

Carolina Region/USAV  
Board of Director Annual Retreat  
June 3, 2023  
Carolina Region Conference Room  
Submitted by Kevin Wendelboe, Executive Director



BOD Attendees: Jim Ross, Doug Balsler, Steve Ellis, Ken Kelly, Tony Hill, Sarah Conklin, Fred Wendelboe, Tina Readling

BOD Absent: Chuck Morris, Kelley Krainiak, Steve McKeon, Krista McGivern

Staff Attendees: Kevin Wendelboe

Meeting started: 9:25 am

I. Welcome

II. Consultant Information – Steve described the process that he and his committee underwent to identify the consultants we will be meeting and interviewing today. They have experience working with the Badger Region so understand the uniqueness of our type of nonprofit organization.

III. Cyndi Wood Associates, LLC – the Board met over Zoom with Cyndi Wood and Merri Oxley of Cyndi Wood Associates, LLC from 10 am to 12:05 pm. This time was used to introduce their company, philosophy, and experience in working with nonprofits and organizations. They have experience in guiding companies through Strategic Planning sessions as well as organizational and financial development. They had met a few times with Steve, Jim, and Krista and also a one on one with Kevin ahead of this meeting. They concluded their time with a brief planning session on increasing the region’s social media activities as identified as a wish list item by Kevin. They will be following up with a proposal with associated costs to the Board outlining the three areas (SWOT, Stakeholder interviews and surveys, and Strategic Planning) that the board could choose to work with them.

IV. Jim and Steve expressed a desire for the board to meet more frequently and to go ahead and schedule those meetings now so everyone could get them on their calendars. The 2024 Retreat will be held on June 7-8, 2024. Quarterly meetings will also be held using Zoom on the following dates: September 11, 2023 (7 pm); December 11, 2023 (7 pm); March 11, 2024 (7 pm); and May 13, 2024 (7 pm). Kevin will add these to the Board meeting schedule page on our website so everyone can reference it as needed. The Board was also reminded that the Attendance Policy states that board meetings should take precedence over any other volleyball-related activities.

V. Began some initial discussions on the region’s tournament setup and whether we are providing opportunities for all levels of teams. More discussions on this are planned as part of the strategic planning process.

VI. Jim reminded the board that we have several At-Large Board positions that are appointed on an annual basis. Those appointments officially expired on May 13, 2023. Fred indicated that he would be open to an Emeritus position. The board anticipates the structure of the board to also be examined during the strategic planning process, so no action was taken on that request. Motion by Balsler, seconded by Conklin to:

Motion 1: appoint Fred Wendelboe, Krista McGivern, and Tina Readling as At-Large members of the board with vote for a one-year term. **Motion Approved.**

VII. Sarah gave an update on the progress being made with Boys High School volleyball. They had 45 High Schools participating this spring, up from 13 last year. There were 70 Varsity/JV teams this year, up from 25 last year. The State HS Boys Championships had 16 teams participating. The Board discussed the success of this year’s Boys HS Grant program. We have awarded \$35,000 in grants to new and existing schools. Motion by Readling, seconded by Hill to:

Motion 2: re-establish the Boys’ High School Grant Program for \$40,000 funded from reserves. First year schools will be eligible for \$1000 grants and second year schools will be eligible for \$500. Grant applications will be accepted beginning January 1, 2024. The application will close on April 1, 2024 **Motion Approved.**

It was suggested that we ask grant recipients for testimonials that we can use to publicize and highlight the program.

VIII. Additional Business Items:

- A. Hudl Proposal – Hudl is a USA Volleyball sponsor and is reaching out to regions with a partnership proposal. Kevin reviewed the initial proposal with the Board. Before a decision could be made, Kevin was directed to find out how many current clubs in NC use Hudl and whether they are able to be switched to partnership pricing and incentive payments.
- B. Due Process Policy – Our region was one of the 10 regions undergoing a regional audit by the RVAA Compliance Committee this year. We have submitted our answers and should meet or exceed all recommendations when the review is completed later this year. One item that needs to be addressed is adding a statement to our Due Process policy that the region will recognize and adopt any penalties issued by the USAV Ethics and Eligibility Committee. Kevin reviewed the revised Due Process policy with this statement included. It was suggested to make that statement a stand-alone sentence. Motion by Conklin, seconded by Readling to:

Motion 3: approve the revised Due Process policy as amended. **Motion Approved See Appendix 1**

- C. Coed rosters – the region currently allows coed rosters at the 13-and-under age groups with no restrictions on the number of boys on the roster. The club director survey results supported keeping the policy in place but adding a minimum restriction to the number of boys on the roster. This was discussed on the last board call, but the majority wanted to wait until the retreat to discuss it further. It was pointed out that the board recently changed the policy on boys’ team participation in Girls’ tournaments to the Boys 12-and-under age groups. Some felt the coed roster policy might want to match up with that policy as well. Motion by Ross, seconded by Balser to:

Motion 4: update the coed roster policy to limit the number of boys on a girl’s roster to a maximum of two. **Motion Approved Recorded votes:** Readling voted Nay.

- D. NC Volleyball Hall of Fame – Kevin reviewed a proposal to identify and recognize a 2024 nominee for the NC Volleyball Hall of Fame. This nominee is still an active player and current criteria for Players indicates that a player should be five years removed from their last significant competition. The criteria for Founder, Coach, Official, or Outdoor/Beach do not have that stipulation. Motion by Balser, seconded by Hill to:

Motion 5: remove the five-year limit from the Player criteria to be considered as a nominee for the NC Volleyball Hall of Fame. **Motion Approved Recorded votes:** Readling & F. Wendelboe voted Nay.

Kevin will proceed with the nomination and send out a vote to the Election committee before the end of the year.

IX. Adjournment

Motion by Balser, seconded by Kelly to:

Motion 6: adjourn the 2023 Annual retreat of the Carolina Region Board of Directors at 4:32 pm. **Motion Approved**