

**MINUTES OF THE BOARD OF DIRECTORS' MEETING
OF THE
OHIO VALLEY REGION, INC.**

A regular meeting of the Board of Directors of the Ohio Valley Region, Inc. ("Corporation") was held on October 20th, 2019 at 10:00 a.m. at the Marriott in Columbus, Ohio.

I. QUORUM

The following Board Members were present:

Mr. Bob Price, Mr. Rob Ebright, Mr. Corey Verchio, Ms. Michelle Hills, Ms. Stephanie Grieshop, Ms. Tonya Thompson, Ms. Patty Salvatore, Mr. Matt Mihelic, Mr. Al Herbert, Mr. Tom Kohl, Mr. Bill Zehler, Mr. Gary Hajek, Ms. Diane Hood, and Mr. Stephen Donahue.

The following staff were present:

Mr. Glenn Freed, Mr. Dave Chapman, and Mr. Ron Wyzynski. Mr. Don Burroughs arrived at 1:10 PM. Ms. Valerie Gillespie arrived at 3:30 PM.

Guests: Mr. Ken Fehrman (Parent Representative), Mr. Corey Langford (Parent Representative) and Mr. Todd Higginbotham (West Virginia Representative) were present. Ms. Linda Logan (Executive Director, Greater Columbus Sports Commission) arrived at 1:10 PM.

Board Member Mr. Brian Hemelgarn was not present.

II. CALL TO ORDER

Commissioner Bob Price called the meeting to order at 10:00 a.m. A quorum of directors was present and the meeting, having been duly convened, was read to proceed with business.

Commissioner Bob Price welcomed new Board members, Mr. Rob Ebright and Ms. Stephanie Grieshop.

III. Bylaw/Operating Code Change Report from the Structural Function Committee

Commissioner Bob Price introduced Ms. Michelle Hills, head of the Structure & Function Committee, to discuss proposed changes and updates to the by-laws.

Ms. Michelle Hills stated that the Board members were sent copies of the proposed by-law changes via email prior to this Board meeting. She informed the Board that the proposed changes, were the changes that were discussed and approved at the June 2019 Board meeting.

A discussion ensued about the need for further clarification regarding officers that are elected and officers that are appointed. Ms. Hills pointed out that there are several officer positions

that do not have a set term and asked the Board for opinions on whether or not there was a need for terms or further clarification on the distinction between operational officers and operational staff.

Commissioner Bob Price suggested that the existing Bylaws document be approved, and a review be initiated to further clarify sections 8.03 and 8.04 of the by-laws referring operational officers and operational staff.

Ms. Diane Hood pointed out two minor typographical errors that were noted by Ms. Michelle Hills.

Ms. Diane Hood made a motion to adopt the Bylaws as presented to the Board by Ms. Michelle Hills, with the stipulation that the Board would initiate further review of sections 8.03 and 8.04. Seconded by Mr. Gary Hajek.

Mr. Matt Mihelic asked when the Bylaws would or should be reviewed again in the future and Commissioner Bob Price advised that the Bylaws be reviewed at least every five years.

Prior to voting on the motion Mr. Stephen Donahue inquired about his current title and stated that he was referred to by various titles and requested that his title be clarified. He also inquired about section 6.02 of the Bylaws and asked if his position should be included in this section as an officer of the organization. Commissioner Bob Price remarked that the committee had spent a long time reviewing who is considered an officer and who is considered staff but acknowledged that section 6.02 could use further review.

Commissioner Bob Price offered an amendment to the Motion, to add that Section 6.02 would also be reviewed further. Ms. Diane Hood and Mr. Gary Hajek approved this amendment to the motion. The Motion, with amendment was called to question. Motion carried.

Mr. Al Herbert raised the question of Board members voting by phone in future meetings. Mr. Herbert raised this question on behalf of Board Member, Mr. Brian Hemelgarn, who was unable to be present for this meeting. Mrs. Diane Hood asked if the Mr. Hemelgarn wished to vote by phone or by proxy and Ms. Patty Salvatore noted that on a previous occasion Mr. Hemelgarn was able to vote by proxy. Mrs. Diane Hood asked for clarification on the procedure that would be used to vote by phone. Discussion ensued regarding the ability for Board members to vote by phone and from a consensus with the Board, Board Members should only be permitted to vote by phone in situations where the Board Member be present by phone for the discussion that lead up to the vote.

Ms. Diane Hood raise the point that there are some very good conference calling systems available and that when people are unable to be physically present, participating by conference

call is a possible good alternative. Ms. Diane Hood requested a review by committee to look into the necessary equipment, costs and procedures that would be necessary to implement voting by phone. Commissioner Bob Price noted that there is a provision in the Bylaws that allows for the dismissal of a Board member for absences and suggested that this provision would need to be addressed as part of further consideration of phone voting policies and procedures. Discussion ensued regarding attendance and the ability to vote via phone.

It was agreed, after lengthy discussion, that the Structure & Function Committee would discuss the question of phone voting by Board members and present a proposal to the committee at the January 2020 meeting. Ms. Michelle Hills agreed to head that committee with Mr. Tom Kohl and Ms. Diane Hood also participating in that discussion and proposal process.

Commissioner Bob Price encouraged Board members to email comments about phone voting by Board members to Ms. Michelle Hills.

IV. FINANCIAL COMMITTEE REPORT

Mr. Ron Wyzynski, Chief Operating Officer, presented a written report and an oral overview on behalf of the Financial Committee. The committee includes Mr. Matt Mihelic, Mr. Al Herbert and Ms. Michelle Mills.

Mr. Ron Wyzynski began his report by sharing an update on former Board member, Mr. Terry Miller. Mr. Ron Wyzynski shared that he spoke recently with Mr. Terry Miller and Mr. Terry Miller expressed his appreciation for those OVR Board members and staff that have reached out to him, visited him and expressed their concern for his health. Mr. Ron Wyzynski commended Mr. Terry Miller for all that he had done over the years

Mr. Wyzynski then shared that he has, for now, taken over the role from Mr. Terry Miller to sell referee shirts and equipment. He shared that he had conducted an inventory and was in the process of trying to cut down on excess inventory.

Commissioner Bob Price and Mr. Ron Wyzynski had a short discussion about the fact that OVR offers officials "gear" as a service to their officials who would otherwise be paying much more for this gear through outside sources. Commissioner Price and Mr. Wyzynski emphasized that the OVR did this as a service to assist their officials not as a source of revenue. Commissioner Price also pointed out that this year officials would be able to pre-order shirts, which should cut down on excess inventory in the future.

Mr. Ron Wyzynski then transitioned to a discussing about upcoming OVR sponsored tournaments at the Greater Columbus Convention Center and shared a 2019-2020 schedule of events to Board members for review. He also stated that contract negotiations for 2021 are

finalized. Mr. Ron Wyzynski acknowledged that Mr. Al Herbert had assisted with the convention center scheduling and negotiations and thanked him for his assistance. He expressed that he and Mr. Al Herbert would begin prioritizing 2022 event scheduling in January.

Mr. Ron Wyzynski pointed out that he has, for many years, represented the OVR in negotiations with the convention center, and that he has negotiated many advantageous contracts for the OVR. He suggested that his own time on the Board would eventually wind down, and it would be advantageous for the OVR to think about how the organization would handle this event scheduling and contract negotiations in the future.

Mr. Ron Wyzynski reported to the Board that Mr. Larry Smith will continue to do payroll for now and that at the January 2020 meeting Mr. Greg Blasman of Clifton, Larson, Allen, LLP accounting firm (CLA), will be at the Board meeting to discuss the financial reports further.

Mr. Wyzynski reported on a meeting, that took place on August 29, 2019. between himself, Mr. Larry Smith and Clifton, Larson, Allen (CLA), LLP, also attended by Mr. Matt Mihelic and Mr. Al Herbert, where Mr. Smith handed the OVR's financial records over to CLA for inspection and future reporting. CLA is currently working to finalize the Internal Revenue Service 990 form per the IRS's November 15th deadline.

Mr. Ron Wyzynski reported that he will continue to produce handwritten checks until the end of the calendar year but that there will be a move to electronic checks for 2020 and beyond.

Mr. Ron Wyzynski presented Board members with preliminary a financial report from Clifton, Larson, Allen, LLP, and asked for their review. Mr. Ron Wyzynski highlighted the fact that the Board has never borrowed money for purchasing equipment and that the Board has significant funds in money market accounts, checking accounts and payroll accounts. However, it was noted by many Board members that OVR sustained a loss for this past fiscal year of about \$78,000. Mr. Ron Wyzynski acknowledged that there is a loss in 2019 and that it is likely a greater loss than in 2018 but that OVR still retains significant funds.

Commissioner Bob Price pointed out that the OVR receives revenue from individual membership and that there is currently no club fee. He also notes that membership fees have provided financial stability for the OVR to fulfil the organizations mission and that it is vital that the organization stay stable. Commissioner Price also stated that the Board acts as of the organization on behalf of its members and thus the Board has a responsibility to make sure they are being responsible with the financials.

Mr. Ron Wyzynski acknowledged a previous suggestion from Ms. Michelle Hills that the OVR employ a bookkeeper to oversee the OVR's financials. He stated that he thought this was a

constructive suggestion but that he would like a potential future bookkeeper to be a neutral party and not someone with ties to the Board.

Ms. Michelle Hills stated her concern with the report showing a net loss for this year, given that past years the organization has operated at a net gain. Discussion ensued regarding this concern. Ms. Michelle Hills noted that the OVR over the last several years has operated in a significant budget surplus and suggested that the Board needed to make sure to look at the larger financial picture as well.

Ms. Diane Hood asked her fellow Board members and OVR staff to look at the financial report closely prior to the next Board meetings and to consider ways that the Board could reverse the recent revenue trends. Specifically, she clarified that the Board may not need to make cuts but should consider how the Board can minimize future event losses.

Mr. Gary Hajek suggested that the Board needed to discuss more specifically about revenue at the January meeting, including the possible need to charge team fees and admission to events.

V. COMMISSIONER'S REPORT

Commissioner Bob Price reminded Board members that he had emailed a written report for their review prior to the meeting and opened the floor for questions regarding that report. No questions were asked. Commissioner Price noted that when the Board minutes are posted online that his report and the various staff report, will be included as part of the Board minutes.

Commissioner Price reported that he recently attended the Regional Volleyball Associations (RVA)/USA Volleyball (USAV) fall meeting in Colorado Springs, Colorado. Of note from that meeting was that due to demands on the United States Olympians and Paralympians Association (USOPA) have greater oversight of the National Governing Bodies (NGBs), USAV will be placing greater oversight on the RVAs. This is result of Congressional investigation into the USOPA that was prompted by the Dr. Larry Nasser issue with USA Gymnastic. Commissioner Price highlighted the fact that due to the Dr. Larry Nasser issues, USOPC filed a Section 8 complaint against USA Gymnastics, essentially stripping them of their position as a National Governing Body. Commissioner Price told the Board that it was important to know that this Section 8 sanction is something that is within the power of the USOPC when any NGB fails to uphold the duty they have to their members.

Another issue coming out of the RVA/USAV meeting, that was highlighted by Commissioner Price is rising insurance costs. Commissioner Priced explained that for every \$1.00 paid to the insurance carrier they were paying out \$1.17. These costs are mostly related to states removing statute of limitation requirements on abuse cases, creating the potential for old cases opening

up, thus causing insurance companies to raise their rates. Fortunately, the RVA has an Insurance Contingency Fund that will absorb current rate increases.

Commissioner Price highlighted some key discussion items that took place during the Zonal meeting. There was discussion at the meeting to switch to the NCAA scoresheet and the switching of courts during the deciding. No final decision was reached concerning both of those discussions.

Age definitions were also discussed at the Zonal meeting. This issue will not be taken up further by the Zonal meeting until after the next Olympics. Commissioner Price pointed out that OVR allows for grade level teams and asked for input from the committee about how age definitions could be changed in the future. Discussion ensued regarding how to define age cut offs.

Finally, Commissioner Price highlighted, from the Zonal meeting, a partnership program with AVCA. Through this partnership, ACVA will provide access to every OVR member to go their website and access, for free, information and instructional material for coaches. These benefits were made possible by a \$900 investment by OVR into this partnership. There was a discussion regarding how the Board could inform coaches of this benefit.

VI. STAFF REPORTS

Officials Development Report

Mr. Brian Hemelgarn, called in to the meeting via speakerphone to make his staff report. Mr. Hemelgarn submitted a written report prior to the meeting and briefly walked the Board through the highlights of his report.

Mr. Brian Hemelgarn highlighted the change to OVR rule 4.5.1, stating that jewelry may work if its nature does not cause a concern for safety. Mr. Brian Hemelgarn noted that the original purpose of the rule was to address no jewelry related items such as hair ties worn on the wrist, which was previously prohibited. A question was posed if this could be an insurance liability issue, if someone wore some sort of jewelry and then was subsequently injured by the jewelry while playing. For example, if someone wore earrings during a match and then the earring caught on the net and tore the earlobe. Mr. Hemelgarn stated that he would follow-up with the Rules Commission Liaison to address this concern.

Mr. Brian Hemelgarn also addressed the question of voting by phone during a Board meeting, that was raised by Mr. Al Herbert earlier in the meeting on his behalf. Mr. Brian Hemelgarn stated that he had checked with Mr. Mike Fultz on this issue and had forwarded Mr. Mike Fultz email reply to the rest of the Board. Mr. Mike Fultz stated that there is precedent for voting by telephone on Boards like this. He stated that Board members have an obligation to represent

their constituency and have an opinion on issues that impact their constituency and that it is common sense to allow Board members to share their opinion and register a vote when they can't be present physically. Commissioner Bob Price stated that the general feeling of the Board is to move in this direction; therefore, a committee had been established to work on guidelines.

Finally, Mr. Hemelgarn noted that there will be an OVR clinic for officials, for those that will be attending the National Championship and that because they are piggybacking on a PAVO meeting, there will be no charge for the room rental and facilities for this training.

Safe Sport Report

Ms. Diane Hood reminded the Board that she submitted a written SafeSport report to the Board prior to the meeting and asked for questions about her written report. No questions were posed to her at that time.

Ms. Diane Hood reported that in June a program called Minor Athletes Abuse Prevention Policy (MAAPP) went into effect for USA Volleyball. The MAAPP policy outlines training requirements and limits to one-on-one interaction between certain adults and minor athletes. This policy covers certain things that are not covered already by SafeSport. Ms. Diane Hood recommended that the Board adopt the MAAPP policy and precedent, meaning that if a club does not have their own policy for these interactions the MAAPP policy would be the default guidelines. Ms. Diane Hood clarified that MAAPP is a policy geared toward minors, not a training program for adults. Commissioner Bob Price also noted, due to some previous confusion, that SafeSport is a training not a certification program.

This led to a discussion about how SafeSport programs are being communicated to parents. Mr. Corey Landford and Mr. Ken Fehram both stated that information about SafeSport is disseminated by the volleyball clubs to the parents.

Ms. Diane Hood asked Mr. Ken Fehrman and Ms. Stephanie Grieshop if the clubs that they help to run publish SafeSport materials or hang SafeSport signs. Mr. Ken Fehman and Ms. Stephanie Grieshop said that they don't currently have any SafeSport materials hanging up in their club facilities but that they should look into doing this. Ms. Diane Hood suggested that the Board do more outreach to clubs to make sure that clubs are publishing and promoting SafeSport training to parents.

Ms. Hood also suggested that parents should be encouraged to sign the MAAPP Legal Guardian Consent form so that parents were aware of the MAAPP guidelines. She strongly suggested that clubs open practice to parents to save themselves from potential issues and to protect kids and coaches.

Commissioner Price agreed that anything that can be done to restrict unacceptable behavior toward minor athletes is a good thing and also stated that club directors need to do a better job of explaining SafeSport so that more people are aware that there are safe guards and guidelines in place for protecting kids, coaches and club directors.

A discussion then followed about SafeSport training. Mr. Al Herbert pointed out that OVR did not have a system in place to flag officials that were not up to date on their SafeSport training. Commissioner Price stated that this needed to be changed and that he would follow-up on this with Mr. Brian Hemelgarn.

Commissioner Bob Price noted that there are 20 SafeSport investigators for 50 NGBs, which is not many. Probably 80% referrals get kicked back to OVR, and Ms. Diane Hood is required to do investigation, follow up, then file report. Sexual misconduct is automatically assigned to investigators.

Ms. Tonya Thompson asked if MAAPP would supersede individual club policy if adopted by the Board. Ms. Hood replied that MAAPP would only be a fallback policy for clubs that did not already have policies in place to address the areas covered in MAAPP.

Ms. Hood made a motion to adopt MAAP as default policy for the OVR, to fill in as the policy in place for training requirements and limiting one-on one interaction with minor athletes, for clubs that do not have a policy in place for the areas covered specifically by MAAP. Seconded by Mr. Steve Donahue. Motion carried.

Special Events and Registration Report

Mr. Al Herbert submitted a written report to the Board prior to the meeting. He noted that OVR will be staying with Webpoint this year but will be moving to a new system next year.

Junior Tournament Report

Mr. Bill Zehler submitted a written report to the Board prior to the meeting. He highlighted that there are currently 290 sets of applications to host tryouts and as of October 16, 2019, a total of 99 tournament directors have requested 1100 plus tournament locations.

Mr. Zehler reported that OVR championships for girls will be held over 5 weekends and divisions and dates posted in September.

Commissioner Price stated that the OVR philosophy has always been any team that wants to play in OVR should be able to play but with current growth, this may need to eventually be

revisited. Mr. Ron Wyzynski noted that they operate on a 70% rule. If 70% of teams want to play at the OVR Championship, that can be handled, but when it exceeds this amount it could become problematic and the OVR needs to look at how to handle it when more teams want to participate.

Mr. Corey Verchio brought forth a concern about the current OVR tournament schedule. His suggestion was that the younger kids should be finishing their season earlier than higher level and older teams. National OVR tournaments are very early in the OVR Championship season and younger kids like 13U then have several more weeks of practice and season prior to their championships. He suggested that the OVR BID tournament could become the OVR “Championship” for national teams, the National OVR championship could be eliminated from the play schedule and in May, when the national teams are trying to fill their schedules, they could be playing in tournaments in other facilities. Discussion ensued. Commissioner Price suggested that this suggestion from Mr. Corey Verchio be considered further and asked the Board members to solicit opinions from club directors with national teams.

Boys Director Report

Mr. Matt Mihelic submitted a written report to the Board prior to the meeting. He reported to the Board that the boys’ program is in the process of distributing a grant that they secured, for \$10,000, to help boys programs grow. The grant was being awarded out to clubs, in \$500 increments, that haven’t previously had a boys volleyball program. There is still grant money that can be awarded, however the grant program has been cancelled, so there will not be an opportunity in the future to receive additional grant money once the current funds are all distributed.

Mr. Mihelic reported that he met with the Ohio High School Athletic Association (OHSAA) officials, along with Mr. Wade Garard, the CEO of First Point Volleyball Foundation. Their presentation was aimed at trying to establish a timeline for OHSAA sponsoring boys volleyball with targeted dates for things like compliance review, officials review and so forth. The goal is that it will be sanctioned for 2020-2021 school year.

OVR High Performance

Mr. Glenn Freed submitted a written report to the Board prior to the meeting. He reported on the success the OVR High Performance teams. The OVR sponsored four teams at the High Performance Championships in 2019. The Girls Select and Girls Youth teams won Gold and Boys Select won Bronze. Mr. Glenn Freed noted that Mizuno was a very easy to work with sponsor this year and provided a full complement of quality gear for the teams and coaches.

Mr. Freed proposed a 2020 High Performance program plan since the 2020 High Performance Championship will be held in Pittsburgh, PA. The location's proximity would cost the HP teams much less in travel expenses. Therefore, Mr. Glenn Freed proposed that this year the OVR sponsor 5 teams at a maximum of \$7000 per team, which is less than the \$10,000 per team across four teams last year, for a total max sponsorship of \$35,000. Mr. Glenn Freed proposed that the OVR sponsor a Girls' Youth, Girls Select, Girls Future, Boys' Youth and Boys' select teams.

The Board engaged in significant discussion about the benefits and cost considerations related to the High Performance Program. A few Board members did point out that with the next High Performance Championship being so close, it would not reflect well on the OVR if they did not send any teams. However, there was much concern expressed about both the amount of money that OVR was putting toward the High Performance program and the reach and wider benefit that the program had. Discussion ensued regarding elite players opting out, college scouting camps, and the purpose of the High Performance program, as well as the amount of money that is being spent to support volleyball playing opportunities for approximately 40 players.

Mr. Rob Ebright pointed out that from a parent perspective the High-Performance program is a great experience. He also pointed out that there are kids who might not be able to afford the fees to play on a national team that are outstanding players, but who could afford to participate in High Performance and that those kids gain the opportunities to play at a higher level due to their High Performance experience.

Ms. Michelle Hills had to leave at 1:40 PM and registered her vote as a "yes" to support the High Performance program at the proposed max amount of \$35,000 total for 5 teams in 2020. The Board supported the registration of Ms. Hills vote before leaving.

Parent Representatives Mr. Corey Langford and Mr. Ken Fehrman also registered concerns about OVR spending \$35,000 to benefit a fraction of a percentage of the OVR's overall membership, especially in light of the fact that OVR lost money this year.

Ms. Michelle Hills made a motion prior to leaving the meeting to accept Mr. Glenn Freed's recommendation to fund 5 High Performance teams in 2020 at an amount of up to \$7000 per team/\$35,000 total. Seconded by Ms. Stephanie Grieshop. After extensive discussion Commissioner Bob Price called for a vote on the motion. The motion carried.

Guest Report

Ms. Linda Logan arrived about 1:10 PM. Ms. Linda Logan is the President of the Columbus Sports Commission and Commissioner Price stated that she is a vital asset for promoting volleyball in Ohio. Ms. Logan reported to the group that the 2021 Women's NCAA Division 1

National Championship will be returning to Columbus and that she is sitting down with Central Ohio colleges to discuss what future events should be held in Columbus.

Ms. Linda Logan highlighted new hotels in and around the Greater Columbus Convention Center, specifically the new Hilton tower that will bring an additional 500 rooms to the Convention Center Hilton Complex. Ms. Linda Logan stated that as Columbus and the Convention Center become more and more of an attractive conference destination for larger events, the OVR will have to become more flexible in the way that they book tournament dates.

OVR Beach Volleyball

Mr. David Chapman submitted a written report to the Board prior to the meeting. Mr. Chapman walked through the highlights of his report and noted that 57 OVR members played at Beach Nationals this year and OVR provided reimbursements for 8 girls teams and 3 boys teams.

Mr. Dave Chapman noted that he requested that OVR hold 4 National Qualifier tournaments, that was amended down to 3 by USAV. The 2020 National Tournament has not yet been announced but he thinks there is a good chance that they will be in California again this coming year. Mr. Dave Chapman volunteered to handle the OVR beach tournament scheduling and Commissioner Price confirmed that he could be in charge of sanctioning beach tournaments moving forward.

A discussion was had regarding how beach points were reported for the purposes of qualifying for Nationals. Mr. Dave Chapman explained that National Qualifier tournament points are automatically reported to Nationals, but for regional tournaments, the tournament director reports the points to Mr. Dave Chapman, who then reports them to USAV. Mr. Dave Chapman assured the Board that there is a requirement for tournament directors to report their points in a timely manner.

Coaching Education Report

Mr. Don Burroughs reported on coaching education within the OVR. Mr. Don Burroughs believes that there is still a desire to have in person IMPACT trainings even though the training is available online. He recommends that the OVR continue to do in person IMPACT trainings as needed, at cost and pay the instructor \$100 for the 4-hour course.

Discussion was had regarding the positives and negatives of in-person vs online IMPACT trainings. Positives of the in-person training include being able to have a question/answer session and the 4 hour time commitment, while in areas such as West Virginia, it may be difficult for those coaches to make it up to central areas in Ohio for in-person training.

Commissioner Price suggested that the Board put out word to clubs that if they want to do in-person IMPACT training, that is available to them and also assured Mr. Todd Higginbotham that

if he could get five or more coaches together for a training, it would be feasible to arrange for in-person IMPACT training in West Virginia.

Discussion ensued regarding the possibility of offering clinics at an adjusted rate for in-person IMPACT training. Commissioner Bob Price reminded the Board that IMPACT is now available online for free, as USAV has been making movement toward online courses. It was decided by Commissioner Bob Price that if there is a need for in-person IMPACT training in the OVR, then we should provide that.

Mr. Dave Chapman brought up the CAP training and asked Mr. Burroughs if he believes there will be a move down the road for CAP training to be required for coaches. Mr. Dave Chapman pointed to the costs of private lessons and said it would make sense to have some sort of certification program to assure parents that they are paying money to a qualified coach. Mr. Don Burroughs reported that the CAP program has gone through significant recent changes and improvements, and that the program is worthy of OVR support. He stated that there is a need to improve coaching education if the goal is to improve the overall experience for the athletes.

OVR Junior Tournaments

Mr. Tom Kohl submitted a written report prior to the Board meeting. He began his oral report to the Board by asking for any question and none were posed. Mr. Tom Kohl noted that demand for tournament hosting is skyrocketing. Commissioner Bob Price noted that OVR does try to encourage development in areas of the region that haven't previously held many tournaments, so therefore there are times when they are more lenient with a developing area location, when a similar site in an already saturated area might not get as much consideration.

The Board moved into a discussion about how sites and tournaments are sanctioned and filled. Many Board members that are involved with scheduling for clubs expressed concern and frustrations about how quickly tournaments fill up, and especially with the fact that sometimes clubs will ask for multiple spots in a tournament that they then end up canceling later.

Ms. Stephanie Grieshop stated that the problem that club directors are seeing is that they are getting pressured by parents to have tournaments scheduled prior to even naming teams. Because of this, club directors are rushing to get in tournaments as soon as they fill up and without really knowing how many teams they will be having. Mr. Todd Higginbotham shared the same concern, and pointed out that smaller clubs may not know if they are going to have enough kids to fill all the teams that they think they could fill but if they don't sign up for tournaments early, they will not end up with anything on their schedule.

Commissioner Price noted that there are a lot of small clubs that rely on hosting at least one tournament even to help support the club and keep their athletes playing, and that the OVR is going to help them if they can because it gives more kids playing opportunities. But, overtime the Board will need to develop a policy for how tournaments are sanctioned. He noted that this will eventually need to become a large committee project.

There was also discussion of whether or not clubs should be encouraged or discouraged from refunding entry fees to clubs that dropped out of tournaments. Tournament directors are not technically required to refund a club for a team or teams that drop out of a tournament, but most clubs do refund if they are able to find a replacement. Board members discussed whether or not it would make sense for tournament directors to continue this practice or if it would encourage less dropout/overbooking by clubs if tournament directors established a practice of not offering refunds at all for drop out teams.

Verification Officer Report

Mr. Stephen Donahue submitted a written report to the Board prior to the meeting. In the meeting he highlighted compliance with Lindsay's Law. In particular, he noted that when coaches go through the Ohio Department of Health to fulfil their Lindsay's Law requirements, they are not given a certificate. He suggested that club directors could set up showings for the Lindsay's Law materials and get a large group of coaches certified at one time.

Mr. Stephen Donahue pointed out the importance of making sure that everyone involved with a sanctioned tournament is a member of USAV. Certificates of insurance can be negated if an injury occurs as a result of non-member participation. He noted that certificates of insurance for the Western Border counties of Pennsylvania can no longer be written without the approval of Commissioner Bob Price. The insurance company has asked that the region identify one contact person to be notified when someone needs additional information for their background check. Mr. Stephen Donahue asked if that person could be him and no objections were raised to this suggestion.

Mr. Stephen Donahue also asked, on behalf of the Awards Committee, any nominations for outstanding contributions to the sport of volleyball, be submitted to the Awards Committee. The Awards Committee would appreciate nominations for outstanding contributions to the sport.

Mr. Herbert noted that the background check process has been elevated and may take a bit longer. This new screening process may also be more expensive in the future. There will be an automatic recheck after one year.

4) OVR Housing Liaison Report

Ms. Valerie Gillespie arrived at approximately 3:30 and presented a report to the Board.

Ms. Valerie Gillespie noted the new Hilton Tower will have a significant impact on housing options for events at the Greater Columbus Convention Center. She also reported that housing blocks are set up for 2020 and will begin sending out RFP's to hotels for 2021 this winter. Ms. Valerie Gillespie reported that the Convention Center area hotels will all have at least one small

block set aside for OVR events, that way people can go direct to the hotel and the hotels will say that there is already a block in place for them to use.

Ms. Valerie Gillespie reported that she is starting to get more housing requests coming directly to her and demand has already begun to pick-up from people inquiring about room blocks for OVR events.

Commissioner Price noted that in order for OVR to continue to be able to get space at the Convention Center, they will have to start showing that the events can guarantee a certain number of room nights, and Ms. Gillespie's role is to help with this. This does not mean that events will be "stay to play", but instead will involve better tracking of rooms booked for OVR events.

VII. NEW BUSINESS

1) Pilot Program with University Hospital

Ms. Tonya Thompson reported to the Board that she started a pilot program last year to address issues like bullying and mental health within her club. She then applied for and received a grant to continue this program, expand it to other clubs and collect data/study the results. University Hospitals is funding the project expansion and Ms. Tonya Thompson will be working with 3 hockey programs as well. Ms. Tonya Thomson stated that she would like to get 3 more volleyball clubs into the program and asked the Board members for suggestions on clubs that might be interested. Much interest was expressed, and Board members were going to follow up with club directors that they think might be interested in participating.

2) Social Media Position

Commissioner Bob Price raised the need to discuss and decide upon a replacement for Sandra Borer as the social media director for OVR. Commissioner Bob Price chose to recuse himself from the discussion.

Board members expressed a desire to have the position filled quickly but also wanted to make sure they interviewed or evaluated potential candidates thoroughly, and that they had an understanding of what the job expectations would be for this person.

A committee was established to evaluate the position requirements and potential qualified candidates. The committee will consist of Mr. Rob Ebright, Mr. Gary Hajek and Ms. Diane Hood. It was agreed that Ms. Diane Hood would advertise the availability of the position and

will consult with Ms. Sandra Borer to get a better idea of what the position entailed in the past. Mr. Ron Wyzynski also volunteered to be part of the committee in an advisory role.

Once the committee was able to get a clear understanding of the position requirements and evaluate potential candidates, they will recommend qualified candidates to the Board for full Board review.

3) Tryout waiting period discussion:

Commissioner Bob Price brought forth a concern that was posed by a club director about the way the offer/waiting period is structured. Currently, Regional and American level teams have a waiting period of up to 10 days, between the first possible date of Regional and American level tryouts and the day that they need to commit to an offer. This 10-day period was put in place to cover two weekends and to give kids the ability to tryout at multiple clubs without feeling immediate pressure to make a commitment. The waiting period, however, for National teams is 3 days. A concern was raised that the discrepancy between the two requirements put pressure on kids to commit to a National offer on possibly a second or third National team when they could also be considering a top American team offer. Specifically of issue, clubs might be creating multiple National teams, even if those teams aren't capturing the caliber of player necessary to be competitive at the National level, and drawing those kids away from programs that offer strong American programs.

Discussion ensued regarding the rationale for the waiting period and if the current policy is flawed. Board members acknowledged that many National teams had already finalized their teams through early commitments, but that often times National teams need to finalize their teams to make sure they have a team to enter in National Events.

Commissioner Bob Price asked the parent representatives if the 10-day period is advantageous. Mr. Ken Fehrman stated that as a parent it gives him more control of the decision-making process, but as a coach, it can be challenging. He stated however that when in doubt, policies should error on the side of what is best for the kids, not the coaches and programs.

All present agreed that this is not something that could be changed this year but that it would be worthwhile to pursue it further.

A committee was created to look into this question further. The committee will consist of Mr. Bill Zehler, Mr. Matt Mihelic and Mr. Mr. Gary Hajek. The committee will come forward with a proposal at the January Board meeting.

VIII. RESULTS OF ACTIONS

Ms. Diane Hood made a motion:

Motion to adopt the Bylaws as presented to the Board by Ms. Michelle Hills, with the stipulation that the Board would initiate further review of sections 8.03 and 8.04.

Seconded by Mr. Gary Hajek.

Commissioner Bob Price offered an amendment to the Motion, to add that Section 6.02 would also be reviewed further. Ms. Diane Hood and Mr. Gary Hajek approved this amendment to the motion.

The Motion, with amendment was called to question.

All in favor- 14

All of those opposed - 0

Motion carried.

Ms. Diane Hood made a motion:

Motion to adopt MAAP as default policy for the OVR, to fill in as the policy in place for training requirements and limiting one-on one interaction with minor athletes, for clubs that do not have a policy in place for the areas covered specifically by MAAP. Seconded by Mr. Stephen Donahue.

The Motion was called to question.

All in favor- 14

All of those opposed- 0

Motion carried.

Ms. Michelle Hills made a motion:

Motion to accept Mr. Freed's recommendation to fund 5 High Performance teams in 2020 at an amount of up to \$7000 per team/\$35,000 total. Seconded by Ms. Stephanie Grieshop.

The Motion was called to question.

All in Favor- 9

All of those opposed- 5

Motion carried.

IV. NEXT MEETING

The next meeting of the Board of Directors will be held on _____, January ____, 2020 at _____ at the Marriott in Columbus, Ohio.

There being no further business, the meeting was duly adjourned at 4:25 p.m. Motion by Director Matt Mihelic and seconded by Director Rob Ebright. All Directors in favor.

These Minutes are certified by Lynn Marker Verdin.

Lynn Marker Verdin