournaments – 14’s, 15’s, 17’s

March:

6 – All divisions for age groups 14’s, 15’s;

7- All divisions for age groups 17’s

13 – All divisions for age groups 13’s, 16’s, 18’s; MAPL Raleigh (Mar 13-14); (SAT Date)

14 - All divisions for age groups 12’s

20 – Regional/East/West Championships for age groups 15’s, 17’s;

21 – Regional/East/West Championships for age groups 14’s

27 – Regional/East/West Championships for age groups 12’s, 16’s, 18’s

28 – Regional/East/West Championships for age groups 13’s

April:

4 - Easter

17-18 – Junior Hi Neighbor (ACT Test Date)



APPENDIX E
Carolina Region/USAV
Tryouts

The Carolina Region Board of Directors has issued the following policies to address some of the issues about Club tryouts and the signing of players with the goal of creating a fairer and more athlete-friendly process for the beginning of the Junior Girls’ volleyball season.

Tryouts:

There will be TWO announced Girls’ tryout periods that clubs are encouraged but not required to adopt. (1) The FIRST tryout period will begin on **Saturday October 24, 2020** for the following age groups: **U14, U13, and U12**. (2) The SECOND tryout period for the **U15, U16, U17, and U18** age groups will begin **Sunday, November 8, 2020** (after the North Carolina State Championships for public High Schools on November 7, 2020). The Carolina Region/USAV will not publish any tryouts for girls’ teams on its website that occur before these dates for the respective age groups. Some middle and private school seasons can last longer than the High School season, so the Region recommends club directors check with Middle and/or private school coaches in their area to determine optimum tryout dates for their various age groups.

Signing Dates:

Clubs are encouraged to allow players the opportunity to attend more than one club's tryouts. The Carolina Region **requires** that clubs adopt a signing date of 6:00 pm THURSDAY following the initial beginning tryout date: **FIVE DAYS - Oct. 29, 2020 at 6 pm** after the FIRST Tryout Period begins for the **U12, U13, and U14** age groups and **FOUR DAYS - Nov. 12, 2020 at 6 pm** after the SECOND Tryout Period begins for the **U15, U16, U17, and U18** age groups. Clubs must hold an offer open to a player to join a particular team in the club or the club in general until the respective age group signing date. If a player commits by the signing date, clubs must honor their commitment or the club may be considered to have violated the RVA/USAV Code of Conduct. *Players may voluntarily commit to a club at any time following the club’s tryouts but should not be pressured to do so.* For tryouts held just before or after the signing date, clubs should give a minimum waiting period of five days before requiring a player to commit to their club. The Carolina Region **requires** all clubs to use the Carolina Region *Letter of Commitment* when accepting players into their clubs. This form should not be sent to the Carolina Region, but kept on file with the club should any question arise about a player’s commitment to a club or a club’s commitment to a player.

The Carolina Region/USAV has adopted these tryout policies for the benefit of all junior players in our Region. The Junior Division welcomes all comments from the junior community on this and other issues concerning the division. Please direct all communication through the Region Office (office@carolinaregionvb.org) and we will address it at future Junior Advisory Board meetings.

Summary 2020-2021 Season:

	12’s – 14’s	15’s – 18’s
Tryouts may begin	October 24, 2020	November 8, 2020
Signing dates	October 29, 2020	November 12, 2020