



Friday, June 7, 2019:

BOD Attendees: Jim Ross, Michael Spillman, Krista McGivern, Brian Webb

BOD Absent: Tina Reading, Doug Balsler, Dylan Mulkey, Darren Roberts

Staff Attendees: Kevin Wendelboe, Wade Brence

Guest: Fred Wendelboe

Meeting started: 6:50 pm

I. Welcome/Agenda

II. Finance Report –

- a. Kevin discussed the current Finance Report. We had another big growth year for junior memberships and teams so should see a surplus at the end of the fiscal year. We moved some money into CD's after last year's retreat and that has had a very positive return in our interest income. Questions were asked about the HP Budget, impact of our growth, and whether we have had an audit on the financials. Motion by J. Ross, second by K. McGivern to:

Motion 1: have an audit of our financials done by a CPA. **Motion Approved.**

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- b. Kevin will investigate and work on arranging that.
- b. Facility Grants – we had two facility grant applications come in this year: (1) Carolina Select is requesting \$17,500 for facility repair and painting; (2) Approximately \$7500 from Starmount HS for two new net systems and ref stands. These will be discussed again on Saturday when we will have a quorum to authorize the expenditure of funds.
- c. Credit Card fees – Kevin discussed some aspects of a new member management system that USA Volleyball will be moving to next season. It will allow the USAV portion of membership dues to be split off at the point of application rather than the region having to collect and send in as a monthly report and payment. This means USAV will pay that portion of the credit card fees, so regions will show an immediate savings on credit card fees since will only be based on the region portion of membership dues. We can also set it up to pass the credit card fees on to the applicant during the process. Kevin asked if we want to set it up that way. Board agreed to not pass that along to applicant and continue to budget to pay for our portion of the credit card fees.
- d. Tournament Sanction fees – During the implementation of some new features on our Tournament System, Karl questioned whether it was time to simplify the assessment of tournament sanction fees. We currently charge \$15 plus \$1 per team over 10. This presents an odd number for our three court tournaments and causes us to have to make some additional calculations in the tournament system. This will be addressed on Saturday when additional board members are present.
- e. Member Fees – As we prepare for the next budget, kevin asked if it was time to look at raising the adult member fees to be more in line with junior member fees. After some discussion, it was agreed to wait until we see what the bottom line looks like as we build the budget to see if any member fees need to be raised.
- f. Stipend for Indoor Referee Chair – Staff presented the many ways our current Referee Chair has worked above and beyond what has been done in the past to improve the Officials program in the region. Staff is asking whether it would be appropriate to offer a stipend for the position given the amount of work now being put in. After much discussion, it was decided to add an Honorarium line in the budget that the Executive Director can draw from to award outstanding contributions to that go above and beyond the duties of any of our appointed official's program positions.
- g. Boys Grant – Kevin gave a report on the boy's programs that received grants this past season for helping to grow the boys program. Board decided to continue to offer the grant next season. It was clarified that a league program can receive a grant in consecutive years, but they should be encouraged to work on registering teams if they are continuing to have the participation numbers.

- h. 2020 Budget Changes – Kevin wanted the board to know that next season’s budget will have some changes based on USAV’s move to the new database. Since USAV’s portion of membership dues will be broken out at point of application, those income totals and expense categories will no longer need to be in our budget. We will show a decrease in income and corresponding decrease in expenses on those USAV categories. It may look like we are going down in revenue, but the net result should be no change as long as the total membership applications remain consistent.

III. Hall of Fame Discussions – Hall of Fame plaques are now being displayed on a designated wall in the conference room. We had one official nomination for this time period. The board discussed whether we should have a chair of the review committee to handle nominations and voting. Decided to discuss that on Saturday when additional board members are present. We had a proposal that all individual honorees that are inducted into the NC Volleyball Hall of Fame will also receive complimentary Carolina Region membership for life. The board agreed and we will add that to the Hall of Fame documents and budget for it.

IV. Tournament System – Kevin showcased many of the new features that were implemented in the Tournament System this past season. The biggest was the ability to now generate financial statements in the system to email to tournament hosts. These will be sent after the office sends the hosts their payment either with a check or through a Direct ACH payment. A great number of hosts signed up to receive ACH payments this season, so the post-tournament payment process is more efficient now. We still have a great number of ideas that we’ll be going over this summer for possible implementation.

Meeting Recessed at 9:16 pm

Saturday, June 8, 2019:

BOD Attendees: Jim Ross, Michael Spillman, Krista McGivern, Brian Webb, Tina Reading, Doug Balser

BOD Absent: Dylan Mulkey, Darren Roberts

Staff Attendees: Kevin Wendelboe, Wade Brence,

Guest: Fred Wendelboe, Stephen Shepherd, Indoor Referee Chair

Meeting reconvened: 8:53 am

V. Outdoor/Beach Program Discussions – We are in the ninth season of our Junior Beach Tour. It is still going well and showing continued growth. We did sanction the NC HS Sand Association practices and events this season and that had a very positive impact on our Outdoor membership numbers. Several wondered whether that organization is growing and doing what is needed for it to be added as an official sport. We will continue to look for ways to support them so that it can become an official sport. Access to sand courts continues to be a major issue for most schools and tournament hosts.

VI. Revisited topics:

- a. Facility Grants – Board discussed the two facility grants that have been received. Motion by J. Ross, second by T. Reading to:

Motion 2: grant a facility grant to Starmount HS for \$7300 plus tax to be awarded this fiscal year. **Motion Approved.**

- b. Tournament Sanction Fees – Board discussed various ways our tournament sanction fees could be structured to make it simpler but still value the benefits that tournament hosts are receiving from USAV sanctioning. Motion by J. Ross, second by B. Webb to:

Motion 3: change Carolina Region tournament sanction fees to the following: (a) one-day regular season tournaments - \$25; (b) multi-day tournaments - \$25 plus \$1 per team; (c) Beach/Outdoor tournaments - \$15. **Motion Approved.**

- c. NC Volleyball Hall of Fame - Tina and Fred agreed to be co-Chairs of the Selection Committee. They will review the current nominations. We will send an electronic vote to the committee for voting before the July 1 deadline to announce any inductees. Motion by T. Readling, second by J. Ross to:

Motion 4: clarify that Teams elected to the NC Volleyball Hall of Fame will be presented in the Court of Honor section of honorees. **Motion Approved.**

Meeting Recessed at 10:00 am for the Annual Meeting

Meeting Reconvened at 10:45 am

VII. Junior Program Discussions:

The Junior Advisory Board Meeting was held online on May 6, 2019. They had several motions that the board needs to review and approve.

- A. Motion from JAB to:

Motion 5: approve the amended 2019 Carolina Region Tryout Policy. **Motion FAILED.**

Board discussed how to incorporate some of the feedback we heard at the club directors' meetings in December with the results of the survey. An idea was presented to allow an early signing period during the summer where clubs can offer a spot to current players in their club only. A few other regions have that policy and seems to work for them. Board wanted to survey on this idea next year and may possibly implement next summer. Motion b T. Readling, second by K. McGivern to:

Motion 6: amend and approve the JAB-approved 2019 Carolina Region Tryout Policy to change the end dates for the respective signing periods to Thursday, October 31 and Thursday, November 14. **Motion Approved.** See Appendix 1

- B. Motion from JAB to:

Motion 7: approve the 2020 Junior Tournament Schedule as proposed by staff. **Motion Approved.** See Appendix 2

- C. Motion from JAB to:

Motion 8: break ties at the East/West Championships tournaments using the same method used during regular season one-day tournaments. **Motion Approved.**

- D. Tournament Admissions – Staff has discussed that it may be time to allow tournament hosts the option to charge admissions as a way to increase revenues to offset the increasing costs to operate facilities. We have heard from a few facilities where this is an issue and an admissions policy may help us retain current and attract new facilities to host. Motion by K. McGivern, second by t. Readling to:

Motion 9: allow one-day tournament hosts the option to charge an admission fee up to a maximum of \$5 for adults. Children of the age 18 and below will be free. All event participants will not be charged an admission. **Motion Approved.**

Doug Balsler needed to depart at this time due to scheduled family graduation activities.

Lunch arrived. Board met in closed session for personnel matters during the lunch hour.

VIII. Officials Program Discussions – Stephen gave a review of rating and training activities during this past season.

- A. Just completed the fourth season of the OAAP. We had five officials complete their three-year commitment this season. Now have 13 in the program and will look to add 8 more this next season.
- B. Darryl Buck received his National certification at the 18's JNC.
- C. We have three officials accepted and going for their Junior National certification this summer. We have 7 other officials in the Junior National pipeline.
- D. We will be announcing a Most Improved official from the OAAP at the fall OTP clinic.
- E. We had 13 Junior Regional referees working as professional referees this season.
- F. We had 28 officials receive upgraded certifications this season.
- G. We will promote to clubs an idea of having their injured players referee during club practices/scrimmages to let them get more experience. As they become more accustomed to it, we can recruit them to work our tournaments.
- H. We will investigate opportunities to have a booth during our larger events about professional officiating opportunities.
- I. Stephen outlined the Blue Ribbon Program that was discussed at National meetings in May.
- J. Kevin and Stephen reviewed the Tag UR It program. We will get some of our luggage tags in hands of our trainers to try to utilize that promotion better.
- K. Board discussed how teams receive uniform waivers. Discussed ways that officials can be notified better of teams with waivers.
- L. USAV has changed their pay rates for Retired Nationals at National events. It prompted us to think about how we pay our retired Nationals. Those officials are not doing the same requirements that current national officials are doing so it makes sense to have a different pay rate for them in the region. We should update our policy, but it was decided to grandfather our current Retired Nationals so they will receive the same pay they had been receiving. This change will go into effect for any future officials that retire their national rating but continue working in the region. Motion by T. Reading, second by M. Spillman:

Motion 10: Effective October 1, change the pay rate for Retired Nationals to receive the current Regionals rate plus \$10. All current Retired Nationals will continue to be paid at the current National referee rate. **Motion Approved.**

- M. In-person Officiating clinics – based on growth in the Junior programs, the limited number of clinicians, and the time period of when in person clinics are held, it has become increasingly harder to schedule and accommodate all the in-person officiating clinics. The junior survey and Junior Advisory Board supported putting in a limit for the in-person clinics. The goal is to drive more people to the online clinics for certification. Motion by J. Ross, second by B. Webb to:

Motion 11: establish a policy that the in-person junior officiating clinics are reserved for the 14-and-under age groups and junior coaches only. Clubs with 5 teams or fewer may still allow anyone in the club to attend up to the maximum allowed per clinician as established by the Region. **Motion Approved.**

- N. Marilyn Thompson has retired as Officials' Program Director. Kevin, Wade, and Stephen have met to discuss that position. The duties will be updated based on current practices. We hope to post the job opening in July with hiring shortly after that. Kevin will keep the board updated as we fill the position.

IX. Secretary Vacancy Appointment/Bylaws discussions:

- a. Secretary appointment. Dan Colleran has had to resign his position on the board due to a job relocation out of state. Motion by J. Ross, second by M. Spillman, to:

Motion 12: appoint Tina Readling as Secretary to fill the unexpired portion of that term. **Motion Approved.**

- b. Board reviewed bylaw language concerning At-Large members. There was a desire to keep Fred involved with the board in that capacity. Motion by T. Readling, second by B. Webb to:

Motion 13: appoint Fred Wendelboe as an At-Large member of the board with vote. **Motion Approved.**

- c. Board discussed additional updates to the Bylaws around the makeup of the board. After some discussion, it was decided to replace the Men's and Women's Player Reps with two more Junior Girls Reps. Kevin will update the language of the bylaws in all applicable locations, send to the board for review, and then call for a vote after the required 10 day waiting period.

X. General Discussions:

- a. Marilyn Thompson Retirement – Kevin notified the board that Marilyn has retired as the Official's Program Director as of May 31. She has been involved with the Region since 1982. Board authorized Kevin to have a plaque produced recognizing her long service to the Region. Once that is ready, Kevin will arrange a lunch/dinner with Marilyn to present to her and the board will be invited to attend.
- b. Jim asked that we schedule out quarterly conference calls for the board to receive brief updates on what is happening in the region. Kevin will look at scheduling out and will send out reminders to the board.

XI. Adjournment

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

Motion 14: adjourn the 2019 Annual retreat of the Carolina Region Board of Directors at 3:36 pm. **Motion Approved**



APPENDIX 1
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 26, 2019** 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 10, 2019** (after the North Carolina State Championships for public High Schools on November 9, 2019). 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. 31, 2019 at 6 pm** after the FIRST Tryout Period begins for the **U12, U13, and U14** age groups and **FOUR DAYS - Nov. 14, 2019 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 2019-2020 Season:

	12’s – 14’s	15’s – 18’s
Tryouts may begin	October 26, 2019	November 10, 2019
Signing dates	October 31, 2019	November 14, 2019



APPENDIX 2

APPROVED 2020 JUNIOR TOURNAMENT SCHEDULE

January:

- 4 - Regular season tournaments begin; All divisions for age groups 14's, 17's
- 5 - Regular season tournaments begin; All divisions for age groups 15's;
- 4-5 – Carolina Kickoff (Rocky Mount)
- 11 - All divisions for age groups 13's, 16's, 18's;
- 12 - All divisions for age groups 12's
- 18-20 – City of Oaks Tournament – Raleigh Convention Center; (MLK trns)
- 25 - All divisions for age groups 15's, 17's;
- 26 - All divisions for age groups 14's;

February:

- 1 – All divisions for age groups 12's, 16's; 18's Queen City (Feb 1-2)
- 2 – All divisions for age group 13's
- 8 - All divisions for age groups 14's, 15's; (ACT Test Date)
- 9 - All divisions for age groups 17's;
- 15 – All divisions for age groups 12's, 13's; 16's
- 16 - All divisions for age groups 18's;
- 22 – All divisions for age groups 14's, 17's;
- 23 - All divisions for age groups 15's;
- 23 – National Bid tournament – 12's, 13's, 16's, & 18's age groups
- 29 - All divisions for age groups 12's, 13's, 18's; MAPL Raleigh (Feb 29-Mar 1)

March:

- 1 - All divisions for age groups 16's;
- 7 – All divisions for age groups 14's, 15's; (SAT dates);
- 8- All divisions for age groups 17's;
- 14 – All divisions for age groups 13's, 16's, 18's;
- 15 - All divisions for age groups 12's;
- 15 – National Bid tournaments – 14's, 15's, 17's;
- 21 – Regional/East/West Championships for age groups 15's, 17's;
- 22 – Regional/East/West Championships for age groups 14's;
- 28 – Regional/East/West Championships for age groups 12's, 16's, 18's
- 29 – Regional/East/West Championships for age groups 13's;

April:

- 4-5 – Junior Hi Neighbor (ACT Test Date)
- 10-12 – Big South weekend
- 12 - Easter