

**Florida Region of USA Volleyball**  
**Board of Director Meeting Minutes**  
**November 23, 2008**

In Attendance:

Steve Bishop, Mike Farah, James Phillips, Dave Carstensen, Donna Beasley, Shannon Lewis.

Absent:

Mike Gale, Jim Fales, Terri Jimenez

Board meeting called to order at 2:27pm by James Phillips.

Review and approval of last meeting minutes. Any changes? No.

Mike Farah moves to accept meeting minutes, Steve 2<sup>nd</sup>. All in favor – minutes approved unanimously.

**Commissioner report:**

Should we adjust the board stipends? Are the members or the region being held to a standard? As a Board we have to be held to the standards that we've created. We are in an oversight position. We still should have contact with our members. We should discuss, have contacts, and ask how we as a region and as a board are doing? We are now not necessary in the minutia of it. We should be more involved in helping send in new business. We will not accept verbal incident reviews. As board members we need to make sure that we are more up to date on the processes of the region so that we can provide that information to members when they see us or contact us.

During the 2008 – 2009 season James wants the corporate documents to go to the lawyer to make sure that we have covered all our bases and protect the region as well as the members. Before we do that, please look at them and see if you see anything we've missed! Send an email to Steve letting him know of any possible changes you think we need to make.

Another thing James proposed was that meeting minutes be distributed and approved within 2 weeks of the meeting. All changes to corporate documentation will be made as quickly as possible.

Someone named Shannon from Fernandina Beach called in for the Junior Forum meeting at 2:41. Steve will talk to her next week.

James has a suggestion that all changes will have a date that the change took effect. Mike Farah mentioned two players being injured at a tournament and nothing being

done. Steve brought up the new Tournament Director checklist which includes medical releases. Mike Farah brought up whether notarized medical releases are necessary. Steve thinks that this should be cleaned up throughout the region with this document. Mike gets upset with some clubs following the rules and others not. James and Steve both feel that this has been tightened up with new forms and procedures. This is a state law in Florida.

### **Treasurer report:**

We had a net loss for 2008 \$5124 attributed to:

HP Travel (\$75 x 60 people) = 4,500  
National Fee Supplements (\$300 x 10 teams) = \$3,000  
Scholarships = \$500  
Sport Court Labor = \$4,000  
Total = \$12,000

Bank recs are current through Sep 08. Barbara Wade is the name of our new bookkeeper. Her schedule is not fixed...she comes in once or twice a week for a few hours. She is working on the Oct revenue and will be able to complete the bank recs once she is done with the Oct 08 revenue reconciliation.

Attached is the revised FY08/09 budget. Please note that the projected surplus does not include any cost for an Events Manager which I'll let Steve discuss.

Our original budget projection was \$10K surplus. We ended up with (\$5K) deficit.

Dues/Fees/Subscriptions are higher primarily due to the increase in memberships. All membership dues are coded to that expense category. The other big item is the National Fee Supplement for junior clubs because more of them knew about it.

We are transitioning to a new bank account and Steve has mailed James and Donna new signature cards. We will be online with login by the week after Thanksgiving. New payroll service will start in January 09.

I've asked Steve for a copy of the new contracts and the contracts up for renewal just to eyeball it for review. He's going to start providing as they come in. Steve suggests he post them on the private BOD page for the region for all Board members to review.

### **Executive Director Report:**

So much to go over:

New Region Forms:

Parent and Spectator code of conduct.

Tournament Director Check list to help them remember all the requirements when hosting a tournament.

We launched a volleyball officials recruiting program to get new officials affiliated with the region. We sent information to 48 colleges and a handful of local officials associations. We set up a frequently asked questions page for these new officials. Other initiatives: contacted Mike Hertz to get a new officials packet for them. We are coming up with criteria to “assist” money challenged officials and then the region would get reimbursed from their first tournament check. Donna mentioned an official’s grab bag for new officials who might be able to take old used shirts or bags from veteran officials who are willing to give them to the new officials.

New incident review form to track and number all incidents has been put in place for the region.

Regional training clinic plan – sent to all club directors and junior national/national officials. It gives all options available and what the requirements are for each of the options. A Rules Training Attendance roster which will be filled out by each club when they watch the DVD and then they will record the test results to show they attended a training clinic. This will be turned into the region office and will be loaded into their record in the database. Shannon: Can this information be put on their membership card? No, that would require a national level change. Steve will commit to look at that with Kirsten at the national office.

Our new “Welcome to the Florida Region packet”. The new packet goes to every member and includes a letter and a decal from the Florida Region. It’s a real strong effort to market ourselves as better than other organizations and get them information on the region.

Club Director code of ethics – it is in draft form. Please spend 5 minutes and look at it for comments changes today before we leave.

Bag tag from the Florida region – the Ref shop decal on the back. 500 bag tags, only 50 of them will be given to new officials. The others may be given out to HP kids, etc through the season.

Revised tryout policy.

Corporate summary – typo fixed last night.

Insurance Policy

Development needs: Revisit an old approach for recognizing Jr. National/National officials plaques for both JN and National and jackets for National officials to be presented at the annual awards ceremonies. Also giving out our Junior official patches at the awards ceremony. As long as we can afford it financially, go back retroactively for the last couple of years.

Steve would like to revisit the role and effectiveness of the junior ranking committee. Shannon questioned how this is handled. It’s a volunteer basis and those on it have been for many years. The people that are volunteering are doing so because it’s benefiting their club. Steve is in no way implying that there is anything happening that is not above board but the role and responsibilities need to be addressed. Mike Farah: This year a few things happened, there was supposed to be a backup, nothing worked.

Mike as chair was prompted to get hold of the ranking committee and see what we could come up with. He did notify them and asked for suggestions for improvements, a better way to handle it and Mike did research both inside the region and outside the region. Everything he did came down to going back to sign up to play including having a teleconference with Steve and the ranking committee. The problem is two fold. He takes a little exception that Steve thanks the ranking committee fell down and we only have sign up to play as an option. If he goes to Heartland of America and wants to use their program and it doesn't work, then we are still no place. Sign up to play is the only real program that does enough of what we want it to do than other programs. Mike feels that over the summer the ranking committee had more participation than they have ever had. He thinks there are enough checks and balances this year in place to help get rid of many of the problems we have encountered in the past. He wants to review the data as it comes in so that we aren't stuck at the last minute trying to fix problems. Mandatory phone call with the ranking committee on April 1 to review the results well ahead of the regional tournament. Steve: the lack of participation until it's time to build the brackets is not good. Recommendation from James: monthly call in February, March and April as we go through the process?

Steve: Adult program. We continually try to build the adult program and are sidelined by teams signing up and dropping at the last minute. James' question was about getting adults is that we need adult representation on the Board. We attack this plan over the next year and perhaps remove the assistant commissioner and add back an adult rep on the board to address these things. This is the 3<sup>rd</sup> year we've tried to run adult regional tournaments at the region office. We've catered to them at every turn and there is little or no response.

### **Old Business:**

Ranking update from Mike Farah no need to cover again.

Regional Training clinics: they are going to be different this year. We are putting someone in your area. Tallahassee is December 6<sup>th</sup>.

### **New Business:**

New JAB policy.

1<sup>st</sup> motion: Accept sign up to play – all agree – motion passed.

2<sup>nd</sup> motion: Accept fines and penalties for tournament directors who do not turn in details to region office. All in favor? Yes – motion passed.

3<sup>rd</sup> motion: Tournament director's fine to be increased and timeline for handing in info – all in favor – yes motion passed

### **National Meeting Update: (Shannon)**

This was quite interesting for me because I've never been to a national meeting. It was split up so I wasn't in the same meeting Steve was in. On the first part of my USAV report that was supposed to be with Dave Beal and Mike Chandler – neither was in attendance. Mike Hewett spoke about the disabled teams and how they did at the

Special Olympics. Then they had a break and then talked about how they were going to handle the junior assembly. They don't know if they are going to have face to face meetings, two meetings a year, one meeting in may, it was still up in the air when they left. USA volleyball put together committees and people from the regions are supposed to be interested in these committees and send USA volleyball their interest in attending. USA volleyball wants the regions to pay for these members to attend these meetings but there is confusion on how this is going to happen. Regions are supposed to notify the National office at least 30 days in advance of who is attending. Each region will have one vote per committee. Even with all these things in place, all their going to do is take the recommendations of these committees under advisement but we're going the way we want to go. The new structure in my opinion is really taking the regions out of having a voice with USA volleyball. There is a lot of restructuring going on, at the next meeting they will likely have more done. James I can tell you that they won't have more done. Shannon: the boys meeting I attended was very intense. There was a lot of banter going back and forth between Mike Chandler and the boy's representative and that he would be having a national qualifier in the State of Florida on the date of our Florida Fest. Boys will be playing out the bronze medal match at nationals. The competition has asked that each region send out an email as to whether the girls will be interested in following this path in playing out the bronze match. It looks like next year we will be going to the six sub rule. There is going to be an effect on grass roots programs if this rule goes into effect. Shannon was really disappointed in the way USA volleyball people had discussions with members of the separate regions. I've been a member since 6<sup>th</sup> grade and to be talked down to is disheartening to say the least. I thank the region and the Board members for the opportunity to go.

### **Dave Carstensen: Outdoor**

Steve and I attended a Super Bowl function because we are going to host a Dig for Kids fund raiser and start an outdoor volleyball program. We are hoping to offer the Dig the Beach series in 2009. We are looking at launching a national beach junior event here and maybe even an adult event here simply in the interest of saving players money and taking some credit for what we are doing in Florida. We are considering launching a grass series in either the fall or spring season.

We are doing the Super Bowl weekend event but targeting adults and providing an inner city kids clinic and we will try to open up some doors for sponsorships.

Board stipends (James and Mike) we need to readdress this process since we are paying out this money to people and are they doing what they should be doing? Mike's question? If we get rid of stipends, are we being reimbursed for travel, etc? James says we should be getting reimbursed for our travel. Do we continue with the same model? Do we go to a travel reimbursement process? Is the model we have, working? We need to make sure that things are in writing so that people understand.

Motion from Steve Bishop: If you are not going to make a meeting, you will need to present a quarterly report turned in before the meeting. Your stipend will be ruled on by the Board of Directors at that meeting. 2<sup>nd</sup> by Dave Carstensen.

Job descriptions: Please take a look at those and make sure we're covering those descriptions

## **Meetings and clinics:**

If you attend a meeting that we are paying your way, you will need to send us a report/summary of the topics of the meeting

Board member involvement: 2 favors – when you get an email, asking to respond on a specific topic, please stop, take a few minutes and respond. I don't ask for input unless I absolutely need it. 2<sup>nd</sup> – preferential treatment- please don't assume because of your affiliation with the Board, your club will receive some type of preferential treatment that might create a conflict of interest situation.

We need a Board of Director Code of Ethics.

## **JAB elections:**

Issue brought forth in the Junior Forum. We will contact Carrie Prewitt and determine her status. Our recommendation is that Mike Farah be reappointed for the next two years. We are going to leave the same two people on the JAB at the moment because we have no comment from the junior forum.

## **Events Director Position:**

Steve and James have talked about this. Steve is a little concerned that we are going to over commit ourselves based on the economy and not knowing how these events are going to pan out. We may put in place is a part time admin assistant to take on the ranking system update and the archiving of our historical documents, as well as an inventory system. I anticipate getting an outdoor trailer in the next year. Sue Waino-Oato applied for the events manager. She hasn't run an event for more than 8 courts. I would consider bringing her in on a reduced capacity as an assistant events coordinator to train through the season. This would give us a year to get her trained and up to speed.

Steve met with them regarding 2009 and they are trying to find us a spot in 2010 so that we can continue this process. Steve is also discussing details with Tampa for 2010 either age specific or bid and non-bid.

Mike motioned a letter from the Board of Directors to support Steve regarding the treatment by the National office.

Motion to adjourn Dave Carstensen, second by Jim Fales, all approved.

Meeting adjourned at 4:47pm.

Rita logged in at 2:56pm and remembered that she forgot the JAB meeting. We are in the Board of Directors meeting and the JAB meeting is over.