

BOARD OF DIRECTORS (BOD) MEETING

November 13, 2005

In attendance:

Dana Voight	Commissioner
Jim Fales	Assistant Commissioner
Connie Denaburg	Treasurer
Michael Hubbard	Operations Manager
Darin Clark	Official's Chairperson
Yvonne Devlin	Jr. Coordinator-Girls
Robert Smith	Jr. Coordinator-Boys
Dave Crowder	Adult Coordinator
Dave Carstenson	Outdoor Coordinator
Mike Farah	Jr. District 4 Representative
Bob Nichols	Adult District 1 Representative
David Skove	Adult District 2 Representative
Nancy Cothron	Adult District 3 Representative
Sheryl Greene	Meeting Secretary

At 5:00 p.m. the meeting was called to order by Dana Voight, Commissioner.

A. Meeting Minutes

Darin Clark made Motion #1 to approve the previous BOD meeting minutes. No discussion.

Vote – 11 yes / 1 no Motion Carried

Next BOD Meeting, Sunday Feb. 12, 2006, 10 am at the Courtyard by Marriott in Orlando, see the web under calendar for direction.

B. Email Reminder

Dana Voight reminded everyone to copy him all emails to the membership, tournament information, clinics, etc. so he is aware of what is going on.

C. Executive Director Position

Bob Nichols explained that originally three people had applied for the Executive Director position. One was totally not qualified for the job. She was in way over her head and unprepared for the interview. One took a position with the National Volleyball Association, so no longer available for this job. Discussion centered on the third candidate.

Dave Crowder questioned the interview process. Bob Nichols responding.

Question: Candidate's commitment to the job for 5 years?

Answer: No, but the candidates knew that we are trying to grow the Region and they need to stay on longer than one year.

Question: The salary is \$35000, which is at the top of the offered pay range. We can use reserves to pay for the salary this year. How are we going to pay next year?

Answer: We can share the growth with the Director. Growth ideas – Internet, Candidate has success with college teams, sponsorships, tournaments, grass roots programs, boy's programs.

Question: Did the candidate quantify how they plan to grow the region?

Answer: No but we weren't looking for a number, just some ideas.

Question: Saw an email that the Candidate made it clear that they didn't want to work for 14 different people (each individual board member). How was this addressed?

Answer: The Director will work for an Executive Committee. Candidate knows the BOD will protect and supervise. The Committee will monitor – not micromanage. The Director will have some daily authority but not the major items.

Question: But, each Board Member has specific duties and departments, how will this be handled?

Answer: The Director will interact with each specific department as it pertains to the daily items. However large items will still need to be approved by the committee. This way it is impossible to have collusion.

Question: What are the big picture items? How to handle? The Candidate has to work with us and change will be because the BOD wants change. Dave suggested restructuring the BOD to be smaller. Dave also suggested the Director will turn out monthly reports.

Answer: Using the guidelines the Committee sets, will determine what the Director does.

Bob feels the committee should be 4-5 people. Three is too little. However, Mike Farah feels exactly the opposite. Bob explained with only three the risk of collusion is too great. Our personal risk is too great. Better protection with 4-5.

Dave Carstenson wants to know how Candidate feels about this? Does he know he will be reporting to a committee of 4-5? Bob, yes he knows, but it doesn't really matter how he feels, as that is the way it will be set-up. Candidate's only concern was reporting to 14.

Dana suggested that two things need to be accomplished:

1. Approve the Committee – If there isn't a committee, then Candidate will not accept the position
2. Approve Candidate as the Executive Director.

Mike Farah wanted clarification of the committee. Doesn't the committee still report to the BOD? Bob explained that with our large budget, there is too much risk. We have been extremely lucky to have gone on this long and not had any risk. Bob doesn't want to be lucky anymore, he wants to be correct.

Dave Crowder asked what was the criteria of no other outside activities and being fully dedicated to the Region and the position? Yvonne responded that the Director cannot have another full-time (40 hours per week) job. Other than that, of course they can have other outside activities.

Dave Crowder wanted to know what will the Director do from December 1 to March 1? Is there a job description and expectations? Yvonne replied that a job description has been completed and we just need a contract to be signed. Bob stated that Nicole Evans has the contract and it is legal.

Dave Crowder still feels that this is all very haphazard. Stated that six months ago we didn't even know we needed this position. Not sure what we are doing or how we are going to pay for it? Dave Carstenson replied that this was voted on two years ago. Nancy, Yvonne and Mike Farah stated that it has been longer than that. Bob stated that it was made perfectly clear to the Candidate that the position needs to be self-funded.

Dave Crowder – We don't even have goals, objectives for next year. Yvonne stated that the Director will help. Dave, the BOD directs and makes the plans not the other way around. Doesn't see the odds of success with this.

Dave Carstenson – "Let's get the ball rolling!"

Dave Crowder – What is the relationship between the part-time employee (Michael Hubbard) and the Director? Mike Farah answered that the Committee will oversee both positions. Michael Hubbard stated he is ok with all of this.

Dave Crowder stated that he still thinks the Director will have nothing to do for a year. Darin reiterated that there are already goals and plans to give the Director so he can get started. Mike Farah stated that the BOD will direct the future of the Region. Connie stated she would be concerned if this was a new person/new to the region, but with this Candidate it will be ok.

Michael Hubbard reminded everyone that the Director will also be in charge of events.

Motion #2 – Commissioner, Treasurer, Secretary, Adult Coordinator and Junior Girls Coordinator form the Executive Director Committee to oversee work with our employees and/or subcontractors.

Presented by: Dave Carstenson / 2nd by Darin Clark

Unanimous Vote – Motion Carried

Motion #3 – To approve Steve Bishop as the Executive Director for the Florida Region of USA Volleyball.

Presented by: Darin Clark / 2nd by Dave Carstenson

Unanimous Vote – Motion Carried

Dana reminded everyone that the Committee will set-up how paid, etc. Yvonne stated that the Commissioner is the Head of the Executive Committee. Dana will send letters to the other two candidates thanking them for their applications and letting them know that someone else was hired.

D. R.O.D. Meeting

Dana stated that he hasn't received the minutes from this meeting. Therefore, nothing to report.

E. Sponsorships

No sponsor at this time for the new season. Dana has a verbal agreement from Allen Davenport of Wilson Sports. For us listing them on our website, then they will give us volleyballs for both indoor and outdoor tournaments and banners. For the next three years will supply volleyballs for regionals and outdoors, plus clothe the High Performance Teams.

Yvonne suggested that the Executive Director should look over everything. Dave Crowder agrees and stated that the Director should be getting the contract, negotiating future contracts and presenting a whole sponsorship proposal to the BOD. Also, possibly Steve has sponsors he has been talking to. Michael Hubbard stated that Jeff Reavis want to talk to people too. Jeff should contact the Director.

F. Assistant Commissioner Report

Jim Fales has no report at this time.

G. Region Office Report

Michael Hubbard reporting

1. Financials

The ratios are about the same as last year. Expecting Registration Money in December and January. No outstanding debts.

2. ID Cards

We spent \$7000 on the ID equipment. We have enough cards for about a year. Nancy would like someone to attend the Impact Clinics and coaches clinics to take pictures. Darin stated that ID card will only be given to people who have passed the background checks.

3. Regional Tournament Fees

Mike Farah asked if we can raise the fees for this year. We need to do something to generate funds. Yvonne said too late for this year, but suggested that we charge a spectator fee. Michael Hubbard stated it is easier to raise prices. Yvonne, yes, but you'll get more at the door. Michael Hubbard suggested selling t-shirts. Dave Crowder, this should be given to the Director. Mike Farah, we're just making a recommendation so we don't keep losing money. Nancy, we just raised membership fees by \$5.00. We want to make this a premier event. Maybe losing a little on Regionals is ok.

H. Treasurer's Report

Connie Denaburg reporting.

She is going to be meeting with Michael to take over the financials. Dana will be working on the budget with her. Dana stated that this is everyone's last chance to submit budget changed. The budget will be submitted to the BOD by December 1, 2005. Dave Crowder stated he needs about \$300 to \$350 more. He'll send an email.

I. Secretary Report

Dana Voight reporting.

Becky Richwine is too ill to continue with this position and has stepped down. Sheryl Greene, today's meeting secretary, has agreed to accept the position. Everyone was reminded that Sheryl doesn't know much about volleyball but has experience in the Secretary position from other boards.

Motion #4 – To appoint Sheryl Greene as the new Secretary for the Florida Region Board of Directors.

Presented by: Darin Clark / 2nd by Mike Farah

Unanimous Vote – Motion Carried

J. Officials Report

Darin Clark Reporting

New Regulations Books are in.

We will now have District Coordinators for the Officials' clinics.

District 1 – James Phillips

District 2 – James Phillips and Dave Carstenson

District 3 – Dave Carstenson and Jim Fales

District 4 – Dave Greenlee

Dave Crowder stated that the FHSAA background checks for officials is more extensive than ours. Dave would like to propose that FHSAA officials that have already passed their background check, not be subjected to ours when they officiate at Region events. Michael Hubbard, can't do. The National Office will not allow it.

Dave Crowder said, then all officials from other regions who work Florida Region events must complete our background check. Dana said we can't do this if we hire from out of Florida because this is a right to work state. Dave stated, but they are not employees but rather independent contractors. Jim Phillips asked, so you mean that it is ok for officials from other states not to have a background check when they are officiating in Florida? Darin suggested we pass this by an attorney and then have an email Motion and Vote. Dana stated that eventually the ROD will require. Dave Crowder said it will be safer for the kids. If someone challenges the legality of our motion in court, then we can revoke or reword. Mike Farah – then why do? Dave Crowder, if it is required of our region officials and the parents and kids know it, they will expect that all the officials have passed the background check. They won't know which ones are from outside the region and may have not passed or even had one done. If the outside officials refuse, then we can eliminate them from our officials list. Mike Farah doesn't think we have the power to do this. Dave Crowder, yes we do. We control the Florida Region events and that means whom we hire and who works them. Dana stated that this policy would not apply to National Events that are held in our Region.

Motion #5 – That all officials who work a sanctioned Florida Region Junior event must have proof of passing a background check equivalent to the Florida Region's Background Policy.
Presented by: Dave Crowder / 2nd by James Phillips
Vote – 8 yes / 2 no – Motion Carried

Bob Nichols would like a letter sent to Nationals stating that we are doing this. Yvonne concerned with who will check and what exactly is proof? Dave Crowder suggested that we call their region office. Nancy stated at least it is a start. Darin will check and help Tournament Directors with this.

K. Scorekeeper's Chair

Motion #6 – To amend the bylaws as follows under "Selection and Composition of Directors" by deleting the following line: The position of the Scorekeeper's Chair is appointed by the Officials Chair and is also a non-voting member – Deleted.
Presented by: Darin Clark / 2nd by Jim Fales
Unanimous Vote – Motion Carried

L. Adult Report

Dave Crowder reporting.

Nancy stated that the Adult Regionals will be March 25-26. OVA offered to run at Disney. Another option is the pre-qualifier, piggyback with AJ, then you have entry fees. Better to have in Tampa. \$225.00 entry plus one keg of beer, and help purchase awards. Decided it will be at the Tampa Convention Center. Pool play to be completed on Saturday. Start time of 2:30 p.m., party Saturday night and finish the tournament by 4:30 p.m. on Sunday.

Dave Crowder wants to allow the Junior Club Coaches to play with their team if their team wants to play in the adult age group. Executive Director to appoint an on-site director. His is in charge of events. Dave Crowder wanted it know how much work both Nancy and Bob did and they should be compensated. Steve will decide.

The Adult National tournament is currently scheduled to be in New Orleans. The national office will decide by next week if they are going to keep it there or move to another location. This is a bid tournament. Since the Nationals may be somewhere other than New Orleans, Dave Crowder has informed the Central Florida Sports Commission and the Miami Sports Commission that they may have an opportunity for a last minute bid. Dana stated that the national office will not work with sports commissions. Besides the other locations being considered are Minneapolis and Kansas City.

Dave Crowder stated that Hector Martinez, St. Thomas University, is the head coach of Team Florida. He requires airfare to each destination.

The Adult Handbook is completed.

Dave Crowder is still looking for a letter from the Incident Review Committee that they had no findings and the matter is closed. Dave Crowder is looking for closure and exoneration in writing. Jim Fales to send the letter say the IRC considers the matter closed.

Dave Crowder stated that some Clubs are accusing him of blocking teams from attending the National Tournament last year. Michael Hubbard stated that some teams were late with their registrations and that's why they weren't allowed to go last year. He has proof that he sent emails to Clubs last February that they had to pay by April 1st in order to attend. Nancy stated that the BOD knows that Dave Crowder didn't block any teams and anyone who still has issues with this should talk to Mary Ann for back up.

Nancy Cothron will resign as the District 3 Adult Representative after the complete of the Adult Regionals. Dave Crowder to fill the vacancy.

M. Outdoor Report

No report at this time. Dana stated that we are in need of representatives for Districts 1, 2 and 3. Dave Carstenson to fill the vacancies.

N. Junior Girls Report

Yvonne Devlin reporting.

Jeff Reavis is the High Performance Coordinator. He is working on a sponsor for the uniforms. Yvonne would like Steve to watch over the program.

Yvonne would like to sanction Clubs that attend tournaments that are not sanctioned by the Region. She reminded everyone to keep the list of tournaments up-to-date.

There was much success with sign-ups for try-outs.

O. Junior Boys Report

Robert Smith reporting.

The Boys' Regionals will be scheduled in June in Orlando. Exact date and location to be determined.

P. Director of Coaches Education

No report

Q. Other

Dana suggested having Steve handle the Girls Regional Bid.

Steve needs to get a copy of the By-laws and Operators Code.

Please look at your Job Descriptions on the website. Let Dana know if you agree or not with what is listed.

The Financial Oversight Committee is to let the Commissioner know what it is doing. Should be monthly. Bob states that he hasn't received a recent Financial Statement. The Committee members are Bob, Nancy and Connie. Since Nancy has resigned from the BOD, Jim Fales will be on this committee. The members should change yearly. Bob will be the Committee Chair.

Michael Hubbard is working on an Asset Tracking Program. He had ordered some tags but didn't like how they worked. He is still researching something better.

James Phillips stated that there is a Referee Chair Meeting at the NCAA Final Four and he is planning on attending. Just needs to be reimbursed for the airfare and one day per diem.

Dave Crowder announced that the Florida Officials Association is hosting a Senior HS Girls All-Star Tournament. Orange County All-Stars versus Seminole County All-Stars. The Tournament is scheduled for December 3, 2005 and will be at Lake Mary or Lake Howell.

R. Adjournment

Motion #7 – Adjournment at 7:00 p.m.
Presented by: Jim Fales / 2nd by Connie Denaburg
Unanimous Vote – Motion Carried

S. On-going Business:

1. Jon Lee the ROD VP received an email from Dave Crowder around 12/09/05 stating this: "Just got an email from Dave Crowder saying his complaint has been addressed and he considers the matter closed."

T. Adult Outdoor Coordinator Resignation

Dave Crowder submitted his resignation from this position effective January 31, 2006. Letter is attached at the conclusion of the minutes.

Motion #8 – To appoint Bob Nichols as the Adult Coordinator Position effective February 1, 2006 and beginning the transition on January 15, 2006.
Presented by: Dana Voight / 2nd by Jim Fales
Unanimous Vote – Motion Carried

Respectfully submitted by: Sheryl Greene, Secretary

From: DavCrowder@aol.com [mailto:DavCrowder@aol.com]

Sent: Wednesday, December 07, 2005 1:56 AM

To: JmsDFales@aol.com; sgreene6822@yahoo.com; jamesp_vb@hotmail.com;
coachsmith17@bellsouth.net; Volleybob1@aol.com; mikefzarate@yahoo.com;
dclark@islandsys.net; niced2444@att.net; capecoast@cfl.rr.com; samuel.cibrone@saintleo.edu

Subject: Resignation as the Florida Region Adult Coordinator

To the Florida Region Board of Directors,

Effective January 31, 2006, I am resigning as a member of the Board of Directors for USVBA Florida Region. I am recommending District I adult representative Bob Nichols as my successor. I am at the service of the Florida Region until the effective date and will assist my designated successor until that time. I will begin the transfer of all corporate property immediately and inform all external parties of the Region's new Adult Coordinator when named.

Beginning January 2006 all the adult volleyball events owned by me will be sanctioned by the AVPNext membership organization, thus creating a conflict of interest between the two membership organizations with which I am affiliated. It is my intention to remain an active member of the Florida Region and USA Volleyball as an official, tournament director and player.

Thank you for the opportunity of serving on the Florida Region Board of Directors,

Dave Crowder