



Friday, June 11, 2021:

BOD Attendees: Jim Ross, Michael Spillman, Tina Readling, Doug Balsler, Chris Treadway, Dylan Mulkey, Fred Wendelboe, Tony Hill, Steve Ellis

BOD Absent: Krista McGivern

Staff Attendees: Kevin Wendelboe, Wade Brence, Brian Webb

Meeting started: 7:00 pm

I. Welcome/Agenda

II. Finance Report –

- a. We are projecting to end the fiscal year in September with excess revenues of around \$2,000. This is a conservative estimate so may be higher depending on whether some budgeted items occur or not. Despite the anticipated decrease of members by over 20%, we will still end in good shape financially.
- b. Paycheck Protection Program update – The Region did apply for forgiveness on the PPP loan with the SBA, and we have recently been notified that we were eligible for forgiveness. The Region will not need to pay back the PPP loan.
- c. 2022 Budget Discussions – Kevin reviewed some of the changes in the budget/financial report that has occurred due to the move to the new USAV Member Management System. The Early Bird membership totals were reviewed. A question was asked what the Early Bird individual deadline is designed to accomplish. The Early Bird deadline was put in place originally to encourage paper memberships to be sent in well before the season began. Since all memberships had to be processed manually before the implementation of online registrations, an Early Bird deadline was a useful tool to encourage earlier registrations. With the move to all online registrations, an Early Bird deadline is not needed for those purposes any longer. Board discussed moving to one regular membership fee. Motion by T. Hill, Second by C. Treadway to:

Motion 1: eliminate the Early Bird Individual membership deadline and have one regular individual member fee for adults and juniors. **Motion Approved.**

The member fee will be set each season during the budget building process.

Kevin asked if the Board wanted to continue the Boys Grant Program in 2022. Since several clubs had a reduction in boy's teams, it will be easier for them to qualify for the grant in 2022. The Board did want to continue the grant. There was also discussion about proactively scheduling some boys' tournaments and providing some financial help to get boys tournaments happening in the Region.

- d. Facility Grants – we had one facility grant application come in this year, and there is still an outstanding facility grant from last year. Due to COVID, we were not able to get in and evaluate the Cox Mill HS facility until recently. The facility did pass our inspection, so they would be eligible for the grant that was already approved by the board at last year's retreat. They have until August to accept the grant. If they do, we will see an outlay of funds that were officially approved last fiscal year. This year's application was received from Champion Volleyball Club. They are requesting to replace two net systems that are over 15 years old. They host Region-sanctioned tournaments every weekend of our tournament schedule. Motion by T. Hill, Second by C. Treadway to:

Motion 2: approve the facility grant request from Champion Volleyball for up to \$6200. **Motion Approved. Recorded Abstentions: D. Balsler; F. Wendelboe**

- III. Tournament System – The major improvement to the Tournament System this year was in the programming to implement the COVID tournament formats that were approved last season. The system was programmed to be able to assign out tournaments in three team pools and in Waves. We will have this capability to use these formats in the future if we ever want to experiment with alternate formats. We also programmed the system for clubs to directly enter their team names, team codes, and team rep information. In conjunction with the new MMS, this eliminated the need for paper team registration forms this season. We hope to work with Karl and Greg to add some additional enhancements over the summer.
- IV. Carolina Region Refund Policy – Last season the Board formalized a Refund policy on individual memberships and Tournament entries. This was acknowledged by every member during their registration process. The need to cancel tournaments due to COVID raised some questions from clubs on whether team fees are refundable. We need to develop a policy on team fee refunds as well. Motion by D. Balsler, Second by T. Readling that:

Motion 3: Carolina Region teams may request a full refund of their paid Team Fee if they have not participated in any USAV-sanctioned tournament and the request is received by February 1st of the current season. **Motion Approved.**

- V. Hall of Fame – We did not have any Individual nominations for the NC Volleyball Hall of Fame by this meeting. There was one team nomination to join the Court of Honor. Fred indicated that he intended to make a nomination, but did not get it in. The Board agreed to allow him to complete the nomination form overnight and submit for discussion during tomorrow's session.

Meeting Recessed at 8:36 pm

Saturday, June 12, 2021:

BOD Attendees: Jim Ross, Doug Balsler, Tony Hill, Chris Treadway, Fred Wendelboe, Dylan Mulkey, Steve Ellis, Steve McKeon, Chuck Morris, Emily Bingham

BOD Absent: Mike Spillman

Staff Attendees: Kevin Wendelboe, Brian Webb

Guest: Krista McGivern

Meeting reconvened: 9:25 am

VI. Junior Program Discussions:

- A. A report was given about the Junior Advisory Board (JAB) discussions and motions. Board discussed and addressed the following motions from the Junior Advisory Board:
- a. Motion from JAB to:

Motion 4: eliminate tie-breaker sets at the Division 1 Regional Championship sites. Ties will be broken under the same process as used during regular season events. MSA

- b. Motion from JAB to:

Motion 5: approve the 2022 Junior Tournament Schedule. MSA
See Appendix 1

- B. Officiating Clinics – JAB agreed to continue offering club-hosted in-person scorer clinics. Several on the Board agreed this was a good idea to emphasize the importance of Scorer training.

- C. Junior Rep Term limits – the Board was updated on the new term limits that the JAB approved for its Junior Reps. This will allow elected Reps to serve a term in line with other Advisory Boards and allow for better continuity. Terms will be staggered so there will be less turn-over. No action was needed by the Board.
- D. Tryout Discussions – Board discussed the current tryout situation in the state. Several board members did solicit feedback from multiple clubs on the issue. Board discussed how several other regions are handling tryouts under similar conditions as our region. Motion by C. Morris, second by S. Ellis to:

Motion 6: continue to publish tryout dates and signing dates for October and November as we have done in the past. **Motion Tabled** (next motion)

Motion by F. Wendelboe, Second by D. Mulkey to:

Motion 7: table Motion 6. **Motion Approved.**

After additional discussions, the meeting was recessed for 15 minutes while an alternate policy could be crafted and proposed. Motion by F. Wendelboe, second by D. Balseer to:

Motion 8: bring Motion 6 back on the table. **Motion Approved.**

Chuck requested to withdraw motion 6 and Steve E. agreed.

Motion by T. Hill, C. Morris to:

Motion 9: adopt the updated Carolina Region Junior Tryout and Commitment Date Policy along with updates to the Club and Athlete Bill of Rights and a Fair Tryout Pledge opportunity for clubs. **Motion Approved. See Appendix 2, Appendix 3, and Appendix 4**

It was suggested that a statement accompany the new policy that will be distributed to clubs and members about how this decision was reached by the board. Jim will recruit some help with crafting that statement.

VII. Officials:

- a. Our 2021 Junior National Referee candidates are: Stephen Koehler, Victoria Ivie, and Kennedy Paine. They will be evaluated at the Girls' Junior National Championships in Las Vegas this summer.
- b. Tony commented about the strength of the Carolina Region training program and officials overall. We have a very strong reputation nationally.

VIII. Beach Program:

- a. HS Sand – Mark Nalevanko provided a written update on how their season went this past year. COVID did have an impact as they were down to around 20 schools. Before COVID there were over 50. There has not been much traction in making it a sanctioned sport at the NCHSAA. They will need a lot more schools to participate in order to have a chance at that.
- b. Junior Beach Tour – Numbers are still down this summer even though the reduction in restrictions outdoor did go into effect before the season. We are seeing some competition for events from other organizations. Mark still believes there will be a niche that our Tour will serve.

IX. Board Appointments:

- A. Special Advisory Position – Fred Wendelboe’s and Steve Ellis’ one-year term is up. They are willing to continue if the board agrees. Motion by C. Morris, second by T. Hill to:

Motion 10: appoint Fred Wendelboe and Steve Ellis as an At-Large member of the board with vote for a one-year term. **Motion Approved.**

- B. Commissioner Kevin’s term as Commissioner expires with this meeting. The Commissioner position in the Carolina Region is just defined as the principal liaison to USA Volleyball from the region. Motion by D. Balser, second by C. Morris to:

Motion 11: appoint Kevin Wendelboe as Commissioner for a three-year term. **Motion Approved.**

- C. Several on the Board expressed a desire to keep Tina and Krista on the board so as not to lose their insights and perspective on many of the issues we are currently addressing. Motion by F. Wendelboe, second by T. Hill to:

Motion 12: appoint Tina Readling and Krista McGivern as an At-Large member of the board with vote for a one-year term. **Motion Approved.**

X. Hall of Fame Discussions:

- a. Fred worked overnight to put together an individual nomination for the 2022 Hall of Fame ballot. The nomination was sent to board overnight. Motion by D. Balser, second by S. Ellis to:

Motion 13: approve Jeff Hoppen and the 2006 Triangle 18 Kaepa team to the 2022 NC Hall of Fame ballot. **Motion Approved**

Kevin will create the ballot and send to all people that are eligible to vote on the candidates. The nominee must receive 75% approval for election to the Hall of Fame.

Fred also sent some additional recommendations to recognize additional people to the Hall of Fame. The board can review this electronically, and these changes will be discussed and voted on at a future time.

XI. General Discussions:

- a. Jim asked whether the USAV CEO will be addressing the problems with the USAV MMS to the membership. Kevin and some other regions had recommended to USAV in past that they should issue a statement to the membership. Kevin will follow-up and see if such a statement is coming ahead of the new season registration period.
- b. A question was raised whether the Board should add another member to the Executive Committee. As it is a Bylaws change, it would require at least 30-days advance notice before changes could be approved. This will be discussed electronically.

XII. Adjournment

Motion by C. Morris, second by T. Hill to:

Motion 14: adjourn the 2021 Annual retreat of the Carolina Region Board of Directors at 12:26 pm. **Motion Approved**

Appendix 1



APPROVED 2022 JUNIOR TOURNAMENT SCHEDULE

January, 2022:

- 1-2 – Carolina Kickoff Classic (Tentative)
- 8 - Regular season tournaments begin; All divisions for age groups 14's, 17's
- 9 - Regular season tournaments begin; All divisions for age groups 15's
- 15-17 – City of Oaks Tournament – Raleigh Convention Center; (MLK trns)
- 22 - All divisions for age groups 13's, 16's, 18's
- 23 - All divisions for age groups 12's
- 29 - All divisions for age groups 15's, 17's
- 30 - All divisions for age groups 14's

February:

- 5 - All divisions for age groups 12's, 16's; 18's; Queen City (Feb 5-6);
- 6 – All divisions for age group 13's
- 12 - All divisions for age groups 14's, 15's; (ACT Test Date)
- 13 - All divisions for age groups 17's
- 19 – All divisions for age groups 12's, 13's; 16's
- 20 - All divisions for age groups 18's
- 26 – All divisions for age groups 14's, 17's
- 27 - All divisions for age groups 15's
- 27 – National Bid tournament – 18's

March:

- 5 - All divisions for age groups 12's, 13's, 18's
- 6 - All divisions for age groups 16's
- 12 – All divisions for age groups 14's, 15's; MAPL Raleigh (Mar 12-13); (SAT Date)
- 13- All divisions for age groups 17's
- 19 – All divisions for age groups 13's, 16's, 18's
- 20 - All divisions for age groups 12's
- 26 – Regional/East/West Championships for age groups 15's, 17's
- 27 – Regional/East/West Championships for age groups 14's

April:

- 2 – Regional/East/West Championships for age groups 12's, 16's, 18's (ACT Date)
- 3 – Regional/East/West Championships for age groups 13's
- 17 – Easter
- 30 – National Bid tournaments – all age groups 12-17's.

Appendix 2



Junior Tryout and Commitment Date Policy

- Tryouts for Girls' youth and junior athletes for the next USAV season may take place at any time after the completion of the prior season's Girls' USAV Junior National Championships.
- Athletes may officially select and commit to a USAV club in the Carolina Region beginning on September 1st of each year.
- Athletes must sign a Carolina Region *Letter of Commitment* form on or after Sept 1st to affirm their club of choice. The form will reside with the club and must be made available within 3 business days upon request by the Carolina Region. Note: Only current year *Letter of Commitment* forms issued by the Carolina Region will be considered valid. Prior year forms will be invalid.
- Players may only affiliate with one club during the USAV indoor club season which ends at the completion of the USAV Girls' Junior National Championships.
- Requests for transfers to another club will be handled by the Carolina Region Club Transfer Policy.
- All personal business/legal commitments made between the club and a player's family will remain the responsibility of the related parties. The Carolina Region will not be responsible for enforcing private agreements. Contracts between a club and family are independent of any region obligations and policies.

The Carolina Region Board of Directors endorses the Athlete and Club Bill of Rights, the Club Fair Tryout Pledge, and the importance of all school volleyball programs. Families are encouraged to support clubs that enact policies and procedures that also support those ideals. The Region will publicize clubs that publicly and formally commit to upholding the requirements of the Athlete and Club Bill of Rights and Fair Tryout Pledge.



Appendix 3

Athlete and Club Bill of Rights for Tryouts

The purpose of this document is to assist athletes and their parents/guardians during the Carolina Region club volleyball tryout process. It is the club's responsibility to provide the athlete's family with all information currently available about its program. It is the responsibility of each athlete and her/his family to become educated about the program they are considering joining. It is the responsibility of both parties – club and athlete – to honor every commitment!

Guiding Principle:

Clubs/Teams/Coaches need to understand that they do not own the rights to players. Players (with help from their parents/guardians) have the right to choose where they want to obtain their club volleyball experience. Each membership year, each family has the right to choose to play for a different club/team than the year before without repercussions from their previous club.

Athletes and families have a right to full information from the club about the tryout process.

Different clubs conduct different types of tryouts. Become educated about the type of tryout you are attending by asking questions. [i.e. Are the tryouts targeted for a specific team or for any team in the club for which the athlete is age eligible? Has the club already "promised" positions to certain athletes, or is it an "open competition" for all positions? Is the athlete being considered for any team in the club, including the "top" team in her/his age group, or have some teams already been filled? Are the tryouts open to anyone regardless of prior affiliation, or are club members from the prior season given priority?]

Athletes and families have a right to attend any club tryout in the Carolina Region.

Tryouts may be limited to one session, or they may be conducted over several sessions on different days. Tryouts, including any "call back" session(s), are usually one session per day, and generally no more than three hours in duration. Clubs have a right to charge a tryout fee, and multi-session tryouts may be more expensive than single-session tryouts. Open gym sessions or instructional clinics are usually not considered to be part of the tryout process, and most clubs do not require athletes to attend these pre-tryout events to attend their tryouts. Clubs can advertise and/or promote tryouts, pre-tryout clinics, and open gym sessions in a variety of ways including but not limited to newspaper ads, direct mail, flyers, brochures, and websites. Clubs may mail/email general information on their tryouts/club to anyone.

Tryouts for Girls' youth and junior athletes for the next USAV season may take place at any time after the completion of the prior season's Girls' USAV Junior National Championships [Change for 2021/22]. Clubs are encouraged to schedule their tryouts and commitment deadlines so that families will have the opportunities to try out with multiple clubs if they wish.

Athletes and families have the right to select any club without the risk of consequences or repercussions for school team participation.

Many club coaches are also middle school or high school coaches, and the potential exists for conflict-of-interest situations to arise. Communications by coaches or clubs (direct or implied) that accepting or refusing an offer or attending another club's tryout will impact (positively or negatively) school volleyball participation are unethical, and violations may be reported to the school's Athletic Director, the North Carolina High School Athletic Association or the North Carolina Independent Schools Athletic Association. Depending on the timing of tryouts, it is also important that club activities do not interfere with an athlete's opportunities to participate in school volleyball programs. Clubs are encouraged to respect the fall school athletic schedule, especially with any team activities that may be scheduled.

Athletes have a right to attend multiple club tryouts without pressure or risk of an offered position “expiring”.

Clubs should not make offers to multiple athletes for the same position or spot on a team. Clubs are encouraged to provide a minimum of 72 hours from the time a club spot is offered to require any club commitments from an athlete. Athletes can attend multiple clubs’ tryouts if they so choose without risk of “losing” an offer prior to the club’s announced commitment date. **Clubs that pressure athletes or families to commit prior to the club’s commitment date are in direct violation of this Bill of Rights.**

Athletes and families have a right to be notified of their status as soon as possible once the club has reached a decision regarding the athlete.

It is recommended that the club contact the athlete/family within 72 hours of a final tryout session to inform them of their tryout status. Contact may be by e-mail, web site, phone call, or other form of communication.

Clubs have a right to a timely, unambiguous decision regarding an offered position.

Athletes and families that are extended an offer are strongly encouraged to notify clubs as soon as possible of their decision. This is for the benefit of other athletes who may be on a club’s waiting list. Acceptance of an offer may be communicated verbally, but this is a non-binding commitment until official acceptance is documented in writing via an approved method established by the club. Athletes and families who accept a club’s offer should cease attending other clubs’ tryouts and notify other clubs (in whose tryouts they participated or that have already offered them a position) of their intent to accept an offer with another club. Depending on the timing of tryouts, athletes may not be able to confirm their club choice for the next USA Volleyball season until the season registration period opens on the Carolina Region registration system. **The only approved method for selecting a USAV club will be on the current season’s Carolina Region Letter of Commitment Form.** The current season’s form may only be completed/signed after **September 1** [Change for 2021/22] of each year. The club will collect and store those forms after September 1 each season. Once a Carolina Region *Letter of Commitment* is signed, the athlete should not try out for, or accept an offer from, any other club. Any conflicts between a club’s commitment form and a Carolina Region *Letter of Commitment Form* will **ONLY** be resolved with the current copy of the Carolina Region *Letter of Commitment*. Clubs must produce the current season’s Carolina Region Letter of Commitment to the Region office within 3 business days of any request or the athlete may be ruled as not officially committed to the club in any club transfer requests. All personal business/legal commitments made between the club and a player’s family will remain the responsibility of the related parties. The Carolina Region will not be responsible for enforcing private agreements. Contracts between a club and family are independent of any region obligations and policies.

Clubs have a right to have all financial obligations honored.

Athletes that commit to a club for the season are also committing to meet all financial responsibilities required by the club as part of their season contract. Families should not commit to a club if they are unable to meet those obligations. The Carolina Region is not authorized to enforce private agreements between a club and family.

Note to parent’s, guardians, and student-athletes: This information is intended to assist you as you navigate the club tryout process. It is important to remember that you are the consumer, and you are purchasing a product! It is your responsibility to know what you are buying. If a club is acting in way that appears to not have your best interests in mind, then you should consider that in your decisions. There are many quality programs offered throughout our Region. Our desire is for every athlete, family, and club to be 100% satisfied with the decisions they make during tryouts.



Carolina Region Volleyball Association

Athlete and Club Bill of Rights for Tryouts

The purpose of this document is to assist athletes and their parents/guardians during the Carolina Region club volleyball tryout process. It is the club's responsibility to provide the athlete's family with all information currently available about their program. It is the responsibility of each athlete and her/his family to become educated about the program they are considering joining. It is the responsibility of both parties – club and athlete – to honor every commitment!

A more detailed version of this document may be found on the Carolina Region website:

<http://www.carolinaregionvb.org/juniors/>

- **Athletes and families have a right to full information from the club about the tryout process.**
- **Athletes and families have a right to attend any sanctioned club tryout in the Carolina Region.**
- **Athletes and families have the right to select any club without the risk of consequences or repercussions for school team participation.**
- **Athletes have a right to attend multiple club tryouts without pressure or risk of an offered position “expiring”.**
- **Athletes and families have a right to be notified of their status as soon as possible once the club has reached a decision regarding the athlete.**
- **Clubs have a right to a timely, unambiguous decision regarding an offered position.**
- **Clubs have a right to have all financial obligations honored.**

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Appendix 4



CLUB FAIR TRYOUT PLEDGE

Carolina Region volleyball clubs may voluntarily commit to the Club Fair Tryout Pledge below. Clubs that make the pledge, will be listed on a “Fair Tryout Pledge” page on the Carolina Region website for families to reference. Families will be encouraged to support clubs that pledge to look out for the best interest of their players. Any club found to violate the conditions stated in the pledge will be removed from the “Fair Tryout Pledge” page.

In the spirit of fair play and collaboration with other like-minded clubs in the Carolina Region, we pledge to conduct open and fair tryouts that enable every athlete the opportunity to earn any spot on any team in our club. Stated another way, this means no players are offered spots in our club before our formal tryouts officially begin. Additionally, we pledge to honor the Carolina Region Athlete and Club Bill of Rights and will not subject any athlete or family to coercive, manipulative, or other pressure tactics to secure a commitment. We pledge to honor the Carolina Region Junior Tryout and Commitment Date Policy, which states that tryouts for Girls’ youth and junior athletes for the next USAV season may take place any time after the completion of the prior season’s USAV Junior National Championships. We pledge to honor the Carolina Region commitment policy which states that the only approved method for selecting a USAV club will be on the current season’s Carolina Region *Letter of Commitment* form. The current season’s form may only be completed/signed after September 1 of each year.

Club Name: _____

Club Director: _____

Printed

Club Director: _____

Signature

DATE: _____