

**IREVA Board Meeting  
June 21, 2008 at Hudson Valley CC – Troy, NY**

Meeting called to order at 9:20 am by Patty Blacklock.

Attendees:

Patty Blacklock	Ellen Lain	Paul Sander
Jim Bishop	Mike McNeil	Paul Vink-Lainas
Hazel Goldstein	Laurie Muollo	Blaise Agnew (entered at 10:05)

Secretary's Report:

- Minutes of 1/18/08 being worked on by Mike McNeil.
- Minutes of 5/2/08. Approved unanimously.

Treasurer's Report: Jim Bishop

- See Budget Handout for details – not given out at meeting.
- HP program causing issues – losing money (camps \$6000, tournament \$3000)
  - Expenses are higher and revenue is lower because of fewer kids at camp.
  - Promotion must be improved to attract more campers.
  - Program should be re-evaluated every year.
  - Sue Medley needs an assistant from the region.
  - Change of venue?

Other Reports:

Commissioner: Patty Blacklock

- At the National Meeting John Hughes mediated the GEVA/IREVA border issue between P. Blacklock and **R. Dingee** ~~B. Doyle~~. There was a discussion, yet to be finalized, about cross-border clubs. An agreement was made to use I-84 as a border between the two regions: IREVA includes clubs from counties north of I-84 except for Dutchess and Putnam counties and GEVA includes clubs from counties south of I-84. **PATTY BLACKLOCK & JIM BISHOP WILL CONTINUE WORKING TOWARD A RESOLUTION AND AGREEMENT.** ~~The Whoosh volleyball club will have some IREVA teams and some GEVA teams.~~
- USAV Board structure will remain unchanged for another year. A new format of the USAV Board will be enacted in the upcoming year. The National Association of Volleyball Regions (NAVR) is a parallel organization to the USAV National Board that performs the same tasks with the same people. This second association has been put in place because of paranoia and cynicism between the USOC/USAV Board and the regional commissioners. A proposal about IREVA joining NAVR will be presented in the near future.
- At the National Scorekeeper/Referee Chairs Meeting the national officials are creating a set of minimum standards for maintaining a national rating as a volleyball official. A draft document is being created and input from regions is being requested. The definition of "in good standing" is one of the issues to be resolved.

Referee Chair:

- Board heard an appeal from Ben Rosenthal requesting to have \$250 per court subsidy **threshold** (instead of **\$300 \$350**) for his tournament at Siena in order to reflect the quality of the officials at his BB/B tournament.
- **MOTION: (Mike McNeil): To give Ben Rosenthal the extra \$200 he requested as a referee subsidy. Seconded by Paul Sander – Motion failed: 0 for, 5 against, 2 abstain.**
- Board discussed possible solutions for this type of situation in the future, such as increasing the fees for referees across the board, eliminating the distinction between B tournaments and BB tournaments. Also, an increase in communication between the tournament director and the referee assignor is needed. PAUL VINK-LAINAS IS WORKING ON THIS.
- **MOTION: (Paul Vink-Lainas): To raise the referee subsidy **threshold** ~~minimum~~ to \$300 per court for all levels of tournaments. Seconded by Hazel Goldstein – Passed unanimously.**

**MOTION (Jim Bishop): To **recess** adjourn for elections. Seconded by Hazel Goldstein – Passed unanimously.**

Jim Bishop ran this part of the meeting.

- Total number of votes available: 122
- Slate of candidates:
  - Commissioner – Patty Blacklock
  - VP – Mike McNeil
  - Treasurer – Jim **Bishop** ~~Webber~~
  - Secretary – Jen Stewart
  - At Large – Hana Panek
  - East Director – Tim Stewart
  - West Director – Chris Trombley

- **MOTION (Jim Bishop): To have the secretary cast one ballot for the slate of candidates. Seconded by Mike McNeil – Passed unanimously.**

**MOTION (Paul Vink-Lainas): To adjourn meeting and begin the work session. Seconded by Hazel Goldstein at 11:00 am.**

Meeting called to order by Patty Blacklock at 6:30 pm

Other Reports:

Competition/Scorekeeper Chair – no report

Referee/Assignor – no report

Registrar: Laurie Muollo

- Suggestion from Patty Blacklock to have one registrar for adults and one registrar for JO's and/or a cover sheet for registration form with a box to check for adult coach.

JO Chair: Hazel Goldstein

- Three regions within New York complained about the dates of the National JO Championships early in June when NYS students are still in school and unable to attend. The 18's JO championships have been moved to later in June.

- Dave Gentile from Heart of America is the JO Representative USAV.
- The Girls Invitational Tournament no longer exists.
- The IREVA Boys Regional Championship was cancelled because not enough teams registered for the tournament.

Old Business:

- Privacy Policy – draft of proposal submitted April 2008. This proposal was to be discussed at May 2008 but there was not enough time for the discussion. This policy will be discussed at a future meeting.
- Volleyballs left over from the Regional Tournament are for sale to JO clubs for \$20/each plus shipping. There are 25 super touch and 8 pro touch red, white and blue volleyballs.

New Business:

- The board discussed the idea of creating an incentive for JO Directors to attend the JO Directors Meeting. JO clubs whose directors do not attend the JO Directors Meeting will not be eligible to receive the \$5 discount for group registration. **LAURIE MUOLLO WILL FOLLOWUP ON THIS CONCEPT WITH THE FORMAL PROPOSAL FOR REGISTRATION FEES.**
- An effort is being made to get officials to be in alignment on background screenings, certifications and test submissions. This may result in the quality of referees in the region increasing, but the quantity of referees in the region decreasing. **PAUL VINK-LAINAS WILL CONTINUE WORKING ON THIS.**
- A letter from North East Thunder was received and needs a response from the region explaining why the coaches need to be re-impacted. The coaches need a reminder of how to work with youth and how to take their responsibility as role models more seriously. **PATTY BLACKLOCK WILL SEND THIS LETTER.**

Meeting Schedule:

- July 20, 2008 – Sunday Budget Meeting at Edinburgh
- August 17, 2008 – Sunday Season Prep at Paul Vink-Lainas residence
- September 14, 2008 – Sunday Board Meeting with JO Directors at HVCC
- October 5, 2008 – Sunday JO Directors Meeting at Vestal Public Library
- November 21 – Friday at Broome CC or site TBD

Motion to adjourn was made by Hazel Goldstein at 7:25 pm.

Submitted by Acting Secretary, Ellen Lain

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IREVA Board retreat June 22,2008

I. **ROSTERS** - proposal – MUST be presented for Board approval

1. all IREVA teams **must** submit USAV roster with entry fee to be accepted
2. TD's may penalize a team without a pre submitted USAV roster with a \$50.00 fee
3. teams that enter with the proper USAV roster and fee and are waitlisted should be accepted **before** teams that did not submit roster
4. out of region teams must submit USAV roster **or** an official roster from their region – **coach bg and certification (?) status MUST be documented**
5. Tournament Directors who fail to collect proper rosters will **forfeit** their tournament sanction fee.
6. Tournament Directors who do **not** send in rosters, score sheets , officials cost sheet and post results **within 10 days of completion of the event**, will loose **any other (?)** [how about their next] tournament sanction[until such time that the required paperwork is submitted}s for the rest of the season. Is it not enough that they lose their bond? If once the bond is cashed they don't submit their next set of results during that season, then maybe we could do something like withhold the sanction/s until such time they are in...

Other things needed to make this work :

1. clearly designated people to whom each required paperwork is to be given to
  - a. rosters and results to Adult & Eligibility Chair
  - b. officials' cost sheet to the Referee Assignor
2. who enforces the penalty ?
  - a. receipt of rosters and results is reported to Treasurer by A&E Chair
  - b. receipt of officials' cost sheet is reported to Treasurer by Ref Assignor
3. what is the chain of command ? / communication ?
  - a. A&E Chair notifies Treasurer and TD of rosters/results not received and resulting penalty/policy
  - b. Ref Assignor notifies Treasurer and TD of officials' cost sheet not received and resulting penalty/policy
4. develop simple sheet to list officials costs - ref chair and/or assignor

possible people :

ROSTERS- Ray Earl – Whoosh and 518 parent (A& E Chair to decide)

SCORESHEETS – Mike McNeil ? (A& E Chair to decide; possibly Bob LaCerais, Chris Trombley, ??)

OFFICIALS COSTS – Mike ? (Howard Veator, Aarn Baum, ??)

POSTING OF RESULTS – Hazel [ JO only via AES or adults too?)

II. **Registration concerns/ direction/ issues**

1. Late season surcharge – adults only :  
Forms are due 14 days prior to event  
Adults after 3/31 additional \$ 20.00 registration cost – registrars must be hard nosed w/ this
2. Instructions  
Create a clear, easily understandable instruction sheet- Laurie?

Create a clear cover sheet for submission of forms/ information – Laurie?

3. Suggested price structure for ALL adults including :

- Coach
- Chaperone
- Officials
- Other adults
- Adult players

\$ 45.00 includes background check as needed; **how is the bgs fee marked as paid (also has been increased to \$17.50 per Tori Hoke 8/7/08)**

\$ 50.00 with paper registration includes background check **as needed... how is this fee tracked in the system if it is set at \$45**

Register 6 or more together - \$ 5.00 pp discount; **how is this fee tracked in the system if it is set at \$45**

Clarify process of changing from Coach to official to chaperone

Include special instructions for possible options ie:

Coach in club A, Player in Club B

4. OFFICIALS – should have a specific instruction sheet

Can have the option of NOT being background checked bt then can only work adult events- thought we decided against this!!

It is the responsibility of the assignor to insure that all officials are background checked prior to working a JO event – **true if we are allowing official to opt out of working JO events and not getting bgs b/c may know they would fail it or the like...**

5. JUNIORS – paperwork must be received at least 7 days prior to event- registrar will notify sender of received less than 7 days prior that this will not occur

Registrars **MUST** demand properly submitted paperwork – otherwise reject entire packet ....

6. TRYOUT/CAMP/CLINIC registration- called a multiple day event (?) in webpoint so registrars are aware

Covers up to 5 days of camp/tryout within a 14 day period

Proposed cost \$ 10.00 pp

Can be upgraded for \$ 40.00 additional (?) **[shouldn't this be \$35 if done electronically and \$40 if done by paper – then will allow \$ 5.00 discount for 6 or more as is done for full memberships from the onset?]**

Must be received by registrar and set aside – **aren't we requesting the National Office to make these memberships back ended so the registrar can enter it when received and update those that do upgrade as they come in accordingly. [if so, then they would all be paper and the \$40 written previously would be correct]**

Once finished :

if electronic- single check for additional amount with cover sheet (?) to finalize information

if paper – single check with all forms for all players and cover sheet (?)

7. U 12 player/ youth \$ 20.. or \$ 25.- paper registration - can be discounted in group of 6 or more - \$ 5.00 discount **[so are we setting the system to charge \$20?... how does it track the discount or additional fee being paid?**

BE AWARE- boys start earlier than girls- registrar needs to be ready in December

8. ONE DAY REGISTRATIONS

Cost of \$ 25.00 pp – can upgrade for additional 25.00

System will automatically upgrade when 2<sup>nd</sup> one day comes in (?) **has someone discussed this with Tori b/c I was under the impression we requested it to be back ended for only the registrar to be able to upgrade these ...**

9. MANDATE – creation of teams in USAV system – current flexibility of system allows changes in roster by club admins – easy process – MUST have clear directions for all users – **Laurie?**

### III. BACKGROUND CHECK VIOLATIONS

Region MUST comply

We must be sure that all club directors, coaches know and understand the policy –**how will we do this?**  
If a TD is concerned – ask to see ID- **how are we informing them of this?- BETSY?**

#### PROCESS

Region is notified [ how and who big question here]

CEO / Commissioner needs to investigate

Club director gets notified – also JO chair

Coach must immediately be removed

Appeal can happen (?) **through the region?... I thought it was between the member and SSCI?** – must establish procedure / policy

If coach not immediately removed – club director is sanctioned [ how ??]- jim has proposal for 8/17/08 mtg

### IV. COMPLAINTS / GRIEVANCES

#### DEFINITION OF COMPLAINT /GRIEVANCE

Form needed with specific questions – **Jim / Karen?**

Filed by

Against whom

This is what I believed happened

This is what I believe should happen

Some type of time limit should be established

BOD reserves the right to ask for a \$ 50.00 bond to file grievance (only to be cashed if paperwork is not deemed worthy of a grievance???)

#### OPTION 1

CEO reviews the complaint / grievance

CEO makes determination of outcome – should have a semi established set of parameters to work within – including possible mediation to solution – **Jim/Karen?**

CEO notifies who? by mail in a timely manner offers appeal [ and process]

CEO makes BOD aware of issue and outcome

#### OPTION 2

COMMITTEE – consisting of :

Officer [ ED or VP],Elected Director,Appointed Director either official or Jo or Adult chair

1] do fact finding

2] determine the next step

A] dismiss – must be accepted by both parties

B] small warning / resolution - must be accepted by both parties

C] mediation – committee needs to identify a mediator who will make it work

D] send to next level - hearing

#### Hearing Committee

Committee is appointed utilizing all 9 members of BOD

Each side has the option to eliminate 3 people

Those eliminated are recused from committee- if not choice made by complainants- then BOD will choose 3 people to be committee

Committee gives final resolution to complaint/ grievance

Committee sends resolution to Commissioner for review

#### **V. TOURNAMENT ISSUES**

NEED TO MAKE THESE CLEAR/ UNDERSTANDABLE AND ENFORCABLE – THEN KEEP TO OUR WORD – who and how?

##### 1. Penalties for non conformance – by the TD?

Bond is forfeited

For tardy results [ after 2 weeks ]

Non approved change in format

Incorrect or incomplete rosters

Failure to provide timely cancellation [ need time line here]

Financial penalties

Failure to provide work team \$ 50.00 per event – for teams or TD?

Failure to issue awards as per regional standards \$ 50.00 – TD?

Failure to use USAV official as R1 \$ 50.00 – TD or HO?

Forfeit of all games/ matches in an event- and not played out in any way for any reason either????

Using unregistered player

Incorrect / improper uniform

SEE NOTES ABOUT USE OF USAV ROSTERS ABOVE

Need to ENFORCE THESE OR GET RID OF THEM –

Need new written policy about early departures from JO regionals – how is it written now, and where?

ROSTER CHANGE AT REGIONALS - \$ 25.00 per addition [ no charge for deletions]- hasn't this always been the case?

#### **VI. COMPETITION DISCUSSION**

##### ADULTS :

Teams who play at Nationals at a specific level must then register their team at that level within the region (?) or at Nationals the following year

TD's need to be specific about levels/ages offered

Not sufficient adult teams to have more than gold or silver levels of B/BB???

Not sufficient B events being run

If the composition of the team is not as usual – it should be noted on the roster- by club admin before submitting to TD or when/by who???

Can we define an official competition season ?  
Can players interchange within clubs for post season events ?  
Will they have had to be a member in a regular sanctioned event ?

SHOULD THE COMPETITION COMMITTEE BE TURNED INTO THE ADULT COMMITTEE WITH SUB TITLES...competition / eligibility ? I have a proposal to have an Adult & Eligibility Director as one of our 5 appointed directors to abide by the by-law requirement of having an appointed Eligibility Director and to have that person serve as the Adult Committee Chair so that he/she will address and/or delegate all of the duties and responsibilities involved with the collection of adult tournament rosters and results, ranking the teams, determining eligibility of teams at various levels within regions and at national events, and all other adult issues that may be passed on to the Adult Committee for review/discussion.

VII. **MENS A LEAGUE** [ Jim Bishop hot topic]

Interest in pursuing this – who???  
Interregional with WEVA  
By invitation only- from who????  
Must be consistent with usav rules

Who will set this up ???  
How will Teams sign up???  
Specified schedule- who will make it?  
Paid ahead – no refunds  
Tournament format  
High level / process/ play

VIII. **USE OF AES**

Juniors like it [ mostly]  
Adults did not use except for regionals  
Results were not kept updated- addressed above. JO s only???

