AGENDA – Sunday, November 2nd, 2025

I. OPEN

II. ROLL

a. **7:22 PM start; in attendance Eli Estrada, Ryan Summers, Paul Ickes, Lorelee Smith, Trish LoVerde, Bob Jones, Mike Bui, Mary Soapes, Tolis Koskinaris**

Not in attendance, Terri Baranski and Sue Keck

Frank Pawlak, Kim Greenback, Charlie Spry, Dan Ames and Matt Nelson

III. ANNOUNCEMENTS

a. Congratulations to our fellow board member, and independent representative, Trish Loverde on receiving the 2025 Lea S. Wagner Meritorious Service Award.

b. Congratulations to Bob Jones (Adult), Sue Keck (Girls), and Mike Bui (Girls) on winning their elections to serve on the Great Lakes Region Board of Directors.

c. Welcome Frank Pawlak, and his official hiring as the attorney for the Great Lakes Region of USA Volleyball.

d. Congratulations to official Nick Spano on his promotion from Regional to Junior National Official this past summer at girls' junior national championships in Dallas, Texas.

e. Congratulations to the following players on making the USA Youth National Teams! Cole Hartke (U21), Abby Vander Wal (U21), Anniya Warren (U19), Lynney Tarnow (U19).

IV. MINUTES

The minutes from our last meeting, of Monday, May 5th, 2025, were previously forwarded to you for review, and are now in front of you in paper form. At this time, we will vote for approval or request modifications.

- Motion passed 9-0

V. OLD BUSINESS

a. Men's NJCAA Grant – Four programs have confirmed they are in internal final review processes. Madison, MATC, Waubonsee, and Rock Valley. Hoping we have some takers soon. What is our position if these colleges are located outside of our geographic area? Can they receive the funds?

b. Commissioner's Request for 10K funding for Scholarships. (further details to follow)

i. Dan requests the region match the $10k so we can do 20 total $1,000 scholarships

- Ryan makes a motion to match the $10k given to the scholarship from the housing fund from $10K from general fund to $20k total; at least 10 female and at least 5 male, based on membership representation Trish seconds
- 7-0-1 motion passes

VI. NEW BUSINESS

a. REPORTS

1. Commissioner (Dan)

Went to USAV meetings in May,

New member management system being built by USAV and owned by USAV.

NGB is doing their best to move everything in house.

New mobile app coming out from USAV.

Revised indoor ranking system for boys and girls.

USAV has also added more in-house events.

Kim – Patriot division has been moved from USAV nationals; it is now called club championships and is a stand-alone event.

More bids than ever are being given out to regions and NQ's.

USAV wants regions to collaborate with high schools and high school associations, which GLR has already been doing.

Local affiliated organization (LAO) put in place by USAV, to avoid SC region fiasco.

GLR has been the most successful region in the USAV all-star championships, winning 3 gold medals in Madison, WI this summer.

2. Finances (Charlie) –

Currently $3.5 million in reserves, half in BOA money market account, half with Merryl Lynch. I want to turn more to treasury funds.

Tolis- we do not need board approval for it.

Charlie – I can do that. We currently have a million in operating funds, meant for operating from now to April.

Dan- With the money we get in so early for NQ's can we use those for short terms cd's investments etc.?

Charlie- I put those in our BOA account; we do get about 3.5-4% on these. Once big deposits are done, I put what is left into a high interest account.

Fiscal year 2024-2025 audit is underway, they are reviewing financials, we would like an executive to see the process.

Housing contract- outstanding balance with a vendor we are no longer using, it is an area of risk. Asking for constant updates.

Where we are currently at for 2025-2026, we will be exceeding our housing income by $50,000.

Dan- There was no signing bonus, other companies offered, instead there is an annual stipend of $45,000 over the 3-year contract that is paid at the beginning of the fiscal year.

Charlie - From a logistics perspective we are about 25% ahead of accepting teams compared to last year.

Financial initiatives – Decreasing the number of accounts in our books. Narrowing the accounts down, it is hard because we are independently audited and there needs to be a footnote for every change in our books and too many changes in a certain period can raise flags.

BOA securities – We have used fraud protection to catch multiple fraud attempts. New system has automatic notifications.

3. Region Services (Kim) – Membership numbers up 3%, every category is up including boys, 15,252 members. More boys participating in general. Club directors are getting on their kids to sign up earlier.

4. Girls Reps (Ryan, Sue, Terri, Mike)

Ryan- Common sentiments include, happy with tryout numbers, as content as usual with the state of affairs between the GLR and USAV.

Complaints of recruiting are at the top of mind.

Fear of losing clubs to non-USAV organizations used to be at the top of mind, now it is with enterprises buying clubs.

There has been a recent emergence of smaller club ran tournaments, but large tournaments and NQ's still dominate clubs' schedules.

Other topics I've heard are

-Parental behavior

-Finding good coaches

Mike- I've gotten good feedback about bids getting moved in WCPL.

5. Boys Reps (Tolis, Eli)

Tolis- Per Eli's report, Open division is watered down and there are a lot of teams in the mid ground.

Eli- BJNC this past summer was in Minneapolis; there was a little bit better engagement with guest appearances. Coach Speraw did a film study with coaches. The kids loved OOS brand being there. Point series has had small growth.

Dan- I wanted to add one thing about the boys side, we have introduced a one event membership for qualifiers, there is an event in January that has drawn lots of interest.

Ryan- It is a hassle to register for both organizations; they should collaborate to make it easier to register for both.

6. Officials (Mary)

7. Adults (Bob)

Sent out an email to all adult reps, it was all positive feedback. Adults are very excited about the possibility of an adult tournament.

8. Outdoor (Lorelee)

Lorelee- Trying to secure dates for the summer.

9. Independents (Trish, Paul)

Trish – Nothing

Paul- Nothing

B. Chairman (Tolis)

a. Budget Review/Audit/SWAT Analysis Request.

Michelle, to come in a do a review.

No objections from the board.

b. Bylaws/Handbook Review Committee.

Ryan motions for an executive session. Bob seconds. 8:43 PM

Ryan motions to get out of executive session, Eli seconds.

Tolis- Eli, Paul and Tolis will be in the by-laws committee.

Conflict of interest committee - Frank, Tolis, Ryan, Mike, Bob

c. Conflicts of interest.

d. Summer director reviews.

Completed, to be talked about in executive session.

e. Establish executive committee to review of all contracts that exceed $5000 in value, require them to be sent to the Chairman and Finance Committee for review.

Revisit in May, to be handled with by-law review

Dan – I think this needs to be raised up because almost every contract we negotiate is over 5,000.

f. Tryouts moved two weeks later, or, to more closely coincide with the boys' tryout dates.

Tolis- End of July is terrible for directors, coaches, etc..., I also feel like the consumers hate this date. This caters to a few, most hate it.

Dan- This is also the dead period for IHSA

Ryan - do you want GLR to restrict your organization when your competitor is not held to the same standards?

- No motion came forward

Paul Motions to recess Eli seconds.

g. Recommend free event for GLR member clubs (Regional Qualifier).

C. Miscellaneous Operational Items (Ryan)

a. College Grant update

Match the application another 10,000 to match. Do we want admin to come in with specifics and mechanics in the application, or make a small committee? Or talk about it now?

Lorelee- let's do it now

Ryan – Ok, Club maximum?

Trish- 50% max so 10 of 20.

Bob – I think 50% would be good.

Ryan – Is anybody opposed?

Board – No

Ryan – Will the scholarship be sent directly to the school?

Board - yes

Ryan - Multiyear membership requirement?

Eli and Lorelee – No

Tolis- I don't like it, 1 year is fine.

Ryan – There could be kids who register their senior year to just apply for the scholarship.

Tolis- Who must complete the application?

Ryan – The player

Tolis- Not the club for the players?

Ryan – Correct

Ryan- College athletes or non-college athletes?

Kim- I think it should be any region member

Board agrees with Kim

Ryan- What about trade schools or beauty schools etc…?

Trish and Eli -Yes, it should apply

Ryan – Do we want to include players already getting a full ride?

Trish- How would we determine that?

Ryan- Anything else I am not thinking of that is relevant?

Tolis- I would like to see the final application before the review process.

b. HP Team/All Star team

Ryan Summers – I am trying to do a better job reaching out to bodies of who they represent

Surveyed 15 clubs of varying sizes, a majority of the clubs voicing concerns regarding recruiting

- Ryan motions to eliminate the girl's side of the high performance/all-star program for the GLR, Mike Bui seconds. Tolis motions to extend 10 minutes Mike seconds.

- Amendment to eliminate the girls' and boys' side of the high performance/all-star program for the GLR, Mary seconds.

- 6 yes, 2 abstentions (Lorelee and Trish), 1 no (Paul)

c. Club List on GLR Website / Increased consumer (parent/player)

Ryan – A while ago we talked about this, region admin and board was for it.

This could be something that helps combat lying. It could give parents information ahead of time before committing to a club.

We think it would be a good outreach by the region to help parents of players in the region with an educational based platform.

I have 22 questions that could be on it.

Dan- I think the region should not oversee it because it is a very political questionnaire, we are ok if the board tells us what to post.

Ryan- I agree, region admin should not go and get this information. I think the GLR site should have a disclaimer that the club is responsible for this information, and the region has nothing to do with it.

Tolis- Would we list every single organization in the region?

Ryan – No

Mike- I think the clubs will decide based on the email.

Tolis- So does every club have to answer every question.

All– No

Trish- What does the "cost" entail? Travel, uniforms?

After discussion, Ryan makes a committee to create questions for this questionnaire, Mike and Trish join.

Tolis- By May BOD meeting, there should be a list of questions for this form.

d. Using GLR to help clubs acquire coaches / coach job fair / list of graduating kids from colleges staying in the area

Ryan – It has been recommended by multiple club directors that this may be a good idea.

One of the top concerns for club directors is finding enough qualified coaches. Is there anything GLR can do to help? Should they avoid or pursue this?

Dan – We can be open to doing an open house, however my fear is that if we contact these kids, it can deal directly with the business of club directors.

Kim- There is a page on our website where clubs can post that they need coaches.

Lorelee- Is there a way coaches can list themselves looking for work?

Kim- We can create a sheet for this.

e. Board Member makeup / conflict of interest / club affiliation bylaw conversation.

Board - Is there something to stop this? Can we tie this into the by-laws meeting.

Dan - The officials have bought up what board positions can be held by a member of a club.

D. Finance Director (Bob)

a. Candidate interviews scheduled soon. Term hopeful to begin in January.

b. What we are seeking.

E. Adults (Bob)

a. Event in May (2026)

We recently talked about tying it into an event that GLR already hosts. Lewis could be potential facility with 6 courts. There should be money set aside to pay winners. Do only teams going to nationals get this money?

Trish- In the past anyone could get the money.

Kim- They would have to be members. But if they only play in that event, they could get a one-event membership.

Trish- Do we want to require them to be full members.

Dan – We can run this event, let's talk more about the information to set this up.

VII. COMMITTEE UPDATES

a. Vetting Committee (Tolis, Bob)

i. Finance Director –

Interviews should be coming soon.

Bob –Job Description has been created. We have narrowed it down to 3 candidates, emails have been sent to set up interviews. We will go from there and bring everything back to the board. There should be 2 rounds for interviews, one with the board, and one with region admin.

Tolis- Dan and Kim, we can bring you in when we narrow it down to 2.

Bob- Looking for them to start Jan. 1st.

3 we narrowed down were very excited to interview for the position. All are CPAs.

b. WCPL Committee (Ryan)

Ryan- Most clubs who are GLR members said they do so to participate in events such as WCPL and the qualifiers, WCPL number of teams is trending slightly upwards.

South is declining, but open and north are increasing.

Attendees seemed pleased, all changes seem to be well received.

Freedom bid in club division moved to open, club winner will now have a reimbursement instead.

Boys- GLR admin has continued a copycat of the girl's side, which has seemed to work well. I think the boys' WCPL can be the anchor for boys region numbers to go up.

c. Endowment/Grant/Charity Committee (Tolis)

i. NJCAA Grant.

ii. Awaiting scholarship fund guidance.

VIII. EVENTS

a. WCQ 2026

Kim- 1300+ teams registered 800+ accepted, oversold on hotels, we are up against 8 other NQ's so we anticipated 900, but we are significantly passed last year's numbers. Registration process survey put out to see how we can better help clubs. Every qualifier except for us operates on multiple weekends.

b. Region Qualifiers Boys/Girls 2025/2026 – Participation and Outlook

268 registered 136 accepted for girls, 2 weekends in March.

Boys – 59 teams accepted 76 teams registered.

Dan- GRC will not have a 3rd weekend in May, we will only be using Wintrust.

Tolis motions executive session, Lorelle seconds.

IX. EXECUTIVE SESSION

Ryan and Lorelee motion out of executive session.

Paul and Trish motion to end meeting at 11:35 PM. All approved

X. ADJOURN