



Official Website Of The
Great Lakes Region
USA Volleyball



GLR BOD MINUTES, JULY 14, 2013

In Attendance: Keith Kujawa, Mike Hulett, Pam Campbell, Alan J. Feder, Lea Wagner, Milissa Parrish, Scott Harris, Amanda Craig, Angelo Iasillo, Donna Smith, Deb DiMatteo, Mary Malpede, Sandy Abbinanti and Paula McAleese

Absent: Dean Hoskin, Joe Gedvillas, KC Johnsen, Janet Galvin, Melissa Cox, Dan Ames, Mark Cimaroli, Creig Federico

Guest(s): Judy Linklater

Welcome: At 1:20pm, Sandy called the meeting to order. Roberts Rules of Order will be used.

1) Mike Hulett motioned to approve minutes of March 10, 2013 Regular GLR BOD Meeting. Scott Harris seconded the motion. Vote to approve 13-0.

2) Sandy made motion to approve Paula McAleese as GLR Secretary. Mary Malpede seconded the motion. Vote approved 12-1. Lea Wagner opposed ☺

3) Budget Review – Angelo Iasillo: GLR finished the year close to a break-even point. There was \$50,000 increase in membership over the budgeted allotment. Most of the Burr Ridge Office capital purchases have been completed. The 2013-2014 budget reflects the remaining capital purchases. Angelo started that we are engaged in our yearly mandated audit. When completed the Board will be sent a copy of Audited Financial statements as well as the Corporate Tax return by the November 15th filing date. The Corporation is fiscally sound.

Lea Wagner asked what shipping charges we had. Sandy advised rule books. Angelo will provide Lea with details. Lea asked about the newsletter. Donna advised paper newsletter is obsolete. The Region has the GLR website, two Facebook pages, a blog and a twitter account. Angelo stated that the Region subsidizes each Junior National Official \$500 if they go for their National Rating.

Deb DiMatteo asked what percentage is membership / total revenue up from last year. Angelo referred financial report and stated that membership has increased 7% overall and 7.8 % financially. Juniors' membership experienced the biggest jump at 11.8% with junior Beach up 59.2% from last year. Lea motioned to approve budget. Alan Feder seconded motion. Motion approved 13-0.

4) Commissioners Report: Sandy

- Adult and Junior Nationals: GLR clubs were well represented at all National competitions. GLR placed 2nd overall in the total number of teams at Adult Nationals

with 44 teams. Girls Nationals were held in Dallas and had approximately 100 courts and GLR had 46 teams that qualified and 8 teams entered in the Patriot Division. The Dallas tournament went very well with very positive feedback. We had 50 boys' teams entered in the Club and Open division at the Boys Nationals in Reno: because of the extreme heat there caused power outages. Overall, all Nationals turned out very well. The Men's PVL teams played in Reno with our GLR PVL team Lights Out placing 2nd. There was discussion on USAV rewards for adults nationals, they don't look very prestigious.

- Minority Exposure Clinic and Talent Showcase: Ruth Nelson and 15 of the Top Black College Coaches in the country are coming in to work these clinics. The Minority Clinic will be at the 360 site and the Talent Showcase will be at Mother McCauley HS.
- Extravaganza: Sandy introduced Judy Linklater as the GLR Publicist. Judy discussed the Extravaganza: Ice Cream Fridays, give-a-ways, presentations by local Olympic team member Tom Hoff and Sian Beilock, the renowned author and lecturer will present her book CHOKE. Parents are free with child. This is the first time junior athletes will be invited to the Extravaganza. Logan Center has a capacity of 400. Currently have 100 enrolled. Donna will send email to the juniors Thursday July 18th to give the adults one last opportunity to register.

5) Membership: Donna Smith

- Donna discussed the Membership Comparison Report. Adult player membership is down 63 from last year. Overall the Region up 991 in full membership from last year.
- Sandy has been asked to head a committee to discuss membership incentives. Meeting is August 1-3, 2013 in Colorado Springs. There are nine total on the committee, including Doug Beal.
- Lea said in the past, she proposed to Doug Beal: 1) that Regions who support USAV should be rewarded 2) National should give a free entry to Nationals to the winners of each division 3) Those Regions with the largest entries should receive some kind of remuneration.
- Windy City League: The league is very good for our teams and the quality is getting much better. Donna would like to get more of the top level teams into the league. It would be great if the teams 15's and over would stay in the league; they tend to play in league at 12's through 15's, but stop at 16's onwards. If the teams stay past 15's, the league would be exceptional. Adam Beck is the new Power League Director.
- Sandy: Yesterday (July13), The Power League ALL REGION players met at Lewis University for pictures. Sandy received many compliments regarding the league and the All Region and All Academic awards. There were 700 athletes acknowledged for the ALL ACADEMIC awards for 15's and over – unbelievable!
- Mike Hulett commented on the ballot boxes. They were nice and looked good, but were too small and became overstuffed. Angelo advised that the Region is investigating a better way to handle this procedure. We may do online voting next year or, just get bigger boxes.

6) Evaluation: Deb DiMatteo

- Board members were asked to submit comments on the three employees: Sandy, Donna and Angelo. All comments were positive. Deb feels all three are doing a great job overall. Actually, Deb feels we have underpaid staff members for an organization of this size.
- At 2pm, Sandy, Donna and Angelo left the room to allow the Board to discuss further. Discussion ensued and a motion was made and passed. Lea mentioned we need Succession Planning for the future of the region.
- Deb DiMatteo Motioned, Mike Hulett seconded, Motion passed 11-0
 - 1) Each Staff Member to write their job description, including percentage of time spent on tasks.
 - 2) The Board to annually evaluate staff job descriptions.
 - 3) \$1500 Bonus this year for Commissioner and Region Administrator positions, to be reviewed annually.
 - 4) A salary increase from \$15,000 to \$25,000 for Comptroller position, to be reviewed annually.
 - 5) Re-evaluate Region Administrator and Comptroller job titles
 - 6) Commissioner to conduct staff member yearly performance appraisals and report the results of the appraisals to the Board annually.

2:40 – 2:50 – Pizza Break

The motion was related to the employees and Sandy said the Staff Members love it here. They are feeling their way since working together in office since Jan. They appreciate the motion and will get the Board their job descriptions.

Donna Smith reported that PVL coach, Nick Altier from Lights Out wished to thank the Region for the financial assistance.

The current budget does not reflect the Board's motion to increase salary and benefits. Angelo will adjust the budget accordingly.

7) Officials: Mary

- Congratulations to officials who received their Jr. National rating in Dallas: Colleen Madera, Mary Soapes, Paul Zickert, Barb Zvonek unfortunately Candy Humphrey did not pass. Sergio Garcia received his National Scorer's patch in Reno.
- Right now we have 198 total Officials: 90-Provisional, 65-Regional, 18-Junior National, 25-National/Retired National.
- The GLR officials consistently represents USAV very well.
- Scott Harris said that he felt it was inappropriate to have officials rated on Open matches. Why do the kids have to suffer with poor officiating? Sandy will send a letter to the National office to this effect.
- We need more officials. She has come up with some possible solutions: a) increase the minimum number of hours officials must work, to be in "good standing": a minimum of 30 hours for Provisional officials and 40 hours minimum for Regional, Jr. National, National and retired National, b) Recruit junior players and college kids, c). Existing officials should keep their eyes

open for potential candidates, and d) Club Directors should offer certification options to those interested.

- The Region will implement new requirements/procedures for coaches: All junior coaches will be required to take online Introduction to Score Clinic/ New Scoresheet and Volleyball Rules for Coaches.
- National Protocol will be used for all junior matches in the 2013- 2014 season. Players will walk in from sideline for all Region matches.
- A long term goal – Require teams to have select players get scoring certification.
- Information - the Great Lakes (Sports Performance) Power League will be raising Junior National and National official's fees to \$32 per match, up from \$30.
- Currently, GLR officials' fees are \$27 for non-power league matches and \$30 for power league matches. **MOTION:** Deb motioned to raise Officials' fees from \$27 to \$30 for all non-power league matches. Milissa seconded motion. Motion passed 8 – 4.
- Twelve officials didn't meet their minimum requirements to be in "good standing". Mary will send each a letter to those who didn't meet the minimum.
- Twenty officials worked well above the minimum and 50 met their minimum. There were also seven officials who requested and were granted a "leave of absence" for personal reasons. .

8) Junior – Keith Kujawa – Keith discussed High School tryouts. Keith made motion, with Donna seconding to make it mandatory for non-hitting teams to shag opponent's balls during warm-ups. Motion passed 11-0 with 1 Abstention.

9) Beach – Sandy congratulated Lorelee Smith on doing a great job with the Beach Division (see Beach membership report).

10) Adult: Milissa Parrish – Milissa said the Adults need to step it up and start initiatives to increase adult membership. Milissa spoke with Concierge Associations for visitors from other regions to set up mini social tournaments.

Donna mentioned we need a date for the Adult Team Rep meeting. Paula will choose a date and send out the appropriate information.

Donna stated that the Men's PVL court at Asics tournament was a big success.

Deb mentioned a possible adult tournament, much like old Windy City tournament on the Martin Luther King weekend at Navy Pier. All divisions will be represented. Deb will spearhead this project with the help of Amanda and Milissa.

Amanda Craig thanked the Board for the financial support for Women's PVL team. On behalf of Nick Altier and the Lights Out Men's PVL team, Donna passed on their thanks and gratitude to the Board for the financial support they received as well.

Sandy, Angelo and Donna are working with the Luau people to have the GLR/ USA volleyball name affiliated with this tournament in an effort to gain membership.

11) Tournament Director: Sandy for Dean Hoskin – Hopefully our adults will run a point system series in the facilities the Region uses for power league.

12) Structure and Function: Sandy made a motion for Angelo (who had to leave the meeting) that All current and future BOD members who have voice but no vote (excluding the Commissioner) are to be

re-categorized as Divisional Support Staff and thereby not held to the requirement of attending the majority of Board meetings. All staff will be encouraged but not mandated to attend. Motion passed 12-0

13) Old Business: Sandy.

- Two combines Boys Combine - Saturday, **September 28**, 2013 @ Adversity, Girls Combine - Saturday, **November 23**, 2013 @ Top Flight and a Girls Combine - December (Still working on the date).
- The Palos lawsuit is ongoing.
- Reminder to change wording of girls HS tryouts.
- Reminder: there will a \$15 team fee for 2014.

14) New Business: Sandy.

- We will offer two CAP clinics in 2014.
- GLR will have a sitting Volleyball team in 2014.
- Donna will send a reminder regarding Girls HS tryouts. Club Directors should provide Donna a list of junior members who are not in good standing with region.
- Mike: Sitting volleyball program will develop more players to send a team to Opens. They need uniforms and Mike is donating practice time. Aug 10, 2013 are tryouts. Donna will send an email to all members.
- Lea asked for Donna to send emails to all Board members, as well as members.
- Sandy: Girls Nationals Qualifier. GLR put bid to host in Chicago. Sandy, Deb and Donna showed the Board the presentation which was sent to Tom Pingel and Doug Beal/ National Office staff. Links on the GLR website for the presentation YouTube video.
- There are six bids (Boston, Chicago, Columbus, Milwaukee, New Orleans, Salt Lake City) for the new Girls National Qualifier. August 8th is the date site will be decided upon by the National office.
- Sandy said that if the GLR gets approval we'd like the PVL teams to play at the Qualifier.
- Much more discussion ensued regarding the Qualifier. Molten is the official ball.

15) At 5:10pm, Milissa motioned for meeting to adjourn. Mary seconded. Motion passed 12-0.

Meeting Schedule:

November 17, 2013 – 6:00 PM

March 9, 2014 – 6:00 PM

July - TBA