

**Operations Report**  
EVERGREEN REGION BOARD MEETING  
June 22, 2023

**1. Operations**

**a. General**

- i. Work Sessions are being scheduled with different divisions to work on season preparation items.
- ii. Scheduling demo/meeting with SportsWrench tournament management to get a comparative price, functionality to AES for future seasons. If a change was to occur it would be for the 2024-25 season.
- iii. Working on agenda items for a joint work session with the CEVA region in July.

**b. Membership**

- i. Summer Tryout memberships for July-August have been activated and are available for purchase.

**c. Banking**

- i. Current net revenue is showing positive net revenue.

**2. Adult Division**

**a. Open National Championships**

- i. ERVA had 3 teams from the Region represented at the USAV Adult Championships in Dallas, TX.
  1. Upper Left VBC participated in Men's B, Women's B & had 2 teams in the Coed 4's Division.
    - a. Men's 6's finished 39th out of 67 teams
    - b. Women's 6's finished 21st out of 63 teams
    - c. Coed 4's finished 3rd & 7th out of 9 teams.
  2. Big Sky VBC's out of Montana coed 4's team finished 5th out of 9 teams

**b. Work Sessions**

- i. Planning session has been scheduled on June 26th to discuss:

**1. Sizzler**

**a. Social**

- i. Planning Committee
- ii. MC Outline
- iii. Location/Dinner Pricing
  1. Davenport Grand Option
- iv. Games/Awards
- v. Raffle Baskets
  1. How to get more teams to bring them?
- vi. Live Music Option

**b. Registration/Pricing**

- c. Bar Location
- d. Giveaways/Sponsors
- e. Other

**2. Spike2Care**

- a. Indoor Calendar
- b. Merch or Other Options

c. Prize Closet

### 3. General Adult

a. Nationals Reimbursement

### 3. Junior Division

#### a. Border Smackdown

i. A total of 66 teams participated with winners as follows in each of the divisions:

1. U14 Winner | NPJ 14 Boys | Seattle, WA
2. U14 Runner Up | Idaho Strike | Boise, ID
3. U16 Champion | Victoria Chargers | Victoria, BC Canada
4. U16 Runner Up | Kokua U16 | Spokane, WA
5. U18 Champions | Ajax 18 Gold | Beaverton, OR
6. U18 Runner Up | Apex NW 17 | Bellingham, WA

#### ii. Feedback from Roland:

1. The 2023 Border Smackdown set a milestone for the junior male volleyball tournament in Pacific NW. 66 teams! Wonderful venue, excellent staffing, lots of positive feedback, wonderful growth potential for the future. Finals were between Beaverton and Bellingham clubs (18s), Victoria BC and Spokane clubs (16s), and Seattle and Boise clubs (14s). A team came from 4 hrs north of Edmonton AB, despite their fires! Teams from Kalispell, Kelowna, Medford, Bend, Wenatchee...a Seattle club sent 9 teams, one from Boise sent 7 teams. Merchandise and spectator gate haven't been tallied yet, but sales were robust. I will produce a financial recap soon, once each line item is finalized.
2. There was one aspect of this year's tournament that was disturbing. The registration fee we charged teams for participating in the Border Smackdown came with a promise and hence an obligation to provide a professional R1 for every match. We came much too close to failing this obligation last month at The Podium.

Barb, Linda and I met April 8 to discuss officiating requirements and I recommended at that time reaching out to Robin, the PSR assigner, to see if there could be some help with staffing the officials at this event.

Assigning officials for the event became a last minute scramble. If it wasn't for the intervention of Barb and Dale midweek prior to the tournament, we would have been seriously short of officials. I also reached out midweek to Robin Filimaua, PSR assignor, to see who we could draw from their referee pool.

Due to the last minute outreach, with Barb, Dale, and PSR, we got commitments for the officials we needed. The manner in which the official's pool came together was, however, to borrow a phrase, "out of system"! I'm indebted to those for the extra work they did and hope they are compensated for their extra efforts. I've already expressed my appreciation to Robin.

I would hope this is not the way in which the Board expects a large showcase tournament to be handled. It's not my interest as a volunteer promoter and event director to get into a he-said, she-said conversation. It's my experience however that a post-program debrief and process-improvement effort is beneficial.

## **b. Work Sessions**

- i. Junior Committee Session Scheduled | July 10th
  1. Development of Survey Questions
  2. Club Meeting Topics/Zoom Dates
  3. Youth Membership Discussion/Consideration
  4. Power League Format, Expansion,
  5. Bid Tournament Dates/Bid Interest/Feedback
- ii. CEVA/Jrs Work Session | July 13th

## **c. Open Juniors Advisory Positions**

- i. Larissa is contacting Metro Area coaches/directors to see if she can find an interested candidate to fill the vacant position.
- ii. Katie Palmer (Hinrichs) is interested in the Junior Program Coordinator positions. Larissa met with her regarding the position.

## **4. Outdoor**

- a. Session 1 sand leagues started in May and are wrapping up the last week in June/first week in July. League site coordinators have been onsite to operate leagues, change net heights, get pads/antennas out for teams to put on courts, check in teams, adjust schedules as needed, record scores and enter them on the online league site.
  - i. Monday's | U12/U14 | 30 teams total
  - ii. Tuesday's | M/W Doubles | Not enough teams registered to hold league
  - iii. Wednesday's | U16/U18 | 20 teams
  - iv. Thursday's | Adult Coed Doubles | 24 teams
- b. Session 2 registration is now open and if enough teams register we will host
  - i. Tuesday's | M/W Doubles
  - ii. Wednesday's | U12/U14 & U16/U18
  - iii. Thursday's | Coed Doubles

## **5. All-Stars Update**

Highlights of Selection Camp:

- a. 1. We had 55 girls, and no one was injured! Talent was very competitive. Katie Palmer (has worked with HP previously, said this was the most talented group, leaps and bounds better)
- b. 2. I have received only positive feedback from parents and players (including players and parents who did not make the team)
- c. 3. 15's group had 21 club teams represented at S.C
- d. 4. 17's group had 13 club teams represented at S.C
- e. 5. Kids clinic was well received. 53 total participants. Span from kindergarten to 8<sup>th</sup> grade. Only two were USAV members. So we have a group of kids who were exposed to the benefits of being USAV members! We also had 6 boys in the group.

All-Star Championships

1. Both the 17's and 15's team is represented by 9 different clubs

2. 5 coaches are going to represent 4 different colleges from our region. 3 different levels, D1, D3 and NAIA

Quotes from players at camp when asked

“what is one thing you will remember about ERVA All-Stars Selection camp 2023?”

**Sophie Nelson** (Southwest MT VBC)–All the coaches, and the amazing experience with all the players.

**Emma Krogh**- (Legacy) it was so much fun to participate in the All-Star Selection Camp. I learned so much and really enjoyed playing with such a talented group of girls.

**Meina Smith**- (Avalanche) the one thing I will remember about ERVA is how impactful it is to be able to work with such high-level coaches. It's very motivating and makes me want to work hard to get the most out of my game. I hope that I will see them and be able to work with them in the future.

**Kailey Willsey** (CRU)- Camp for me was amazing because I got to play in a challenging and competitive environment created by the coaching staff and the amazing players around me! The coaches gave us an insight of what college volleyball will be like and that was an extremely amazing experience for me! Something I will never forget is the teammates I became friends with over the two days and the amazing coaching staff that pushed me to be the greatest player I can be throughout the course of the entire camp. I will never forget all the new things I learned and the experience I got by being part of the ERVA All-Star Selection Camp.

1. ERVA Member Stats (as of 31 May 2023):
  - i. FULL – 5,281 – increase of 13.7%
  - ii. FULL + LIMITED – 7,845
  - iii. TOTAL – 6,500 – increase of 18.5%
  
2. May RVAA Meetings of USA Volleyball – Dallas, TX
  - a. USAV Staff Updates of Note
    - i. FULL Member Stats for USAV
 

2022/2023*:	403,069	*as of 4/30/23
2021/2022:	371,785	
2020/2021:	300,444	
    - ii. Michelle Goodall's start date for the newly created Region Liaison Chief position is May 15th . This position will play a critical role in helping USAV support and work more closely with the regions and also help them share best practices. Michelle will also will oversee the member services department.
    - iii. Membership team worked to investigate, create and implement a “Try Volleyball” membership type and administrative plan to support Region grassroots efforts to introduce more young athletes to the game of volleyball.
    - iv. FUTURE YEARS USAV Championship Sites ANNOUNCED:
 

2024:	18s GJNC – Baltimore, MD
	Opens – Columbus, OH
	11-13s GJNC – Dallas, TX
	14-17s GJNC – Las Vegas, NV
	BJNC – Dallas, TX
2025:	18s GJNC – Salt Lake City, UT
	Opens – Denver, CO
	11-13s GJNC – Kansas City, MO
	14-17s GJNC – Dallas, TX
	BJNC – Minneapolis, MN
    - v. Marketing: Try Volleyball Campaign - our team held a full day strategy session with our Member Services team discussing opportunities around the introduction of the new “Try Volleyball” membership type. We look forward to working closely with them and in partnership with the Regions to develop a campaign and supporting resources that they can use to encourage families to try volleyball and offer opportunities for sport sampling across the country. If you have piloted an event or program with this new membership type in your region, please feel free to share any ideas, feedback or concerns with us (as of June 20 see Badger Regions “Milwaukee FREE VOLLEYBALL DAY” in joint effort with St Marcus School).
    - vi. Education Department KEY items the department is currently working on:
      - Providing content (text and promo video) to Regions in order to update their websites so they have the correct information for coaches (identified 30 Regions that either didn't have any USAV Coach Academy info or it was outdated)

-Will be running a pilot for the Coach Observation and Analysis Program (COAP) in conjunction with NTDP Training Series at Boyd, MD in May. Chesapeake Region is providing 12 coaches to attend.

-Developing National Faculty training resources to use with Regional Instructors

-Acquiring and contracting subject matter experts from sports organizations and universities to develop new online modules across all 5 pillars.

-Targeting to develop a total of 21 new modules in the second quarter.

-Sending coaches of NTDP athletes, a free 1-month subscription.-

-Sending National Championship Coaches a free 1-year subscription.

vii. Officials - Leads: Pati Rolf & Matt Podschweit

-We launched an incentive program to encourage our USA Referees to attend USAV nationally owned events

-We are providing VIK, increased pay, incentives to work multiple USAV events, parking, and snacks. Our VIK involves the launch of our new Mizuno Referee Polo uniform top and USA Volleyball jacket, as well as additional enhancements when a referee attends additional events.

-Our RISE Candidate Program has successfully gotten off the ground. We have four programs that led to candidacy. The Reevaluation Program for unsuccessful National and JN candidates. The Retired or Expired candidate program for returning Junior National and National referees. The Foreign National and International Candidate Program. The final program is the PAVO National Candidate Program.

viii. Safesport – Liani Reyna and Rachael Stafford

-The U.S. Center for SafeSport will be conducting a USAV (National level) Event Audit within the next couple of months. USAV is notified two weeks prior to the event which event it will be, but given the timeframe left in the event season, it will likely be either BJNC or GJNC. USAV has been notified by the Center that beginning in 2024, the Center will conduct an event audit at one of the junior national qualifier events. The Regions have been given the Quality Control Policy and a link to SafeSport assets for use at their National Qualifier events. Tournament Directors will also be given the same links.

-Reported Cases to the Center and to USAV continue to rise season on season. As of this report, USAV has received a record high 275 cases so far. The Regions are doing a good job of quickly adjudicating those cases that are returned to them. Please continue to help us out by adjudicating your cases and reporting to the USAV Safe Sport department for closure.

ix. USAV National Teams

-USAV Women's Sitting National Team is the FIRST team to qualify for the Paris 2024 Olympics/Paralympics.

b. Outside Vendors

Sports Engine: Adam Nelson/Brooke Hauser

o Duplicate Mitigation - 32% decrease year over year

o Membership Purchase flow - Season launch is 8/1/2023

o Season Management - All clubs (new Flow) will have same process

Easier to identify the right person to be rostered  
Streamlines team creation

Q: Will regions get admin access to help with rostering?

A: SE will not allow access to club accounts unless the clubs grant region access.

- c. AVCA – Kathy DeBoer retiring secondary to health issues (recuperating from stroke) – she was present and with humor stated that it would be the shortest “presentation” she gave to the RVAA because of her speech being affected. She thanked all of us for our partnership and continued efforts at growing the game for both Women&Men/Girls&Boys and Olympic&Paralympic

-New Executive Director is Dr. Jaime Gordon (former Morehead State Univ AD and Head VB Coach)

- d. Regular Vendors

NCSI - Background Screening Company - Suzanne Boyd/Sarah Thrasher

- i. **Seasonal Comparison:**

63k+ screens Nationally which is about 25k more than last season

892 screens in ERVA which is about 260 more than last season

53 declined Nationally – 0 declined in ERVA

Turnaround time for ERVA screens averages about 4.5 days

li NCSI *items of note*

o NCSI is not an instant screen, Court Delays impact screening turnaround time

- NCSI is experience delays in Michigan due to the Clean Slate Law.

- NCSI is working on putting court delays on the NCSI direct website

o Applicant Portal - NCSI's new way for a member to check out their status for their screening - this is for all members that will apply for background screen.

- On average 3-5 business days to receive a background screen.

EPIC Ins Brokers – General Liability Insurance/Participant Accident - Randy Melcher/Jennifer Rains

- i. Insurance Renewal **FACTORS**

Market – still a “hard” market – very limited # of ins companies with an appetite for insuring Amateur Sports

Exposure & Claims Experience – Participant Accident remains at 70% loss ratio over a 5yr period while the General Liability is 97.4% over a 5yr period (unfortunately the 10yr period for GL is worse at 119%).

Examples of claims in General Liability:

2021-2022 Spectator trip & fall \$191k / Spectator, broken bench \$35k

2020-2021 Athlete abuse \$386k / Athlete abuse \$421k / Athlete knee \$90k/ Spectator trip \$101k

2019-2020 Official slip & fall \$212k / Gender \$120k / Athlete abuse \$1.586M / Elevator damage \$51k

2018-2019 Player knee \$157k

2017-2018 Spectator trip \$347k / Ladder collapse \$48k

2016-2017 Player leg \$101k / Property damage \$75k / Referee stand \$43k / Spectator trip & fall \$42k

2015-2016 Player knee \$282k / Player cut \$86k

2014-2015 Player abuse \$1.015M / Referee concussion \$125k / Player knee \$222k / Athlete arm \$330k

2013-2014 Spectator trip \$130k / Spectator cut finger \$45k / Leg pain \$30k

2012-2013 School employee injured \$151k / Spectator fall \$35k

2011-2012 Player Injury \$160k / Spectator cut head \$397k

Other factors: limits, deductibles, terms/conditions, etc..

Rate for upcoming 2023-24 season: \$6.68 Renewal Estimate (an overall change of approximately -2.18%) which is a surprising estimate but PA helps the overall claim experience.

ii. Motion Of Note

-Recommend for the RVAA to approve the Insurance Subcommittee recommendation to retain EPIC as the insurance broker of record for USAV & RVAA; the 40 regions for a 6-year renewal (through 2029) at the most recently negotiated brokerage fee structure.

**Motion made by: Carlton, 2nd Bishop, Passed unanimously.**

\*Rationale: EPIC (formerly ESIX) has represented USAV and the 40 regions as the insurance broker of record for more than 20 years with continued success. EPIC's renewal efforts and transparency with regards to the insurance marketplace have been noteworthy over those many years. EPIC has tested experience with USAV along with many other NGBs and submitted a very competitive brokerage pricing proposal through 2029.

?Why did we choose 6 years, was that a better price? The committee looked at 3-year, 4-year and 6-year and the longer term gave us the better the deal.

-Recommend that the 3 Regions that did not comply with ROAS audit from 2021-22 season (had until May 15 2023 to submit final omissions/deficiencies) be suspended from voting at May 2023 meetings.

**Motion passed and all 3 Regions were suspended from voting at RVAA May 2023 Meetings in Dallas, TX**

3. Attended Border Smackdown

a. 66? teams at the tournament – WA, OR, ID, Canada

b. Concerned about # of officials scheduled/available to work to make this event a "destination" event.

4. First Point Foundation – Boys Volleyball in the State HS Associations

a. Flurry of emails in May/early June prompted by 4-5 boys (mainly West WA) wanting to see Boys VB added to the WIAA.

b. Boys Petition to add Boys HS VB created/distributed by First Point and marketed by local regions. Up to 500 signatures in 1 day, which Kenny Rogers felt was "notable".



5. Requested information from Carolina Region about their “Accelerated Advancement” program for Officials – this will get the officials from regional/provisional to jr national/national.
  - a. Would like to see a more formalized program within ERVA to elevate the excitement at moving “UP” in the ranks of the officials. If that means a change in pay scale, or # of matches worked then perhaps we *should consider* a change to what is currently offered.
6. New Lunch & Learns from USAV Region Liaison Michelle Goodall – completed survey as to days available for these new RVA opportunities to share.
7. All Star Championships – Exec Board voted to add \$ to the two teams offered this year (for ERVA) to supplement the overall budget for the program/event above what is fundraised and required by families to participate.
8. Numerous summer work sessions scheduled for ERVA staffing, the 1<sup>st</sup> joint ERVA/CEVA collaborative session, and hopefully even more for Juniors and Officials.
  
9. ERVA was NOT selected for the RVAA ROAS (Region Organizational Advancement Standards) Audit for 1 Sept 2023 BUT it has recommended that we work on our standards for submission for 1 Sept 2024. Basic/beginning info provided to ERVA OpMan, LCallaghan to begin the process.

Submitted by Meredith Coupland, 20 June 2023