

BOARD OF DIRECTORS

The Carolina Region is governed by a group of volunteer Board of Directors dedicated to supporting and improving the sport of volleyball in North Carolina. These volunteers come from diverse backgrounds, each interested in different aspects of the sport. Board members are elected directly out of the Adult and Junior Advisory Boards, the Officials Advisory Board, and the Officers (President, Treasurer, and Secretary) are elected by the Team Reps. The Carolina Region Board of Directors is continuously looking to provide more representation to its various members. We invite anyone interested in serving volleyball at the Board level to contact the President of the Board or Region Office to volunteer.

The following pages of this section contain the Due Process procedure an individual or team must follow to file a grievance or appeal with the Board. It also contains a current list of Board of Directors and several forms that each Board member must fill out. This will give you an idea of the duties and guidelines expected of the Board.

2009-2010 CAROLINA REGION BOARD OF DIRECTORS

Position	Name	Address	City ST Zip	Phone (H)	Phone(W)	FAX #
ELECTED POSITIONS						
President (2012)	Fred Wendelboe	4240 Briar Creek Road	Clemmons, NC 27012	(336) 766.5075		766.3501
Past President (2012)	Karl Owen	1502 Arboretum Dr	Chapel Hill NC 27517-9118	(919) 967.9027	(919) 248.6083	967.9594
Secretary (2012)	Casey Caram	9301 Globe Center Dr Ste 140	Morrisville, NC 27560	(919) 475-6714		
Treasurer (2012)	Roy West	221 Redfield Rd	Mocksville, NC 27028	(336) 998.2969		
Women's Player Rep	Pam Dickenson	325 Linville Road	Kernersville, NC 27284	(336) 749.1804		
Men's Player Rep	Mike Spillman	1044 Wyndfall Drive	Kernersville, NC 27284-6505	(336) 993.8292		
Youth & Jrs Girls Rep (2010)	Trina Sharpe	P.O. Box 2031	Statesville NC 28687	(704) 450.1718		
Youth & Jrs Boys Rep (2010)	Audun Runde	108 Willoughby Ln	Cary, NC 27513	(919) 469.9848		
Officials Rep (2010)	Michael O'Connor	313 Chapel Valley Ln	Apex, NC 27502	(919) 342-5073		
Outdoor Rep (2010)	Vaughn Hastings	3020 W. Folkestone Place	Raleigh, NC 27604-3778	(919) 271.3111		

APPOINTED POSITIONS

Referee Chair	Ronnie Mutter	305 Trestlewood Ln	Clayton NC 27520-5929	(919) 607-4115 (c)		
Scorekeeper's Chair	Marilyn Thompson	1335 Thompson Woodard Rd	Selma NC 27576-7058	(919) 631.3737		
JO Referee Coordinators	Marilyn Thompson	See above				

REGION STAFF

CEO/Executive Director	Kevin Wendelboe	3770 Clemmons Rd, Suite C	Clemmons, NC 27012		(336) 766.3581	766.3501
Administrative Assistant	Betsey Wells	3770 Clemmons Rd, Suite C	Clemmons NC 27012		(336) 766-3581	
Coaches Program Director	Chuck McCracken	181 Forest Manor Drive	Stokesdale NC 27357	(336) 548.2008	(336) 669.9730	
High Performance Director	Sheila Holloway	PO Box 401	Hays NC 28635	(336) 957-7363		
Officials Program Director	Marilyn Thompson	1335 Thompson Woodard Rd	Selma NC 27576-7058	(919) 631.3737		

Mailing Address: PO Box 1757, Clemmons NC 27012-175

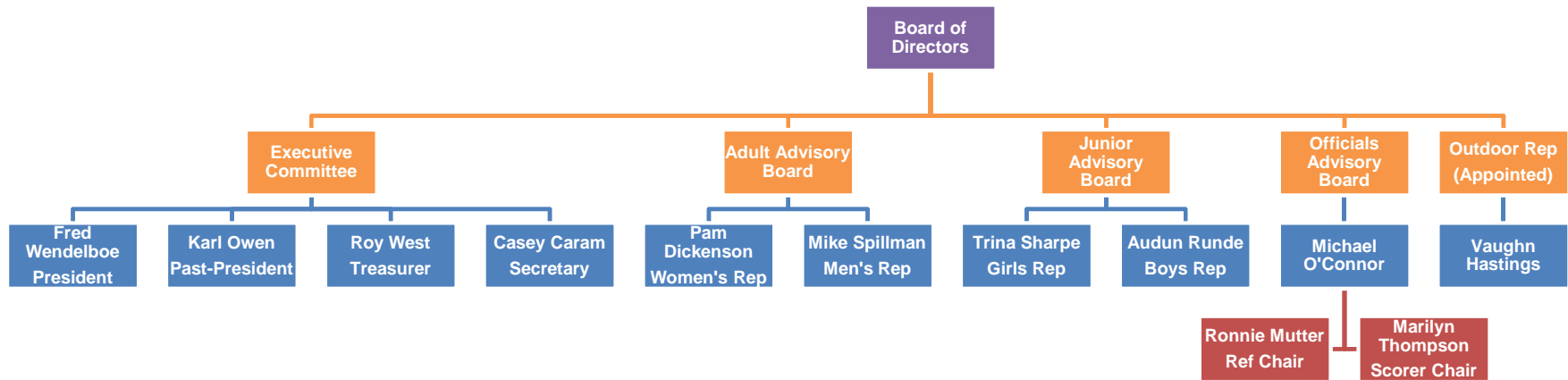
E-mail: office@carolinaregionvb.org

Home Page: <http://www.CarolinaRegionVB.org>

EMAIL: All Board members and staff that have email can be reached at: firstname@carolinaregionvb.org
(Example: fred@carolinaregionvb.org)

CAROLINA REGION/USA VOLLEYBALL

2009/2010 Board of Directors



CAROLINA REGION/USAV

DISCIPLINARY ACTIONS AND DUE PROCESS PROCEDURES

I. INTRODUCTION:

It is the responsibility of the Carolina Regional Volleyball Association Board of Directors to administer volleyball within the Carolina Region. On occasion, Region members may violate, or be accused of violating, Region policies as spelled out in the Team Handbooks, USA Volleyball (USAV) policies as described in its Guide Book, or the USAV Code of Conduct for members or coaches. Such alleged violations may require action by the Carolina Region. These due process procedures are hereby established to protect the due process rights of any accused member of the Carolina Region, the safety of Region members, and the integrity of the Carolina Region.

II. VIOLATION OF THE OPERATING CODE (Automatic Sanctions):

Some actions or alleged actions by individuals or teams result in automatic sanctions in accordance with sections of the Carolina Region Team Handbooks. Failure to have certified officials by specified dates, failure to appear at an event for which a team is pre-registered, untimely withdrawal from a tournament, and failure to fulfill work (officiating) obligations are just some examples of violations that have automatic sanctions associated with them. After considering the evidence of wrongdoing, the appropriate member of the Region Board, the Executive Director, or the President of the Board of Directors may administer such automatic sanctions. For example, the Referee Chair may prohibit an individual from officiating if he/she has not qualified as an official or is not in the process of timely qualifying; or the Men's or Women's Player Representatives (in matters concerning Adult Division play) or the Youth & Juniors Girls or Boys Representatives (in matters concerning Youth & Junior Girls or Boys Division Play) may impose appropriate automatic sanctions. If there is no clearly appropriate Board Rep, the President (or his/her appointee) shall administer the automatic sanction. Automatic Sanctions are levied through the Region Office.

III. VIOLATION OF THE CODE OF CONDUCT/OTHER VIOLATIONS:

The following procedure is to be followed when a complaint is lodged against a Carolina Region member for violation of the RVA/USAV Code of Conduct, Coaches Code of Ethics, Officials Code of Conduct, or other serious policy violations not covered by the Team Handbooks.

The Executive Director shall gather all pertinent information on the matter and make a ruling. The ruling may range from no action, a monetary fine, to suspension of membership. The ruling must be issued within fourteen (14) days of the receipt of the written complaint. If a sanction is imposed, notice of the sanction must be sent to the sanctioned member or team (through the team rep) by certified mail (return receipt requested).

In all cases, unless the safety of Region members is at risk, physical or other substantial injury has resulted, or the accused was clearly caught in the act of a serious wrongdoing relevant to volleyball, no penalty, sanction, or fine that has been appealed shall be imposed against the accused until a hearing is held by the Carolina Region Ethics and Eligibility Committee. In the instances cited, however, a temporary sanction may be imposed by the Executive Director after careful consideration of the evidence and situation; any such action shall be stated in writing and delivered to the accused.

IV. APPEAL PROCEDURE:

The first level of appeal for sanctions for violations of the Operating Code (Section I.) shall be to the President and such request for appeal shall be in writing and received by the Region Office within ten (10) days following receipt of the notice of sanction. The President may either rule on the appeal or delegate the appeal to the Ethics and Eligibility Committee (described below) for more formal consideration. If the President rules on the appeal and the relevant person or team wishes to appeal further, such appeal shall be to the Ethics and Eligibility Committee.

For Code of Conduct Violations (Section II.), the sanctioned member may appeal the ruling to an Ethics and Eligibility Committee. Such appeal must be made in writing within ten (10) days following receipt of the notice of sanction. The sanction will be enforced until notice of appeal has been received. When notice of appeal is received, the sanction is set aside until a hearing is held.

An appeal must be based on one or more of the following criteria:

- A. A dispute of the facts of the event.
- B. Improper application of the due process policy.
- C. A dispute of the severity of the sanction.

The Ethics and Eligibility Committee shall consist of one member from each of the following Groups:

1. The Executive Committee;
2. A Board of Directors member not in Group 1;
3. A Division representative.

The Committee shall be named by a member of Group 1 above who did not make the initial ruling. Factors to be considered when assembling the Committee are conflict of interest, availability, and appropriateness.

The Ethics and Eligibility Committee shall be formed and the hearing shall be scheduled in consultation with the sanctioned member and other interested parties. The hearing shall be held no later than at the first regularly scheduled Board of Directors meeting following receipt of the appeal. In the event of a major code of conduct violation that may result in suspension of playing/coaching privileges, all efforts will be made to schedule the hearing before the next competitive event. If all parties agree, the Ethics and Eligibility Committee may convene the appeal hearing with a conference call of all involved parties. All appeal hearings shall be recorded on audio-tape and/or video.

In the event the hearing is held before a regularly scheduled Board of Directors meeting, the accused may make a final appeal to the full Board of Directors at the above-mentioned meeting or at the next scheduled meeting.

V. MISCELLANEOUS

The Region Board is not a court of law but, rather, a non-profit, private group of volleyball players, coaches, and organizers elected by the Region membership to administer volleyball within the Region. It is the duty of the Region Board to strive to obtain just and fair results when a Region member or team is accused of wrongdoing relevant to volleyball within the Region. As a private body, the Region Board does not follow the Federal Rules of Evidence but shall accord weight to evidence based on its substance and on common sense.

Note that the Carolina Region has the authority to suspend Carolina Region membership privileges for more than one year.

The United States Volleyball Association now provides that the only appeal from a decision of the Region Board shall be to the United States Volleyball Association National Ethics and Eligibility committee and only for a determination of whether the accused received Due Process in the Regions.

If an individual moves into the Region or a team attempts to register in the Region and is currently under sanction(s) by another Region which has afforded the individual or team Due Process, the Carolina Region shall respect and observe the other Region's sanction for the balance of its term (regardless of whether the individual or team exercised such appeal process).



CAROLINA REGION/USAV 2009-2010 BOD MEETING SCHEDULE

<u>DATE</u>	<u>DAY</u>	<u>SITE</u>	<u>TIME</u>
August 14-15, 2009	Friday-Saturday	Aqueduct Conference Center, Chapel Hill	8:00 pm
May 2, 2010	Sunday	Annual Meeting Koury Convention Center, Greensboro	1:00 pm
August 13-14, 2010	Friday-Saturday	Annual Retreat – Site – Aqueduct CC Chapel Hill (unconfirmed)	8:00 pm

Check the Region Web page (<http://www.CarolinaRegionVB/Board/bodmeet.htm>) for updates on sites for the above meetings. Board meetings are open to the public. To place an item on the agenda, submit a request in writing and send to the President, Secretary, or Region Office at least one week in advance of the meeting.

OTHER MEETINGS

Junior Advisory Board Meeting - May 1, 2010 SITE TBA

Officials Advisory Board Meeting – (TBA in conjunction with PAVO OTP clinic)

**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 his/her proxy (if a scheduled voting is to take place) and any information on which the member was scheduled to report.

Elected Board members are expected to miss no more than two meetings 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: _____

Carolina Region of USA Volleyball

Board of Directors Responsibilities

As a member of the Carolina Regional Volleyball Association Board of Directors, I understand that my responsibilities include the following:

I am *fiscally* responsible, with the other Board members for this organization. It is my responsibility to know what our budget is, and to be active in planning that budget and planning the fundraising to meet that budget.

I am *morally* responsible, along with the other Board members, for this organization. I am responsible to know and approve all policies and programs and to oversee their implementation. I am responsible for the health and well-being of this organization. As a member of the Board, I have pledged myself to advance the purposes of the Carolina Region of USA Volleyball.

I will make every effort to *attend* all Board meetings each year, as well as meetings of each Board Committee on which I agree to sit, and be generally available for telephone consultation. I understand that commitment to this Board may involve a good deal of time, probably not less than two hours each month.

I understand that no *quotas* have been set, that no rigid standards of measurement and achievement have been formed. Every Board member is making a statement of faith. We are trusting each other to carry out the above agreements to the best of our ability, each in our own way, with knowledge, approval and support of all. I know that if I fail to act in good faith, I should reconsider my ability to serve as a member of the Board, or someone from the Board may ask me to resign.

In its turn, the Carolina Region of USA Volleyball is responsible to me in a number of ways:

I will be sent, without request, reports and monthly financial reports, which will allow me to stay current with the activities and meet the prudent person section of the laws.

I can call on the President, Chairpersons of the various divisions and committees of the Board, to discuss overall programs and policies...and similarly, I can also call upon the staff...to answer questions or concerns I might have with regard to my committee responsibilities.

Board members and staff will respond in a straight-forward and thorough fashion to any questions I have which I feel are necessary to carry out my fiscal, legal or moral responsibilities.

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.

SIGNED: _____

DATE: _____