

Florida Region of USA Volleyball
Board/Staff Retreat Meeting Minutes
June 18-20, 2010

In attendance:

James Phillips (6/18, 6/19,6/20)
Steve Bishop (6/18, 6/19,6/20)
Donna Beasley (6/18, 6/19,6/20)
Shanon Lewis (6/18, 6/19,6/20)
Lori Eaton (6/18, 6/19)
Mitch Sadowsky (6/19, 6/20)
Doug Darling (6/19 – via phone Session 2)
Bryan Carver (6/19 – via phone Session 2 - 4)
Kendra Vanzwieten (6/20 – via phone Session 5)
Richard Purtz, Board Attorney (6/19,6/20)

Session 1 – Welcome and General Business

Meeting called to order by James Phillips at 6:05 pm.

Motion by James to approve previous BOD meeting minutes.

Need to make 1 change – Shanon was not at 3/21/10 meeting. No other changes.

2nd by Shanon. No other discussion. Passed unanimously.

Motion by James to approve Meeting Agenda.

Any discussions or additions – Shanon would like to add Boys Club Director Handbook/PIG form & guide.

2nd by Lori. No other discussion. Passed unanimously.

Reviewed Confidentiality Agreement – this will be reviewed in Session 4 with Richard P.

BOD Election Results

James – reviewed the results from the BOD elections.

Commissioner Report – James Phillips

We need to be more of a working board and a working JAB. We need a checklist for JAB members to report back at each quarterly meeting with club updates from their respective area clubs.

Florida Region is growing and we are leading in outdoor/beach for junior girls.

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Region staff is doing a great job, need to look at increasing office staff to meet needs of region growth.

Retreat Goals/Expectations

Future growth needs for region

What we want to do for the next year.

3 year plan

5 year plan

Financial Report – Donna Beasley

She has reviewed the documents that Steve provided her and is satisfied with the answers to her questions.

Due to the growth in the region, we need to form an audit committee.

With as few as 3 – 4 people, the lead needs to have a financial background

Donna also recommended hiring a bookkeeper for the region office.

Donna is currently calling accounting firms to do audit review and will follow up to the BOD with an update.

Motion by Lori E, 2nd by Shanon L. Passed unanimously.

Executive Director Report – Steve Bishop

Steve did an overview of his Executive Director's report.

Steve also asked the board to review his concept idea/paper for FCVL for discussion later in the meeting.

Meeting was postponed until Saturday morning, June 19th at 9:30am

Session 2 – Officials & Education

Meeting was called to order by James Phillips at 9:30am

AVCA & PAVO Convention Review – James P.

Steve B. & James P. were given a Meritorious Service Award for all their assistance during the convention. This years convention had the largest turnout ever for coaches and officials.

Official's Coordinator Role

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Doug Darling is the Incoming Officials Chair and will assist with the Officials Coordinator Role. Please see the Official's Coordinator Job Description for a list of required duties for this position. This position will report to the Executive Director and the Official's Chair.

Minimum requirements for this position will include:

- National Official Certification
- Administrative experience & good people skills

A position description will be created by Doug & Steve and distributed to the membership for interested applicants.

Motion to hire Officials Coordinator by Lori E., 2nd by Mitch S. Passed unanimously

Official's Advancement Program – James & Doug

This year we had 12 officials apply for their Junior National and 2 officials apply for their National. We rated everyone interested in being a candidate and 5 officials are going. One change to this program will be that the Florida Region will move to a reimbursement process once the individual has completed the class. The individual will be responsible to pay the \$150.00 application fee and the region will reimburse them once they have completed the class.

Junior Official's Training Clinic & Train the Trainer Clinics

We need to bring younger people into our officiating program. Work on creating a program for Junior Official's to complete training and become eligible to R1 local tournaments. The region currently uses training videos that are provided to the clubs for officiating and scorekeeping. Maybe we could provide training for the junior officials in each area. Train the club liason at the same time and make the club responsible for training the rest of their members.

Creation of Official's Handbook

Doug is working on an official's handbook. He believes that scorekeeping knowledge is essential for officials and wants to incorporate this into their training.

Scorekeeping Monitor Update

We had a Scorekeeping Monitor at the larger events at the beginning of the season. This person would assist and monitor each teams scorekeeping abilities and give feedback on any improvements the team needed to make. We should continue this program at the beginning of each season, it holds the teams accountable for their scorekeeping training.

Coaches Education Weekend Jan 2011

The Coaches Education Weekend is tentatively scheduled to be held at LSCC in Leesburg the 2nd weekend of January 2011. Lori made a suggestion to look at holding 2 separate classes, 1 in South Florida area and 1 in Gainesville area.

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Steve suggested we look into this and see what the expenses would be for an additional class. We should send out an email and have the JAB call club directors for feedback and maybe available space.

Session 3 – Indoor Volleyball

Update on 2009/2010 Indoor Volleyball Events

- First ever Golf Tournament before GJRVC – made \$200 for scholarship fund
- We have 5 boys teams going to JNC
- Florida Fest Boys Bid Tournament had the largest # of teams to date
- We are going to try and move HP tryouts away from Bid Tournament
- Steve reviewed the thank you letters sent from Brevard County Starlings
- 48 of courts at GJRVC

High Performance Update

Team Florida HP was highlighted in the National USAV Magazine. We have college level coaches on every HP Team, the head coach and 1st assistants are college coaches. We are taking 5 teams, 3 girls and 2 boys teams to Wisconsin Dells in July. The program is running at a break even point.

Regional Ranking Tour for GJRBC

Look at creating a Ranking Tour for teams pursuing a Bid in the Girl's Junior Regional Bid Championships for ranking and seeding purposes. Teams would be required to participate in specific tournament(s) across the state in order to qualify for entry into the GJRBC. Use head to head results for Bid Championships.

Also, look into a polling website to assist with ranking for teams that should be ranked higher than they are, to be moved up based on the vote of other club directors.

Tournament Management w/ AES

Steve is currently working with the National Office to contract with AES as the Official Event Management System. Webpoint and AES already interface.

The Florida Region is also going to offer a package deal to tournament directors that use AES for reduced fees.

Florida Fest Boy's Bid Tournament Update

This is Regional/National Co-hosted event in Daytona Beach that is sanctioned through the National Office. Steve is working on linking the website www.FloridaFest.org to the National website when they are ready.

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District Junior Forum Meetings

The feedback from the meetings last year was very positive. Club Directors liked only having to travel in their own districts to attend the meeting. We are looking at the following dates for the 2010/2011 season: Aug 14, 15, 28 & 29 for girls and 1 meeting in Ft. Lauderdale for boys on Aug 21.

Junior Girls Tryout Dates are as follows: JAB Committee proposed that for the 2010/2011 season that 14U age division players (and below) be allowed to tryout starting on Sep 1 and 15U age division players (and above) be restricted to begin tryouts on the Sunday after the FHSAA state volleyball tryouts. Current penalties for non-compliance will remain unchanged. Motion passed unanimously.

Steve reviewed the Club Director Code of Ethics.

Steve reviewed Jr. Club Gold & Silver Seal Program. The board approved the implementation of the new Gold & Silver Seal program.

Discussion about waivers for coaches. Continue age waivers as in the past for coaches 18 -20. But let's start a "Jr. Coach Trainee" program, for junior age players (16 &17) to be a coach in training with the following restrictions:

Bench presence of Head Coach

"Jr. Coach Trainee" Coach Badge

Min. 4 year age difference

Application with a letter of recommendation from the club director

Region events only

Required to attend IMPACT training every year until they are out of the program.

Motion made by Steve to accept the program, 2nd by Shanon. 5 accept/1 against Motion passes.

Tournament Director Issues

Steve reviewed the Indoor Tournament Director Checklist

We are going to schedule a meeting with tournament directors to go over the expectations.

Recruiting Guidelines

The Florida Region does not accept any 3rd party complaints. Steve then reviewed the Recruiting Guidelines & Practices.

Ranking Guidelines/System for Jr. Girls

Steve reviewed the handout and the 3 proposals on the table for next season. 1) current model; 2)3rd party option;3)continue with AES

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Regional Stay & Play Policy

Steve gave an update on the financial impact on events at national level that use stay & play. Find more than 1 hotel option with a breakfast buffet. Have a 2 tier pricing program – a refund for the teams that choose to use our hotels and no refund if not our hotel. Required for GJRBV(Bid) & GRJVB

Motion made by Steve, 2nd Mitch S. Passed unanimously

Steve reviewed the concept paper for the Florida Collegiate VB League (FCVL)

Motion made by Mitch to move forward, 2nd by Shanon. Passed unanimously .

Regional Awards Ceremony

Steve briefly reviewed the documents included in the binders for the descriptions of the Regional Awards Ceremony.

Scholarship Update

We gave away \$4000.00 in scholarships this year. \$1000.00 from the Ned Degroot Trust, Ben Jordan Trust and Mark Headrick.

Sponsorship/Region Partner Update

Steve reviewed the Vendor Opportunity Packet enclosed. We had \$33k in vendor revenue this year.

2010/2011 Staffing Plan

Steve announced we are hiring 2 new positions for the region. Part time Officials Coordinator position and a full time Bookkeeper/Compliance coordinator.

Admin Fee Increase

The national office is increasing membership fees by \$10.00 next season. Steve's suggestion is to make the volleyball magazine an option during membership renewal,(saves \$2.50), raise the fee \$5.00 across the board and the region pays \$2.50.

Motion to accept made by Steve, 2nd by Shanon. Passed unanimously.

Annual Background Screen Requirement

Beginning August 1, 2010 anyone involved with a junior team must be background screened annually for sexual misconduct. This is a new State Law.

The Florida Region will require background screens annually across the board for all adult members with junior contact. The fee will be \$12 each year for coaches.

Motion by Shanon to approve change, 2nd by Donna. Passed unanamosily.

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Web Software Update

Microsoft Frontpage software is at end of life. We will start transitioning to new software prior to the start of the 2010/2011 season.

Review Corporate Documents

Shanon will take the lead on this project and send updates and changes to Steve and James for review.

Review Strategic Plan

Steve to look at getting stickers for USAV banners to show how long the club has been a member.

Steve gave a brief update on Vol-enews. All the past issues are posted on the website.

Incident Review Update

Steve - IRC's are very time consuming, going to move to a Notice of Infraction process for less serious incidents.

Discussion from board, James said he will work on Incident Review Policy.

Incident Review Update

Previous member (#GC1467578MOA09)denied registration wants to apply next season, are we going to accept his application for membership with junior affiliation.

Board vote 4 against/2 in favor – No renewal at this time.

Meeting was postponed until Sunday, June 20th at 9:00am

Session 5 – Outdoor Volleyball

Meeting was called to order by James Phillips at 9:00am

Dig the Beach, USAV Jr. Series Update

We had 117 teams in Siesta Key, 140 teams in Ft Myers and 130 teams in Ft. Lauderdale.

We are year 1 of a 2 year agreement with ESM (Dig the Beach).

Shanon is working on a flag program for the region to implement in order to notify players of pools, brackets, etc. rather than trying to yell across 35 – 40 courts for updates.

All coaches need to check-in prior to participating on any court. They must have a wristband prior to being courtside so we know and parents know that they are eligible to be in that position. We need to implement some type of punishment/Notice of Infraction for coaches that do not follow the required steps.

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USAV Jr. Beach Nationals are in Ft. Lauderdale August 22nd.

Jr. Beach Club Update

We currently have 12 – 15 Beach Clubs in Florida. The Florida Region is leading the way in the growth of junior beach clubs.

Beach Coaching Clinics

We need to increase the number of Beach IMPACT Instructors, so we can increase the number of clinics next year. We have 2 more clinics scheduled this year, 1 in Jacksonville and 1 in Siesta Key. Beach IMPACT is a 2 hour class and Beach IMPACT Plus is a 4 hour class with more court drills.

Corporate Volleyball Challenges (Grass)

Sanctions are available for grass tournaments. We are going to look at expanding league memberships to cover grass tournaments.

The region office is going to back off both Corporate Volleyball and the Volleyball Biathlon and take a break in the fall to get ready for the 2010/2011 season.

Next meeting scheduled for Sunday, September 19, 2010 via conference call. Specific meeting times will be announced at a later date.

James – Motion to adjourn at 11:30am.