

Great Lakes Region

BOD Minutes Sunday, April 25, 2021

Welcome – Sandy Abbinanti

Attendance: Terri Baranski, Joe Havanos, Paul Ickes, Bob Jones, Tolis Koskinaris, Trish LoVerde, Devonie McLarty, Lorelee Smith, Ryan Summers

Also in attendance: Sandy Abbinanti, Kim Greenback, Angelo Iasillo and Carla Zaber

Early Summer Try-Outs: Discussion

Kim gave survey information regarding proposed summer tryout policy. Up to date results are 17 for and 31 against the proposed summer try out policy.

Recruiting was brought up in discussion in form of the question: “How can we talk about putting another rule in place when we can’t enforce current rules?” Here are some things we would like to add to the Bylaws that will hopefully strengthen our position about the rules:

A. All adults will sign a contract stating a) they have read and understand the rules, b) they are aware that penalties could range from warnings to fines, to disqualifications up to one year (the extent USAV allows unless a SafeSport issue).

B. If a club posts anything in writing or on social media, they are responsible for that information.

C. Increase the BOD to 4 reps for junior girls because they are the largest group of paying members in the region.

D. Appeals’ Chair would only be handled by a knowledgeable individual who has been a member of GLR and good standing for at least five years.

E. Add this: Due Process: The Great Lakes Volleyball Region exists to foster, advance, develop, and support volleyball within its borders. **The Region is not a judicial or policing entity.** In the pursuit of objectivity, efficiency, fairness and timeliness, Region due process procedures are informal and not constrained by formal rules of evidence. Potential actions include without limitation: no action, admonishment in writing or orally, restitution, fines, probation, expulsion or disqualification.

F. **Any party may appeal the decision...**so either party may appeal.

G. On line North Texas Commitment System.

The response from Sandy listed the benefits of having a summer try out. First, high school girls can physically try out without worrying about getting hurt for their season. Second, there is more time to order uniforms and equipment to get set for the season. Third, allowing the ability to spread payments out

to make club volleyball more affordable. Fourth, create a smaller window of time for clubs to illegally recruit. Fifth, clubs may begin practice earlier if they choose to.

Bylaws: Discussion

None of the Bylaws have been voted on.

Due Process

A. The Great Lakes Volleyball Region exists to foster, advance, develop, and support volleyball within its borders. The Region is not a judicial or policing entity. To advance the Region's mission and goals, the Region Board has established policies and protocols in addition to the USA Volleyball Codes of Conduct and related policies applicable to Region Members. To protect its Members and foster volleyball, the Region occasionally must investigate alleged violations of its policies and protocols or of the USA Volleyball Codes of Conduct and related policies and determine whether it is necessary to take action to ensure reasonable compliance with those policies, Codes, and protocols.

Vote Yes or No _____

3. Investigation of other alleged violations of Region or USAV Codes, policies, and/or protocols and determination of what actions, if any, to be taken shall be conducted generally in accordance with these due process procedures.

4. In the pursuit of objectivity, efficiency, fairness, and timeliness, Region due process procedures are informal and not constrained by formal rules of evidence.

5. To avoid the vitriol, expense, and expenditure of time that often attend an allegation of Code, policy, or procedural violation, it is encouraged that Region Members and/or clubs' endeavor to resolve less serious issues or conflicts through direct communication.

B. Upon the report of an alleged violation of Region or USAV policies, procedures, or Codes, the Commissioner/CEO shall assign a member of the Board, Region officer, Division Head, or other Chair to investigate the matter objectively and determine what action, if any, should be taken by the Region.

1. Investigation may include reviewing reports, interviewing involved parties and witnesses, or similar actions.

2. Potential actions include without limitation no action, admonishment in writing or orally, restitution, a fine, probation, suspension of Membership privileges, reversal of impermissible action, or such other action as the investigating individual deems appropriate.
3. Decisions shall be communicated promptly to all involved parties by acknowledged writing or verified electronic means.
4. If the investigating individual deems significant discipline necessary (e.g., suspension of membership privileges beyond one event; large fine (above \$500.00) or a party wishes to appeal a disciplinary decision, the matter shall be appealed or (in the event of a decision to impose significant discipline) automatically forwarded to the Appeals Committee with all supporting documentation or other evidence and any further evidence submitted by any involved party.
 - a. Any party appealing a disciplinary decision must do so in writing to the Commissioner within fourteen (14) days after receipt of the written or electronic notice of the decision. Absent such timely written appeal, the imposed discipline shall stand.
 - b. Upon receipt of a timely appeal or upon the automatic forwarding of a decision to impose significant discipline, the Commissioner shall promptly select a qualified chair for the Region Appeals Committee and assist in constituting a full Appeals Committee for review and consideration of the appeal or automatically forwarded decision.
 - c. The Appeals Committee shall conduct a hearing to hear witnesses of any involved party and shall review documents and other evidence submitted by all parties.

Since late 2019, 31 hearings have taken place that resulted in 18 penalties which included warning(s), probation(s) and a suspension.

Comment: “The consequence of having zero rules is worse than trying to enforce rules.”

Question: “Is the duty (from GLR) to the club or membership?”

Comment: “The region acts as *in loco parentis*.”

Comment: “There needs to be ethical and moral behavior, we as a region must do the right thing all of the time.”

Try-Outs: Discussion

Another survey regarding early try-outs was sent out Thursday, April 29, 2021 to every club director. This survey address' resigning of players, when should try-outs be held (which effects boys and girls) and should there be a different policy for each gender.

The GLR handbook will include a statement regarding a 48 hour *Grace Period* when signing a contract with a junior club. This includes the club commitment and also financial responsibilities to be forgiven.

The North Texas On line Commitment System: Discussion tabled.

Pros:

The OCS will provide real-time status of athletes so that clubs can ensure they are not in violation of the Offer & Acceptance Policy.

Clubs can easily track offers send to possible recruits and current athletes

Clubs will know after the offering period has begun who is making a commitment to their club

Clubs can use and track signed contracts in OCS

The OCS makes clubs aware of a recruit with multiple offers, as well as when one accepts a commitment to a club

Cut and dry whether individual has committed to a club; puts the responsibility on club director and whoever the club has delegated responsibility of checking the system prior to talking to a recruit (green Y=available, red N=not available)

Clubs can set notifications as to what kind and how many emails they want to receive

Region will be able to see time-stamps on when commitments were sent to individuals as well as when individuals accept invitation, etc.

Region will be able to customize dates within the system of when clubs can contact individuals and send them anything

Clubs can set up contracts prior to signing period and automatically send out contracts based on region early signing date

Parents can easily add players into database; previous year's players will be in the system (after initial year)

Cost of system is cheaper than litigation costs

Protects your clubs players from recruiting with a binding contract that must be sent, accepted, and confirmed

'Sandbox' training is available for club directors to login and practice sending out offers, contracts, etc. prior to going live

Cons:

\$.25/player in system=~\$3K/year, and requires 3-year commitment

ANOTHER system for parents to register their child in, as well as for club staff to become familiar with

Requires more work on club directors to tie their players into the OCS **AND** SportsEngine

Parents will get confused as to what they are registering for ("I thought I already registered for my USAV membership in the summer")

OCS will take time for clubs to input player information as well as to become familiar enough with the system

Puts more responsibility on athlete's parents and club directors

Club directors without adequate Wi-Fi may have trouble accessing system

Multiple steps for clubs to send contract, then again confirm once athlete has accepted

Finances: Angelo discussed information about finances and has already sent out this information to the BOD members.

Motion to adjourn made by Paul and seconded by Tolis. Approved-unanimous

Respectfully submitted by:

Carla Zaber

Great Lakes Region Secretary