

MEETING MINUTES
EVERGREEN REGION BOARD MEETING
June 9, 2016- 6:00pm

- 1) CALL TO ORDER – Meredith Coupland 6:00pm
- 2) ROLL CALL – Meredith Coupland 6:00-6:05pm
 - i) Executive Board: Meredith Coupland, Kyle Twohig, Jon Lee, Linda Kildew, Debbie Spray
 - ii) Advisory Board: Desiree Phelps, Hedder Pascua, Kelsey Solberg, Lindsay Callaghan, Roland Madany
 - iii) Guests:
- 3) APPROVAL OF 02/16/2016 MINUTES: Kyle Twohig moves to approve, Jon Lee second (All Approve) 6:05-6:10pm
- 4) APPROVAL OF 06/09/2016 AGENDA: Jon Lee moves to approve, Kyle Twohig second (All Approve) 6:10-6:15pm
- 5) BOARD REPORTS:
 - i) COMMISSIONER – Meredith Coupland 6:15-6:40pm
 - (a) Membership Report - FULL members increase of 6.2% to 4,901 (from 4,672), decrease in limited members of 20% - ALL members decrease 4% to a total membership of 7,465. With our MT only membership initiative we saw 47 members use this membership but an increase of 4 MT clubs participating USAV.
 - (b) RVAA Annual Meeting – Orlando, FL
 - a. 6 Standing Committees Items of Note:
 - a. Insurance Committee – RFP process for insurance advisor for the RVA insurance ended with Wells Fargo and ESIX as our best options. RVA voted to stay with ESIX.
 - b. The USAV Board and SafeSport working committee (of RVA, JA, and Staff) came out with a (passed) motion that requires any adults working with juniors at national bids/national event would have to be SS certified before being able to participate (chaperones included)
 - c. Competition Committee – Reporting on all items that are adult division related
First item: Regions just want a USA rulebook that is the rules we use/play by - **Motion Passed Committee Unanimously**. Second Item: Adding a “C” level at Adult Opens – referred to zonal discussions.
 - d. Structure & Function Committee/Compliance Committee – reviewed RVAA Admin Manual revamp. No RVA compliance issues reported.
 - e. Strategic Planning – Mission to assist member regions of the Regional Volleyball Association (RVA) – individually and collectively – improve their ability to proactively plan for the future and implement effective initiatives to “serve the grassroots function for USA Volleyball.” The goal is to Assess & Evaluate, Formulate (Mission, Vision, Principles, Priorities), Implement- recommending a long range plan with annual operating plans, and how to Monitor.
 - f. Education Committee- Three areas of focus came out of the committee for the USAV Education Department to work on for the upcoming 2016-2017 season.

- i. Create a Hybrid IMPACT Clinic Option for Regions to choose. In addition to in- person and online. This option would allow chapters 1-4 of the IMPACT manual to be watched online and the other portion would be in-person.
 - ii. Create option for IMPACT Manual to be accessed online for those members who have taken IMPACT. Possibility of adding it to the LMS system.
 - iii. Creating an IMPACT Refresher course for Regions to use for members who have taken IMPACT a number of years ago.
 - g. Marketing & Branding Committee (Solberg) –
 - i. USAV Marketing and Branding have created a Juniors USAV Logo which would be allowed to be added to any brand of jersey for Juniors teams to be connected to USAV. Marketing committee developed and approved logo and patches at meetings.
 - ii. The upcoming Olympic games has created an opportunity to grow the interest in our sport. USAV is working with other groups to create the Gold Map website in cooperation with each USAV Region. Gold map will allow people to go to their website and find out about volleyball and direct them to the Region in their area. Region websites need to be prepared for the increase in new member traffic and interest
 - iii. USAV has been working with ESIX to create an Open Court (try volleyball for free) day. The target date is August 27th to host an Open Court day. This is the final day of the Olympics when interest in the sport will be high. USAV has developed an Open Court packet which lays out the timeline for prep, marketing and day off drills etc. Kesley will be working to advertise and implement Open Court days throughout the Region with help of ERVA area reps, clubs and adult members.
- b. SSCI and ESIX Reports
 - a. SSCI: Screening totals and statistics
 - i. approx. 35K screened, 1.5K hits, 51dq'd, this year in all Regions.
 - ii. Significant case summaries – a city is being sued because of the sub-standard background screen and a volunteer (& also a youth soccer coach) had a case in another state– city did a sub-standard screen and now being sued. If they had done an industry standard screen the charge would have been found. – No other states have pending legislation re background screening protocols -
 - b. ESIX: USAV is still operating at a > 100% loss ratio which does affect the bid for the next season's rate – they expect the per member rate to increase to \$4.14 this season.
- c. USAV Staff Reports
 - a. SafeSport:
 - i. Training is up about 5k people (22k).
 - ii. Significant increase in e-communication and grooming behavior calls.
 - iii. SS Work Group meeting – many RVA and JA represented Staff and Lori Okimura.
 - iv. US Center for SS to be accessible starting Jan 2, 2017 (Doug Beal) – they are working on staffing, insurance, office space -
 - v. Presentation of the work group motion (Updegraff) with the implementation timelines. This was officially supported by the Insurance Committee with a unanimous vote.

- b. Sport Development –
 - a. Boys – USAV Staff-Brendan Ledwith – forum at the BJNC that the college coaches called for – for the club directors of boys to explain or make aware the rule differences between the men’s collegiate game and women’s collegiate game.
 - b. Club Directors Symposium during the 2017 HP Event (July)
 - c. Sport Kit to a flash drive format (to keep up with technology)
 - d. GO PLAY! Ball and Balloon for Regions
 - e. Another Open Court option is the Womens&Girls in Sport Day/Flo Hyman Day – Feb 2
- c. Grant Report –
 - a. Grant committee has decided to create two deadlines for grant requests with the final one to happen one week prior to the May meetings, they also want all “club” requests to have a region connection (may require a statement from the RVA as to how it will affect the RVA).
 - b. They also talked about setting a limit on requests from one region – it was generally felt that there should be a limit but it would depend on the \$\$ amount for the annual grants.
 - c. This next season there will be \$100k grant that will be given to 10 regions – if the region accepts the grant then there will be a reporting & Best Practices requirement.
- d. USA Volleyball Academy (Steve Webster) –
 - a. Regions can utilize the Academy as a way to deliver Region specific content to their members
- e. Education (Diana Cole) –
 - a. Hyper stories from the online IMPACT class...for example Overlap Rule and how to teach overlap for coaches.
 - b. Semester long CAPI that was piloted in Puget Sound had rave reviews because they were able to take what they had learned that weekend and apply it that week while coaching
- f. Beach Office (Ruger)/JBT (Mark Paaluh):
 - a. Developing more of a working relationship with the beach hp program, Nationals in Bradford Beach, WI. Surveys from the events are absolutely read so that they can get better – please participate.
- g. Strategic Plan (Vadala) –
 - a. Annual Plan, Accountability, Budget – Planning Timeline
- h. HR – Bernie McLean –
 - a. Wage and Hour Division (“Final Rule: Overtime” that takes effect Dec 1 2016) – June 7 Department of Labor is hosting a webinar for non-profits that helps us understand the new rules regarding the new payroll limit sets for paying overtime and the Exempt/Non-Exempt Status.
- d. Zonal Meetings Items of Note –
 - a. Specific question from our zone regarding a Boundary document that would have ALL the RVA boundaries in one spot vs separate meeting minutes (for example the ERVA/PS region boundary was set in the October 1996 ROD minutes)
- e. RVAA Elections and Motions of Note

- a. RVAA elected Jon Lee as the RVAA Chair – have also extended the election period for the 2 of the 3 USAV RVA Rep positions that are up for election this year.
 - b. A team can only play in one “qualified” division at the GJNC – spring and summer championships are the same event.
 - c. Move the American Division of 18U Girls Junior Championships to the Spring 18U Girls Junior Championships. (Andrew/Wendelboe) Motion Carries RVAA
 - d. Request USAV develop a results reporting system that does not include the results from non-USAV events.
 - e. Motion requiring R2s at National Events to be coaches only (U15-18) FAILS RVAA.
 - f. Regions just want a USA rulebook ONLY that is the rules we use/play by - Motion Passed Committee Unanimously but FAILS RVAA
 - g. Have the Education Department prepare materials to offer a 3-prong approach to giving IMPACT clinics: All in person, broken into 2 parts with part A (Risk Management Chapter 1-4) offered online and part B (Rest of the Chapters) an in-person clinic, OR All online.
 - h. Direct the Education Department that CAP I will not expire retro-acting this new ruling AND require CAP II to have re-certification modules to maintain certification.
 - i. SafeSport: During the 2016-17 season, participation in nationally sanctioned junior events will require that SafeSport certification be completed by all registered adults. (National Qualifiers & JNC). Effective the 2017-18 season all registered adults associated with junior programming (who are required to have a background screening) are also required to be SafeSport certified. (Complete the core SafeSport course found at <http://safesport.org>). Individual regions may set earlier deadlines for their respective regional events.
 - j. Insurance: Move to retain ESIX as Insurance Advisor and extend our current agreement with SSCI for one year and then determine if RFP should occur.
- (i) ERVA EXEC or BOD additional background screening
 - a. USAV Board background screening includes a fiduciary component that would DQ someone with Felony “Acts of Dishonesty” in the past 10yrs and Misdemeanor “Acts of Dishonesty” in the past 7yrs. “Acts of Dishonesty” include but not limited to theft, fraud, embezzlement, bad checks, burglary, and robbery. ERVA Executive Board will review and vote on making this a requirement for the ERVA Executive Board members.
 - (ii) FLSA Webinar and its’ effects on ERVA –
 - a. Starting December 1 there are new rules regarding overtime pay and salaried exempt/non-exempt employees also known as the “White-Collar” employee. There are additional considerations for those in the Non-Profit Sector (which includes ERVA) and I will ask M Ray (treasurer) to work with J Kavadias (accountant) to make sure we follow the guidelines pertinent to our type of organization.
 - (iii) Boundary Discussion – (see October 1996 minutes from the meetings of the Regions)
 - a. Topic for discussion because of recent inquiries to the Puget Sound Region staff by ERVA clubs about registering their members in that region instead of ERVA. MCoupland and JBryant requested the national office to provide us with the scanned minutes that explain the boundary in the motion passed.
 - (iv) Strategic Planning –
 - a. M Coupland requested the 3 member divisions (Juniors, Adults, and Officials) as well as the Administrative Group (Commissioner, Treasurer, Operations, &

Marketing) to review and fill-out the SWOT worksheet in preparation for upcoming RVA Strategic Planning Survey and for planning discussions at the next Executive Board budget work session.

(c) Jon Lee

(i) USAV Board

- a. Jon Lee appointed as the Chair of the USA Volleyball E &E Committee for the next Quad. Meredith Coupland (ERVA) also named to that committee along with Harold Cranswick (AZ); Angelo Iasillo (GL); and Katie Holloway (National Sitting Team).
- b. Jon Lee also appointed to National Governance Committee.
- c. Jon Lee elected by RVAA to chair the RVAA for the next Quad beginning July 1, 2016.
- d. Kevin Twohig's term as Treasurer for USA Volleyball ends June 30, 2016. John Speraw- contract as USA Men's National VB (indoors) Team coach extended as was Karch Kiraly for USA Women's National VB (indoors) Team
- e. NATIONAL E&E ISSUES/OTHER ISSUES:
 - a. No Significant E&E Issues. A number of criticisms vs. certain regions who do not require IMPACT certification as part of coaching requirement protocol. Some allow "reasonable time" without defining what that means and thus teams are going to Qs and Outside Region Tournaments with non-qualified coaches. Other regions assume these coaches meets their own regional requirements
 - b. USA Volleyball looking to approve the Safe Sport Handbook and Changes to the Code of Conduct. (most specifically concerning authorization and waiver language) per recommendation from USAV BOD attorney Steve Smith.
 - c. Motion from Safe Sport Workshop: During the 2016-17 season, participation in nationally sanctioned junior events will require that Safe Sport certification be completed by all registered adults. (National Qs and JNC only-not including Region Bid tournaments)
 - d. Effective 2017-18 season all registered adults associated with junior programming (who are required to be background screened) are also required to be Safe Sport Certified. Individual regions may set earlier deadlines for their respective regional events.
 - e. A joint standing Competition Committee with JA implemented.
 - f. A joint standing Safe Sport Committee to be implemented. Assigned Chair: Michelle Carlton (KE) and Joanie Williams (DE) Associate Chair. Those on workgroup also to initial committee.
 - g. RVAA provided a 3rd BOD Rep position. Two candidates being elected as we speak.
 - h. Term Limits motion: Motion to extend term limits defeated. Term limits = 4 yr. term.
 - i. Next RVAA and BOD meeting at Flamingo Hotel-Las Vegas Oct. 7-8/BOD 9-10, 2016

(ii) Ethics Updates: National (Lee) Regional (Coupland)

- a. No current ERVA E & E issues made known to ECO.

ii) TREASURER – Margie Ray

6:40-6:55 pm

(a) Financials (P&L Report)

- (i) Current ERVA budget numbers show a loss. ERVA Executive board members anticipated the loss due to adding a full time employee for growth and development in the Region. Current full memberships have increased and programming for boys has improved. Executive board along with J Kavadias (ERVA accountant) will monitor the budget in the upcoming season.

(b) Divisional Budget YTD

- (i) Executive budget work session will be scheduled to review current budget numbers along with projected numbers from last season to evaluate upcoming 2016-2017 season.

iii) SAFESPORT

6:55-7:10pm

- (a) 2015-2016 Season YTD Report
 - (i) Sideout VBC U18 Release of Player
 - (ii) North Idaho Thunder U16 team termination
 - (iii) Goldendale VBC questions regarding coach and allegations during the high school season and how that plays into the club season and their trip to Anaheim. Debbie advised that they are officially unrelated, but best practices and ways to protect coach were discussed.
- (b) 2016-2017 season
 - (i) Require chaperones to do full SafeSport training

-OFFICIALS DIVISION

(c) Reports

- a. Officials Director/Chair of Officials – Linda Kildew 7:10-7:35pm
 - a. USAV Officials Meeting
 - b. 2015-2016 Season Updates
 - i. Officials numbers have grown, more than 90
 - ii. Issues with trying to schedule Officials in close proximity to tournaments to keep costs low, but complaints about said Officials
 - iii. Power League: miscommunication for level of Officials at certain venues
 - c. 2016-2017 Work Session Items
 - i. Tournament Directors should go through Arbiter tutorial at Summit
 - ii. Arbiter tutorials need to be edited/updated
 - iii. Communication needs to be streamlined between Officials, Tournament Directors, staff, etc.
 - iv. Explore new modules for Official education
 - v. New modules: Advanced Line Judges, Taking Care of Business
 - d. Officials Payroll
 - i. USAV tournament R1 payment to increase to \$40/match
 - ii. USAV considering eliminating the paid scoring position and/or the R2 at the National level
 - e. Adult Open Nationals
 - i. Complaints from Officials regarding advancement of pools, scheduling, organization, rosters, etc.
- b. Chair of Scorekeepers – Barb Twohig
 - a. Updates 2015-2016
 - i. No score sheet changes for the 2016-2017 season
 - b. 2016-2017 Work Session Items
- c. IMPACT
 - a. New Clinicians
 - i. Debbie Spray passed CAP I and will have CAP II for the 2016-2017 season
 - ii. Feelers out for other new clinician in Yakima, Tri-Cities other surrounding areas

iv) ADULT DIVISION

(a) Reports

- a. Adult Player Rep Report– Kyle Twohig 7:35-7:50pm
 - a. Outdoor Update: Brown's Courts

- i. Construction under way for the Championship court, should be ready to use by June 25th
- ii. Splash pad got approved and will begin construction soon
- iii. Existing courts poles are tipping, not under any sort of fault for the contractor because they were built to plans in place from supplier. Kyle will continue to monitor and in the future may have to adjust structure
- iv. Prairie View Park (South Hill) received grant for construction, 4 court facility is in Master Plan. Construction should start in 2016.
- b. Indoor Update
 - i. Adult Open Championships Orlando 2016: Spokane Slugs attended and had an excellent experience
- c. 2016-2017 Work Session Items
 - i. PVL Committee Meeting working on being scheduled

v) JUNIOR DIVISION

(a) Reports

- a. Junior Program Director - Larissa Welch 7:50-8:15pm
 - a. Power League Conclusion
 - i. 24 teams in the U14 and U16 division...overall good feedback from coaches and club directors.
 - ii. Feedback regarding officials at Gold Division to create the “power league” environment for those matches. Junior and Official Division plan to meet during summer work sessions to work on PL assigning.
 - b. May Meetings-Junior Competition...
 - i. Motions: Move 18 American to Spring along with other divisions if there is space. If a team qualifies for the 18 open division and declines, they are not eligible for any other division
 - c. Sport Development
 - i. Badger Boys/PIVA, HP, Camps/Clinics- Badger Region presented their Boys events and structure within their Region. Badger uses a league structure with the men’s university teams in their area to help host league nights, camps, clinics etc. ERVA will explore some additional growth possibilities for next season for the boys division.
 - ii. Open Court
 - d. JBT
 - i. Communication challenges- Regions voiced concerns about the current communication challenges with the USAV Beach office and the JBT. USAV staff members listen and took notes and promised the concerns would be met.
 - ii. New USAV Coordinator-Mark Paaluhi has taken over as the JBT coordinator.
 - e. Outdoor
 - i. Junior Leagues/Tournaments-ERVA has 42 U12/U14 teams registered in the junior doubles league and 25 U16/U18 league. There have been multiple junior sand tournaments and clinics hosted at Brown’s and in other parts of the Region.
 - ii. Kahiau VBC has used their grant money from USAV to improve the sand courts in their area and have hosted a Sand Clinic. They also plan to host a club tournament at the new courts.
 - iii. Sandstorm VBC in Richland, WA has also begun to revamp the courts in their local park. Eric Garcia has hosted tryouts and is also hosting a Sand Clinic at the courts.
 - iv. Officials Training

- v. Juniors division would like to work with the officials division to train more beach officials for next season to have available and present at junior leagues and tournaments.
- f. Work Session June 16/17
- b. Junior Player Rep –Liz Steinmark
- c. Juniors Development
 - a. Girls – vacant
 - b. Boys – Roland Madany
 - i. Draft was a success, but date and marketing improvements are needed
 - ii. 3 Region hosted tournaments
 - iii. Suggestions for coaching recruiting in the 2016-2017 season
 - iv. Suggestion for girls clubs that have boys teams to have a sub-Club Director to focus solely on the buys
 - v. Border Smackdown 2016
 - vi. View video promo for the Border Smackdown
 - vii. Registration was up nearly 200% from last year
 - viii. National suggests a Western Boys Power League. This is a premature idea, developments are in progress. Kelsey and Roland will meet to discuss further.
- d. Area Reps (Juniors)
 - i. Rocky MT – Nate Michael
 - ii. Palouse – Amie Dussurgett-Quesnell
 - iii. Metro – Liz Steinmark/Hedder Pascua
 - iv. Cascade – Desiree Phelps
 - v. Columbia Basin– Tim Davison
- e. Club Director Rep – position vacant
- f. High Performance

vii) ERVA OFFICE

(b) Reports

8:15-8:30pm

- a. Operations Manager - Lindsay Callaghan
 - a. Regionals/Bid Tournament
 - i. Regionals had a large event feel with the efforts of Kelsey on the marketing and vendors present at the event. Many of the vendors provided prizes in lieu of their vendor space fee which helped the tournament and provided nice prizes. Lindsay plans on hosting a Regionals/Bid Tournament work session to specifically focus on the improvements and needs of the event.
 - b. MT Memberships
 - i. 47 total members utilized the MT specific memberships and 4 additional clubs activated this season from the MT area. Lindsay will discuss with Nate Michael if he feels the membership helped increase interest in USAV for the MT events.
 - c. Committees
 - i. Lindsay and Kelsey feel adding ad hoc committees for areas of growth will be helpful in providing the ERVA staff with the planning and implementation process. Lindsay will be promoting a HP Committee to develop a program with the ERVA.
 - d. Tournament/League software
 - i. Lindsay and Kelsey will be researching and trying out numerous tournament and league software's to help streamline large events such as regionals and junior sand league. ERVA staff would also like to find a system which includes a facility management option to manage the Brown's Sand courts. ERVA staff will provide software price and proposals to Board for approval.

- e. Division Work Sessions
 - i. Lindsay and Kelsey will be sending out schedule surveys to the departments and individuals who would like to join the sessions for summer planning. ERVA staff would like to have the first sessions completed by Mid-July.
 - f. Keo Millan Donation/Fundraiser Event
 - i. Lindsay has spoken to Spike2Care about hosting a fundraising event for Keo Millan. Bart Townsend suggested Spike2Care and ERVA partner for the event and also provide matching donations to the cause as well. MCoupland asked for a request for a donation amount to be presented to the board.
- b. Marketing & Development Coordinator-Kelsey Solberg
- a. PVL
 - i. Show handout from Steve, highlight future plans/dates
 - ii. Discuss a possible strategy for ERVA
 - b. PVL Committee
 - i. Members: Kevin Twohig, Bart Townsend, Hedder Illustre-Pascua, Kelsey Solberg, Linda Kildew, and recommendations to ask Brandy Kosty and Kari Chavez.
 - ii. Doodle out for meeting in June
 - c. Badger Region Boys Presentation
 - i. Open House: Mid-Late October
 - ii. Indoor Clinics
 - iii. Sand clinics
 - iv. Boys Coaches Clinic
 - v. Leagues
 - d. Open Court
 - i. August 27th
 - ii. Indoor, outdoor, sitting options
 - iii. Open Court “in a box”
 - iv. Viewing party option
 - v. Email going out to Area Reps and Club Directors to host one in their area’
 - vi. Try Hockey for free
 - e. Marketing and Branding Committee
 - i. See meeting minutes
 - f. Gold Map
 - i. Show video
 - ii. See meeting minutes
 - g. Sports Illustrated Play
 - i. Had GoToMeeting with SI Play and Tourney Machine
 - ii. Partnership with USAV, complete integration with Webpoint. More info to come
 - h. VolleyMania
 - i. 16 teams
 - ii. Great feedback on open ceremonies, awards, pizza party, shopping, etc.
 - iii. Need more volunteers next year!
 - i. CLASS Act
 - i. Jan-Mar winners: 2 players, 1 coach
 - ii. Significant responses from membership, bigger push at the Summit this year
 - j. Sponsorships
 - i. Spokane Sports Commission: signage, programs
 - ii. Court Sponsors: S2C, O’Dohertys, NSR, Dave Smith, NQRC, Dutch Bros, Luigis, Diamond C Woodworking, Azteca, Pizza Rita

- iii. Vendors: Zome, Strideline, Xcelerate Sports Therapy, Sanuk, MatchPoint Photo, Kimmel, Complete Athlete, NSR, S2C
- k. Website
 - i. Committee Members: Bart Townsend, Liz Steinmark, Nate Michael, Linda Kildew, Barb Twohig, Mark Felchlin, Debbie Spray, Larissa Welch, Meredith Coupland
 - ii. Formations Design
 - iii. Share Project Proposal
 - iv. Gallatin Public Affairs
 - v. Proposal out, awaiting scheduled meeting
 - vi. New logo?
- l. Border Smackdown video:
<https://www.youtube.com/watch?v=T98YQEmOfDY&feature=youtu.be>

viii) PNQ Report 8:30-8:35pm

6. OTHER NEW BUSINESS 8:35-8:45pm

7. MOTIONS

8. ADJOURN
Next Meeting Date:
Location:
Time: