

**NORTH TEXAS REGION – USA VOLLEYBALL**

**North Texas Region Office**

**11494 Luna Road, Suite 175, Farmers Branch, TX 75234**

**October 4, 2010**

**Minutes**

**I. Welcome/Introductions**

**II. Call to Order**

A. Take roll:

Board Members Present: Michelle Furlong, Jonathan Daclison, Jeff West, Forrest Metcalf, Meredith Van Horn-Grady, Jon Rye, Eric Zender, Andy Reitenger, Chris Mares

Board Members Absent: Darren Teicher, L.J Sariego, Kevin Anderson, Don Grimes,

Region Staff Members Present: Robyn Barlow, Linda Harris

Guest(s): Chris Tobey

B. Declare quorum – Andy declared quorum and called meeting to order, 7PM.

C. Rules of order

**III. Minutes**

A. Review July 12 minutes

-Forrest motioned to approve July 12 minutes

-Jeff West second

-Motion Passed

B. Entertain motion to accept or change

**IV. Agenda**

## V. Reports from Officers/Coordinators/Divisions/Staff

### A. Juniors

1. Review board minutes
2. Report/Motions

See screen capture attached – 09.19.2010 Juniors Board Meeting

Junior Board met 9/19/10 following the Club Directors General Assembly meeting.

#### 1) Board Elections and Appointments

Officers: VP Budget and Finance – Andy Gass; VP Competition – Steve Hargrave; VP Coaching – Eric Zender; Secretary – Dean Dickschat

At-Large: JB Butler, Mike Minnis, Blair Smith, Kevin Anderson, Ed Bond, Meredith Van Horn-Grady, Eric Zender

#### 2) Action Items

- a. Competition Committee – Recommended maximum tournament entry fees for 2-day tournament (10 sets) go from \$330 to \$350. Recommended maximum tournament entry fee for 1-day tournament (8 sets) go from \$200 to \$210. Motion Passed.
- b. CAP I Clinic scheduled for December 4-5.
- c. Waivered Players – Still allowed at all ages with current stipulations, but not allowed to participate in Open Division of Ranking Tournaments. Motion Passed.
- d. Head Officials – Tournament Directors may select their Head Officials from a list of approved Head Officials for each of their sites that require a Head Official. They may solicit input from the Officials Division. Motion Passed.

### B. Adults

#### 1. Report (Chris Mares)

-10 new female players have contacted Chris and expressed interest for this upcoming season

-Chris reported that last season; few people expressed disappointment not being on a team

-Lesson(s) Learned: Chris will try not to allocate players from a list to teams as there maybe be skills difference and personality; Chris intends to host an open play for adults as a meet and greet for existing and current members

-Danielle has sent an email to facility owners regarding adult players to possibly engage for this season (JB, Rob West, etc)

-Most of the players that has contacted Chris last year was a "Recreational" skill level

## C. Officials

1. Review board minutes
2. Report/Motions
  - Operating Codes – editorial clean-up and the goal was to make the document compliant with the Region and Junior Board (format, verbiage, etc)
  - New Form "NTR Head/Lead Ref Intern Evaluation Form (See Appendix A) – Referees will now evaluate the Head Referees to ensure consistency and provide training and improve the process
  - Head Referee Intern Program – in hopes to train new people who are interested and this will be a non-paid internship
  - Loss of Referee Document – this allows Region Chair to remove patches from Referees that are non-compliant and not performing required duties and expectations
  - Re-Certifying Junior Scorekeepers – this refers to the identified excellent scorekeepers that will NOT be required to go back every year (all ages)
  - Project Budget was discussed and passed

Discussions: Head/Lead Referee Expectations and Compensation

2010/2011

- Evaluate each referee on at least 2 matches throughout the tournament (maybe difficult for larger tournaments such as 12 courts)  
It is impossible to officiate matches if you are a site director and a head official
- Work as an R2 on at least 2 matches (preferably during semis or finals)  
-if a head official ever needs to ref a match and there is a protest, there was a suggestion of assigning the officiating team's coach take the head referee spot to attend to the protest; if this situation can be done, why not have the head referee work matches (2, 4, 6 matches).  
-The response why this is not feasible because:
  - ✓ Head Referees are Raters, we continuously rate and reevaluate our referees to make them better; people management, parents/crowd control, protests, scheduling,

- Discussions:
  - ✓ Expectations vs. Requiring – Chris and Michelle will update the Head/Lead Referee Expectations and Compensation 2010/2011 to illustrate what can be changed to reflect what's expected and what's required (timeliness, etc) and prioritize the list.
  - ✓ Possibly docking pay? (Possible employment issue as head ref's are hired by the Tournament but they report to Referee Chair which requires certain guidelines as a head ref)
  - ✓ -Clarification – Head Official paid by the region will not be paid out until the evaluation form has been turned in
  - ✓ Jonathan made a comment coaches that complain about bad ref's and the best training is for the head official watch and evaluate the official as part of training
- Assigning of the Head Official:
  - ✓ Official's Board – Ref Chair and VP of Training and Education will assign head referees
  - ✓ -Juniors Board – Tournament Directors wants to hire and select their Head Referees from an approved list
  - ✓ Motion: The Officials Coordinator and VP of Training and Education will approve all Head Referee assignments prior to being released in Zebra Web. The NTR staff, in cooperation with the Tournament Directors selecting from the approved Head Official List, the Officials Coordinator will assign the Head Referees.
  - ✓ Eric Zender second
  - ✓ Motion Passes

Discussions:

- ✓ Current process – head officials are assigned and published and no approval process; it has been stated that the assigned referee's are published and can be reviewed by the Official's Chair
- ✓ There is a list of referees with skill sets and levels by age group
- ✓ Staff does try to copy assigning methods done historically for consistency

- ✓ Certain Tournament Directors do ask for whom they want sometimes who they don't want
- ✓ Selected Head Officials who have worked consecutive weekends cannot be restricted to be head referee
- ✓ It was suggested that share the pay with the intern – intern program at this point is a volunteer basis

D. Staff (Robyn Barlow)

-Alcohol Signage – WIP

-Parent/Spectator Document – WIP, will be discussed at the October USAV Meeting

-October USA Volleyball Meeting – Areas of Focus:

- Insurance Committee – will be looking into Background Screens to ensure regions are more diligent in selections of board of directors, staff, clubs coaches; Background vendor will be reviewing each region
- Governance – consistency between regions (elections, compliance)

*Note: RVA (Regional Volleyball Association) – a committee within audits the Regions and not USA Volleyball and ensure compliance with USA Volleyball*

-Handbook:

- WIP; Jonathan to take lead (WIP with: Meredith and Jon Rye)
- Pending edits: Pending items Officials Board, Junior Board, Ranking tournament wording inconsistencies

VI. Agenda Items

A. Background screens – annual for coordinators/staff (A. Reitingner)

- Andy made a motion that: NTR to require all Coordinators and paid staff to go through background screening in yearly basis paid by the Region  
Jeff West Second  
Motion Passes
- Andy made a motion that Coordinators and paid staff to become members of USA Volleyball and paid for by the NTR Region  
Forrest Metcalf second  
Motion Passes

VII. Unfinished Business

A. Committee for tournament directors dropping sanction for tournament within certain time frame (Eric Zender)

- It has been suggested that to have the minimum two weeks for sanction fees

B. Foundation/investments research

See Appendix B (2 pages) from Forrest Metcalf

C. Attorney (Robyn Barlow)

- Robyn will work with the selected Attorney regarding: Due Process (Due to Andy by next week), next will be other PnP's
- Discussion:
- -Currently we do not have a Due Process but have an Appeals Process
- -2 segments of Due Process: Appeals and Sanctioning

D. Region employee manual

- WIP – Jonathan to head this and get it resolved. Meredith has sent hers and Jon Rye and Jonathan will need get this coordinated.

E. Employee evaluations

- Robyn's evaluation will be done end of September (annually)
- The Committee (LJ will be removed) will conduct all evaluation for NTR Staff (to be validated if any restrictions in the by-law)

F. Referee platform

- For NTR, if there is a platform and it is not safe (no padding), Referee will officiate from the floor

VIII. New Business

IX. Adjourn

**Action Items: 10.04.2010**

Action Item	Notes	Due Date
1.Contact Facility Owners for USAV Adult Players	Chris to work with Danielle (JB, Rob West)	
2.Handbook	Jonathan to work with Meredith and Jon Rye	
3. Head/Lead Referee Expectations and Compensation 2010/2011	Michelle and Chris Tobey to: -Prioritize this list -Update what's Required or Expected	
4.Investment Committee	NTR Staff to research: CD rates, types of accounts, interest bearing/staggered	

	CD;s -Come up with a plan of funds allocation -Chris Mares suggested Meryl Lynch -Chris Tobey suggested some banks offering 4% on new accounts (will this work on personal or business checking)	
5.Attorney – Due Process	Draft should be available to Andy by Try-Out time	

**Terms/Definition:**

Officials Board

-“input” = approves the list of Head Referees