

1. Membership Update:

2. Updates from RVAA committee meetings which were held by Zoom in September and the RVAA General Forum/Zonal Meetings which were held In-Person Oct 9&10 in Denver:

I attended the 15 Sept Insurance Comm Zoom, the 22 Sept Education Comm Zoom, the 23 Sept Insurance Sub-Committee Zoom to review the RIF shortage projections, the 5 Oct Ed Comm Special Zoom to discuss Natl Cadre`, the 9 Oct Pacific Zone In-Person Meeting, the 9 Oct additional Ed Comm in-person mtg to again discuss Natl Cadre`, and the 9&10 Oct RVAA In-Person Meetings and subsequent electronic voting of the Motions from Committees and RVAA General Forum floor, and the Oct 19 Ins Comm Zoom on D&O Renewal with a change to EPL retentions by RVA "class",

Here are the highlights from the USAV Staff/Vendor Reports, USAV Board Rep report, and General Forum (including motion highlights):

- a. CEO Jamie Davis –
 - i. RESTRUCTURE - 10yr and 10yr+ athlete representation MANDATED and will be audited in 2nd quarter of 2022 by USOPC, so the restructure must be in place.
 - ii. Olympics recap – historic sweep of the Women!! Covid issues abundant and mostly already related publicly.
 - iii. HBCUs and the grant – 6 schools begin play in Jan 2022 – UCLA is going to GA to participate in a training camp with a couple of those teams – end of April is the SIAC Championships
 - iv. USOPC requirement of vaccination for athletes, for ICs, for Employees – USAV has not made that mandate and the ? is will the USOPC mandate the NGBs to require it.
 - v. Peter Vint/NTDP – what can the regions do to assist with the level/success of the boys/men at the Olympic level? NTDP are going to introduce more male younger players to the international level – we may not see the success at the VNL or the first Paris qualifying and we may not even see it at Paris with a shortened quad – goal is LA in 2028
 - vi. Is Adidas the sponsor for the rest of the quad? In negotiations...
 - vii. ? about how SafeSport is not required for JVA/AAU – he is unsure as to why Congress hasn't included those entities because if you are there to protect youth then protect all of the youth and not just the Olympic Movement youth.

- b. RVAA All-Star Championships – HP Championships cancelled 2021 so RVAAs organized to form the "USA All-Star Championships" hosted in Orlando. For full report see

document in Drop Box – summary of participant and Region requests included – highlights are that USAV was asked to replicate the success of this model and work towards a conglomerate event that includes the Beach HP Championships in the same/close by host city held in succession.

Additional feedback from NTDP is that they would take a hiatus of training or rearrange the training schedule so that their players could/would participate with their Region All-Star team.

Additional consideration from USAV is that they are interested in doing this model but it would have to wait for the 2022-23 season as they already have their host city for 2021-22 for the HP Championships and will soon announce the Beach HP site.

c. RVAA USAV Board Reps Report

- i. Restructuring – USOPC requiring 1/3 Athlete (with international experience) representation on BOD and their Committees.

RVAA Recommendations

-Eliminate Beach Assembly, move work into the Beach Committee.

-Only allowed to serve on one Assembly.

-Junior Assembly – Girls Rep, Boys Rep, Beach Rep. – Would need to have experience as a club director, coach or program director.

-Assembly members serve on committees, but the heavy lifting done by the administrative councils.

-Assembly votes for Admin Council and Board Reps.

d. USAV Staff/Vendor Reports

- i. Coaching Education – Dave McCann
 - Collaborating with Ed Committee to find the National Cadre that will train our Regional Cadre for any region-based in-person/zoom clinics/classes/workshops. Will need to train the trainers and then send out the Natl trainers to the Regions (by Zones – RVA will need to pay for their person to get to the training but USAV will pay for the trainer)
 - 3 levels of online Education with opportunities for earning badges/points with incentives. Bronze member (free – IMPACT equivalent Ed), Silver member (ie \$5/month), and Gold/Premium member. Hoping to have Bronze level online education available late Jan.
 - Partnering with outside educational sources to and will see some of their coursework within our member levels.
- ii. NTDP (National Team Development Program) which is the new name of High Performance. USAV Chief of Sport Dr. Peter Vint – Erin Vitue is NTDP Senior Manager.

- iii. NCSI (Background Screening Company)
39,456 BG screens. 306 declined. 277 international screens. 3.51 days average turnaround for the season. 5 disputes, 1 decision reversed. The declined were afforded an appeal process with the USAV BGS Appeals Committee
- iv. EPIC (Insurance Advisors) – being able to bid our group (for GL & PA) includes historical exposure, current scene, and the companies willing to insure youth orgs right now. Only 2 companies came forward out of the 20 that were sought out.

Current rate per member is \$5.14 and new renewal is approx. \$7.42 – an increase of > 40% (previously thought increase would be 20-25% - last 10 yrs average increase was 4.5%/yr). Previous assessed amount to RVAs per member was \$4.00. Region Insurance Fund has been handling the difference between assessed and actual, but now with that increase the RIF will go into the **Red. Insurance Sub-Committee formed to advise on an increase in the per member assessment for the 2022-23 season. Current discussion is that they will recommend anywhere from \$10-\$12 as the new assessed per member rate (an increase of \$6-8 than current assessment).**

Cyber liability came in with a flat renewal

Region D&O Insurance – with an increase in claims made (5 claims this past season) and gross receipts of all the RVAs, the new policy has had a > 20% increase in premium. Retention for D&O is same but EPL (Employment Practices Liability) retention is now tiered based on gross receipts of each RVA. Evergreen falls into the 2nd tier and so our retention for an EPL claim is \$50k (we pay that amount before the insurance company starts paying).

- e. RVAA Motions of Note
 - i. **RVAA Motion 2: (COMPETITION MOTION 1)** For the 2022 Season, award a minimum of two (2) bids at all boys' bid event at the Open level.
Motion Carries 35-1-4
 - ii. **RVAA Motion 3: (COMPETITION MOTION 2)** For the 2022 season, add a National division (Region Qualifier) at the Boys' JNC for age 16's and 18's
Motion Carries 33-1-6
 - iii. **RVAA Motion 4: (COMPETITION MOTION 3)** Recommend to USAV staff to add an additional Boys' Bid Event in the 2023 season.
Motion Carries 32-2-6

- iv. **RVAA Motion 7: (STAKEHOLDERS MOTION 1)** To rename the RVAA Stakeholders Relationship Committee back to RVAA Compliance Committee. **Motion Carries 33-0-7**
- v. **RVAA Motion 8: (STAKEHOLDERS MOTION 2)** To adopt the Region Organizational Advancement Standards with the updated reporting/scoring language found under the “Standards” section of the document. **Motion Carries 30-3-7**
- vi. **RVAA Motion 9: (STAKEHOLDERS MOTION 3)** To adopt the Region Organizational Advancement Standards Procedures as presented **Motion Carries 30-3-7**
- vii. **RVAA Motion 10: (STAKEHOLDERS MOTION 4)** To create a public page on the USAVRegions.org website to house the Region Organizational Advancement Standards information, the status of a region and schedule of reviews. **Motion Carries 23-13-4**
- viii. **RVAA Motion 17: (FLOOR MOTION 1)** Motion to request USAV add a column to the list of active or inactive suspended members (located at usavolleyball.org/safesport/suspended) showing whether a suspension is “current” or “expired: and to add the ability to filter/sort the information on the list. **Podczasny** made a friendly amendment to use the terms “active” or “inactive” instead of “current” and “expired” amendments were accepted by **March/Compo**. **Motion Carries 33-0-1**

f. Next RVAA meetings May 23-24 in Orlando, FL.

3. Other Updates

- a. 3 Oct meetings with L Callaghan to go over budget related items; part-time assistance for operations & marketing, AVCA – Region Affiliate Partner Program (cobranded items including coaching tips, AVCA membership/convention, recruiting tips for juniors)
- b. Worked with L Callaghan and J Kavadias on 2nd wave of PPP Loan forgiveness.
- c. Need to identify Region Cadre’ for USAV Education Dept “training of the trainers”.

Operations Report
EVERGREEN REGION BOARD MEETING
November 22, 2021

1. Operations

a. Memberships

- i. Membership numbers look promising so far due to the reactivation of most of the clubs for the upcoming season. Clubs are currently in the processing of getting their memberships purchased for the upcoming season.

b. Banking

- i. End of Fiscal Year Report shows a Net Revenue of \$49,782.55. Our grant funds awarded from the two rounds of PPP & Local Grants through City of Spokane & Spokane County in addition to the reduction of staff have led to the positive in net revenue for the season.
- ii. Jeff Kavadias submitted the request to Washington Trust for loan forgiveness for the round two PPP loan. It was processed and forgiven by Washington Trust. Both PPP loans awarded to the Region were forgiven and no repayment will be due.

c. Official's Division

- i. The Region office is working with the Officials Division to review the R1 requested events for the upcoming season and notifying the tournament directors if we are able to accommodate their request based on anticipated official numbers.
- ii. The Junior Officials program is back for this season and an option for players to work a full season if they would like is available to help grow the official's division. The junior officials opting to work a full season will attend the official meeting in December to be trained with the New Officials. They will be assigned as Observer's and once evaluated could be used as R1's at lower age division events in addition to U12 Regionals

Players may still opt to only work U12 Regionals instead of the full season.

- iii. USAV is having issues printing the Rule Books due to supply chain issues. They are looking at alternative options for coaches, event directors and Regions to be able to access the book online instead.
- iv. Clubs will be able to request in person scoring clinics this season or opt for the online version. The in-person clinics have been strongly recommended for the younger age groups.

The Region hosted clinics will be December 27, 28th & January 6th at Valley Christian in Spokane Valley. Other clinics may be added in other areas if needed and requested by clubs.

- v. Official's meetings will be December 11th at Valley Christian HS & December 12th at CBC in Pasco.
- vi. Official incentive to complete requirements and be eligible for assigning will be a Nike dri-fit shirt through GearUp sports paid for by the Region if they are eligible by January 30, 2022.

2. Marketing

a. Various Projects

- i.** With the addition of a part-time employee there are various projects to execute in marketing.
 1. Social Media/Overall Marketing & Partnerships
 2. Coaching & Officials Resources/Education
 3. Youth Programming
 4. Skyhawks Partnership

3. Adult Division

- a.** The Spokane Sizzler will take place on December 31-January 2, 2021/22 at the Spokane Convention Center. After a lot of discussion and work we have been able to reduce the number of courts we will use to be able to afford the rental.

We will use halls A & B at the Convention Center and have a max of 12 courts to use. We will be reducing the type of meal provided at the social to appetizer mix versus a full meal to cut the banquet cost in half from \$30/person to \$15/person.

We have also opted to use volunteers for court setup and teardown since the Geiger group is no longer available and to reduce cost of labor for the event.

The Spokane Sports Commission has also agreed to contribute \$5,000 if needed to cover the event. We are working hard to be self-sustainable but may need their assistance this season to break even.

- b.** Spike2Care will begin hosting events starting in January again after merging with ERVA. The final steps are not done with the State of Washington but it is in process. We will begin to host events again and contribute junior event funds towards S2C as well so in 2022-23 we can offer money towards scholarships for junior players.

4. Junior Division

a. Club Activation

- i.** Overall, most clubs have reactivated this season with a few new clubs. We are currently sitting at 63 active clubs. We have noticed a shortage of clubs/teams in the Spokane area due to a few clubs going dormant, we are hopeful one larger historic club will add tournament teams next season and will offer Youth and training options this season.

b. Club Meetings

- i.** We have hosted all the club director meetings virtually and recorded the meetings. This has allowed directors to fit it into their schedule and allowed the Region to save some funds on hosting an in-person meeting.

We have been able to break up the meeting information and host multiple meetings for directors to be provided the pertinent information they need for the coming months

versus all at once and not remembering by the time they need it.

- ii. I also have setup multiple work sessions with clubs as they request them to help the directors one on one with SportsEngine and other questions. This has been a helpful tool to help new directors or clubs who didn't use the system due to the hiatus last season.

c. Tryouts

- i. The summer tryout period ran from August 1-August 8th and most of the clubs in the Spokane/CDA & Tri-Cities areas hosted tryouts. Some smaller clubs opted to use this period as a signing period for returning players, but the majority of the clubs have opted to still run tryouts in the fall period after HS & MS has finished.

Some initial observations are the U12-U14 players didn't know tryouts were earlier since they weren't in school yet and coming off the COVID year. The junior's division will discuss feedback to ensure these players aren't missing out on the opportunity to play. The Region will help to market in the larger areas to the schools and school coaches, so the players are aware of tryouts in the summer period

Some release of player requests have been submitted as anticipated with the early tryout period but overall not too many. We will continue to educate the clubs and members of the commitment process and importance of selecting a club carefully during the tryout period

The fall tryout period began on November 1st and overall seemed to run smoothly. Many clubs opted to run later tryouts for the older age divisions in Washington to allow the HS players to finish their season. We allowed clubs to set their own date/times any time on or after November 1st and they seemed to space out tryout dates/times to avoid overlap without Region restrictions

d. Tournament Calendar

- i. Most of the historic club hosted tournaments are back this season after most not being able to host last season. Between the Region hosted and club hosted events we should have a solid tournament season. Tournament sign up day for clubs will be on December 4th.
- ii. ERVA has partnered with CEVA to host a new tournament over President's Day weekend for the U14 division, Region Rumble. We were hoping to offer another regional event for the younger age division that would encourage inter-regional competition without the high cost of a travel tournament. We are hoping for 48 teams and are offering two divisions, open and club.

We have also invited Intermountain and Puget Sound teams to participate in the event. Currently, we have 24 teams between the ERVA and CEVA teams. We are hoping to get some from the other two regions. This season it will be hosted in Salem, OR but we are hoping to allow each Region to host and alternate locations each season to encourage the "home" region to have a local event every few seasons.

The Regions will split any net profit from the event. I will be going down to Salem this season to help run the event as the CEVA staff hosts another President's Day event in Springfield, OR.

e. Regionals

- i. Regionals will be held on April 22-24, 2022. We are hoping to have enough teams register this season to host back at the Convention Center or Podium this season.

Official's Division Report 11/22/21

1. We expect to have a lower number of officials again this season due to Covid requirements. We are hoping to have more officials than last year but still noticeably fewer than previous years.
2. Fewer officials may result in fewer R1 tournaments.
3. We will need direction on how to advise our officials concerning vaccine requirements, mask wearing (in the facility? On the stand?)
4. We are planning our Officials clinics for Dec. 11 in Spokane and December 12 for Tri-Cities. Times and locations TBD. We will have a better idea of the number of officials after these clinics.
5. Region ref/score clinics are scheduled for Dec. 27 & 28. Time and location TBD.
6. We need direction on how to control registration by officials that we feel are not in good standing or we feel are not capable officials. (Do those registrations go through the office or directly through Sports Engine?)