

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

A regular meeting of the Board of Directors of the Ohio Valley Region, Inc. ("Corporation") was held on January 15, 2018 at 10:00 AM at the Marriott Suites in Columbus, Ohio.

I. QUORUM - The following Board Members were present:

Mr. Bob Price, Mr. Terry Miller, Mr. Brian Hemelgarn, Ms. Gretchen Niebling, Mr. Chris Bielby, Mr. Tom Kohl, Ms. Sandra Borer, Mr. Adam Evans, Mr. Stephen Donahue, Mr. Al Herbert, and Mr. Gary Hajek

Board Members absent: Mr. Bill Zehler, Ms. Patty Salvatore, Mrs. Michelle Hills, Mr. Paul Claridades, Mr. Dave Chapman (absent from the am meeting)

Staff: Ms. Diane Hood, Mr. Glen Freed, Mr. Don Burroughs, Mr. Ron Wyzynski

II. CALL TO ORDER – Commissioner Bob Price called the meeting to order at 10:00 am. A quorum of directors was present and the meeting, having been duly convened, was read to proceed with business.

III. REVISE/APPROVE PREVIOUS MINUTES – The minutes of the October 15, 2017 meeting were approved via electronically on email. On page 4, under the GCCC report, Commissioner Bob Price requested the wording to be: It will not be stay to play. On the same page, we need to correct the title of "Junior Athletic Board", to the "Junior Advisory Board".

IV. APPROVAL OF AGENDA AND/OR ADDITIONS – Commissioner Price reviewed the agenda and welcomed everyone to the meeting.

V. REPORTS

OVR Business

Commissioner Bob Price informed that Board that a conference call with Mr. Ken Douglas (from the firm performing the audit of the OVR financial records) would take place at 10:25 a.m. to discuss the audit report that was requested to be completed by Dec 1st. This deadline date was originally requested so that that the Board could have it for the meeting today. On Wednesday, December 13th, Mr. Bob Price received an email from Mr. Ken Douglas about not receiving specific items necessary to continue with the audit.

Mr. Bob Price then received an email on January 12th from Mr. Ken Douglas, stating that the OVR main cash bank account had never being reconciled between the OVR book balance and

the bank. Mr. Larry Smith, the OVR accountant, claims that the Mr. Ken Douglas has not communicated with him efficiently throughout this process.

The next bank statement will be provided January 21st. Mr. Ron Wyzynski cannot reconcile the bank statements until after January 21st because we are waiting for checks to be cashed. Mr. Ron Wyzynski provided them with tax documents for 2016, and will provide 2017 documents once he can reconcile the bank account.

Mr. Bob Price asked Mr. Ken Douglas for any recommendations moving forward at this time. He recommended having the cash bank account reconciled each month with the bank balance so that no other significant issues could occur. Mr. Ken Douglas also stated that there are no other significant issues at this time. Mr. Ron Wyzynski has already completed that recommendation.

At 10:25 a.m., the conference call with Mr. Ken Douglas took place to discuss progress and to clarify why the audit had not been completed by the requested deadline. His firm was hired a year ago to do a financial review through December, 2016. The plan was to compare 2016 to 2015 numbers in order to identify anything unusual, and then be able to explain the differences. However, we could not compile financial information for 2015, due to the OVR's change in our fiscal year from USAV's calendar (Sept-Aug) to the calendar year (Jan-Dec). Mr. Ken Douglas's recommendation is to focus on 2017 and do a December 31, 2017 review and compare that to 2016 since we already have the 2016 numbers done. The goal is to have this review completed before the June 2018 meeting. Mr. Ken Douglas stated that they haven't found any significant issues, fraud or theft; it is just a difference between accounting methods used by his firm and the OVR. At this time, we are doing a review, not an audit of the 2016 numbers.

Mr. Gary Hajek asked if there was going to be an additional cost for the review of the 2016 numbers. Mr. Ken Douglas stated that the cost to complete the review of 2017 would be about \$12,000. Ms. Diane Hood asked if the intent of the board would be to conduct annual reviews. Mr. Gary Hajek stated that the board should investigate using Quick Books to balance our checkbooks, since there have been no issues found, then we shouldn't need to hire an outside firm to review our books yearly. Mr. Brian Hemelgarn and Mr. Adam Evans both agree that we don't need to necessarily spend money to check on our accounts annually. Mr. Bob Price recommended that Mr. Ron Wyzynski or the accountant Mr. Larry Smith reconcile the bank account monthly from this point on. Discussion ensued regarding the rationale as to why we needed to use 2016 account numbers to compare with the 2017 account. Mr. Al Herbert requested the board get an annual spreadsheet showing income and expenses, for the June meeting, as it would assist the board in making rational decisions moving forward.

Mr. Ron Wyzynski shared that we have received our new certificate of continuing existence as a non-profit for the state of Ohio. Mr. Ron Wyzynski shared that compared to last year, we are \$43,000 ahead of where we were in December with registrations. He will be sharing the financial outcomes of the 2017 Boys Winterfest and Holiday Tournament with the Boys Director, Mr. Matt Mihelic. As per the board's request, each group will have its own budget, and Mr. Ron Wyzynski shared the budget worksheet for officials (clothing, clinics, etc.).

Mr. Ron Wyzynski shared that we have opportunities as a region to do business with companies who wish to be the sole provider of our Junior Regional Championship gear. Discussion ensued regarding the loyalty we have with vendors, as well as the profits the region could potentially make.

Mr. Ron Wyzynski also shared information regarding the President's Cup tournament being held in Columbus. The OVR has entered into a five-year agreement with Dayton Juniors to exclusively run the Columbus portion of the tournament. The agreement will be reviewed annually to determine if any changes need to be made. 28 OVR courts will be rented to Dayton Juniors for the Cincinnati portion of the President's Cup. The Boys Regional Tournament is set for the same weekend, Feb 17-18. Force Sports/Dayton will host six courts for the 12s & 15s on 2/17, and six courts for the 17s & 18s on 2/18. Boys 14's will take place in Columbus at Buckeye VBC on Feb 18. For 2019, Mr. Ron Wyzynski suggested that the OVR rent Hall C (we already have A & B) at the GCCC. This will allow us to accept all of the President's Cup overflow teams, plus the Boys Championships can be in Hall C so that everything is under one roof. This would make it easier to utilize OVR staff resources, including referees.

Mr. Al Herbert proposed that the OVR hold a 3-day tournament, where each team would play for 6 hours on Saturday and Sunday, and then bracket playoff on Monday. We could potentially lose Canadian teams because they do not have a holiday on Monday, and potentially the smaller clubs because they may not be interested in a 3-day event. Ms. Sandra Borer will be getting out a survey to OVR members in order to gather opinions on which format might be of most interest. Discussion ensued regarding the floors and available equipment to host the tournament for 2 days vs 3 days.

High Performance

Mr. Glen Freed reported that they took 43 players (20 girls and 23 boys) to the High Performance (HP) Championships in Ft. Lauderdale, FL this past summer. The developmental camp was a huge success, so he and Ms. Sandra Borer intend on doing it again for 2018, but this time they will also include the boys. In order to get more of our members involved with HP, he suggested that the OVR host some free clinics for the younger players using some recognized names (examples: Jim Stone, Girls Youth National Team Coach, and Pete Hanson, the OSU Boys team coach).

Mr. Glen Freed reported that we may have a summer internship opportunity for Nathan Matthews, a Sports Management & Business student at Wittenberg University. Tryout dates were also shared with girls' youth (born in 2002 & 2003) and girls' select (born in 2004 or after) to be held at the Bid tournament at the beginning of April at the Greater Columbus Convention Center; the boys' youth (born in 2001 & 2002), boys' select (born in 2003 or after) will be held at the OVR Boys' Championships. Mr. Ron Wyzynski requested that the High Performance administrators communicate with him ahead of time regarding the lights, chairs, etc., at the GCCC for the tryouts.

The HP Team Camp is scheduled for July 20-22 with the location TBD. The HP teams will leave for Tulsa, OK via charter bus on July 22nd immediately following the team camp, with a one night layover in St. Louis, MO, for HP Championships on July 24-28. Teams are set to return to Ohio on July 29. The USA Volleyball National HP Tryouts are scheduled for Feb 1st for girls and Feb 2nd for boys, in conjunction with the OVR 18s National Qualifier and Boys' Winterfest. Mr. Al Herbert requested an NATA certified athletic trainer on hand for the tryouts from 4-8pm.

Mr. Ron Wyzynski said that the OVR would provide the HP team with a credit card in order to make things a little easier for everyone involved. Mrs. Michelle Hills will be involved with HP much like a consultant, and Ms. Sandra Borer suggested that we consider only taking 2 teams to Tulsa, OK for the Championships. Discussion ensued regarding the time commitment, the level of athletes that tryout, and the commitment necessary to be competitive at the HP level.

Mr. Bob Price suggested that in the future maybe we consider offering the top teams (boys and girls) within the OVR to be our HP teams to represent the OVR at the HP tournament. We could include National or American teams to be eligible to represent the OVR. The OVR would essentially sponsor them to compete at the HP tournament. Mr. Adam Evans asked how we would choose the team. Mr. Al Herbert suggested that whoever wins the Bid be the team(s) that are eligible. Mr. Glen Freed responded by stating that sending just a team eliminates kids from opportunities who do not play on the winning teams. Discussion ensued as to what the future of the program could look like, based on the original intent for the creation of the program.

OVR SafeSport Certification Operations

Ms. Diane Hood updated the board on the progress of SafeSport. There are many issues with members obtaining their Certificates as well as their Webpoint accounts updating. Ms. Hood addresses daily questions from Club directors, coaches and officials regarding SafeSport certifications, issues with certificates not uploading, and browsers not working. USAV is aware of the issues and working toward resolving the problems. SafeSport certification is based on USA Volleyball's seasonal calendar. Anyone who took the course prior to 2016-2017 season must retake the course for certification for the 2018-2019 season. The OVR's position is that all

adult members must complete the new SafeSport course on or before March 1. Discussion ensued regarding progress and glitches that are occurring within the system.

Mr. Don Burroughs updated the board on IMPACT clinics being held in Chillicothe next Sunday, January 21st, with future clinics being held in Erie, PA and Cleveland, OH. In regards to concussion certification, we have 305 who do not have their certification up to date, probably due to expiration. Mr. Don Burroughs has been sending out weekly emails to remind those members to renew. With SafeSport, Mr. Don Burroughs is finding that many coaches are just doing the sexual harassment module, receiving the completion certification for that module, and then assuming that they are done. With SafeSport, they get completion certificates for each module; but, they have to complete all three modules, and then they receive a final completion certificate which is to be sent to USA Volleyball.

Mr. Don Burroughs reported that on our OVR website, under the section of "Joining the region/Becoming a coach", we have stated that a requirement to coach be that you must be at least 18 yrs old. Mr. Don Burroughs requested that we add "and be out of high school" language to the description. We do not have an age requirement for assistant coaches, but we have established a minor assistant coach cannot assume head coaching duties. Mr. Bob Price responded that he will discuss the situation with our attorney, Mr. Mike Fultz. Mr. Don Burroughs reported on the activity of the online IMPACT clinic (IMPACT On Demand) that we have 50 free seats for. He also stated that there is a strong possibility that in the near future that USA Volleyball will be providing IMPACT On Demand to current members only.

Mr. Stephen Donahue reported that Concussion certifications are good for 3 years, and we accept certificates from the CDC, National Alliance of Youth Sports, National Federation of High Schools, and Pupil Activity Permits. 298 coaches and 36 officials still need concussion certification, with emails sent out Sunday, January 14th. Mr. Al Herbert reported that the OVR online program automatically sends email reminders when a member's certificates are expired.

Background screens are good for 2 membership seasons (maximum 26 months). This year, six prospective members have not passed the background screen. Since the inception of background screens, 26 prospective members have failed to meet the criteria set forth by USA Volleyball to work with Junior Athletes. Automatic Disqualifiers have not changed since September 2013. The Board of Directors were notified that a single alcohol or drug offense within the past 7 years does not automatically disqualify a (prospective) member as long as they have no other offenses on record. For Junior Assistant Coaches who turn 18 during the season, they have a 30 day grace period to get a background screen completed.

Mr. Stephen Donahue reported that when he prepares the 1099 tax forms for our accountant, he sometimes is missing social security numbers. Discussion ensued and a final decision was

not made. Mr. Ron Wyzynski is going to contact the audit group regarding the proper solution for officials and/or independent contractors.

Mr. Al Herbert provided a registration update, as the number of adults and girls registering are up, whereas the boys' numbers are similar to where they were last year. He expects to not have as many boys register this year compared to last, since last year we had a high volume of registrants due to the Nationals being hosted here in Columbus. We have 6 new clubs for this year.

Mr. Tom Kohl is in process of removing unsanctioned tournament requests. He has been working with tournament directors to change or cancel their tournaments, primarily for the American level. Mr. Bob Price reported that we probably need to develop criterion to host tournaments.

Meeting recessed at 1:20 PM.

Meeting resumed at 2:00 PM.

Officials Development

Mr. Brian Hemelgarn reported that every candidate in Parma this past weekend passed (28) and 2 of them withdrew from the process on site. 34 candidates are signed up for the Urbana date. National referee candidates are rated during the Girls' 18's National Championship tournament and for Jr Nationals, we have at least 5 of our regional referees are interested.

Mr. Brian Hemelgarn and Mr. Al Herbert have been updating the officiating pages on the OVR website. The OVR spent just under \$9500 to host the officials' clinics this year, and from this point on, there will have separate budget for our new officials training and education. Junior players have been slow to sign up through Webpoint for online officiating clinics. The USAV implemented a new test rule for this season. Basically, the USAV is reverting back to a previous rule for handling situations when an illegal player is discovered on the court. Most recently, there was a cancellation of points when an illegal player was on the court; the officials would look at the scoresheet and then cancel every point earned while the illegal player was on the court. The test rule states that teams will only have 1 point removed once an illegal player on the court has been identified, except if the illegal player was serving and it is discovered before the next opponent serve.

Mr. Brian Hemelgarn shared that he has been brainstorming on ways to get more young people involved in officiating. He also stated that as part of the officials clinics this year, he included a section of the training presentation on attitude and keeping it positive with the athletes. Mr. Brian Hemelgarn revisited a USA Volleyball rule that at any qualifying event (ex: BID), coaches must be sitting at the scorer's table. Starting this year, at all USA National qualifier events, a

rostered adult of the work team must be the R2 at all age levels and divisions. Mr. Al Herbert suggested that the OVR adopt this rule for Winterfest or any other Bid qualifier in order for the coaches to be better prepared for the Nationals. Mr. Brian Hemelgarn stated that he could offer a course on Webpoint. Discussion ensued.

Girls Program Director

Mr. Bob Price reported that have only \$6000 in contract buyouts this season, as opposed to \$20,000 in contract buyouts last year. Our numbers are increasing, regardless of other organizations providing opportunities elsewhere.

Boys Program Director

Mr. Bob Price reported that Mr. Matt Mihelic will be improving communication with Mr. Brian Hemelgarn and Mr. Al Herbert.

Mr. Gary Hajek shared that he received a letter from the OHSAA Emerging Sports Committee that Boys Volleyball has all of their ducks in the row to move forward, but the OHSAA does not currently have the staff to take this on. The OHSAA board will be meeting again in 2 weeks, and then Mr. Gary Hajek and Mr. Bob Price will be meeting with them to propose that the OHSAA announce that boys volleyball is an emerging sport and to allow the OVR to run it. The OVR would administrate the first year or two of this program to allow the OHSAA time to get their staff organized. Discussion ensued regarding future potential with this program.

Beach Program Director

Mr. Dave Chapman informed the Board that the winter event numbers were down due to the merging of USA and the American Beach Tour. Over the past 5 years, there have been 18 opportunities for teams to qualify for Nationals for all age levels. With the merging of USA and American Beach Tour, the number of qualifiers has been reduced to 10 qualifiers for athletes from anywhere in the country.

The National Sand tournament is being modeled to operate more like the indoor Nationals, with 3 levels: Open National, Open Regional, and Open Patriot (with Patriot being the level that you do not have to qualify for). The OVR is hosting an Open National beach qualifier in June, with 4 Bids per age level (16 across the nation). The OVR will also be hosting an Open Regional with 6 Bids in each age group (the highest a region can request).

Mr. Dave Chapman stated that a new website has been created, at www.nationalbeachtour.com, where National tournaments and the new ranking system will be posted tomorrow, January 16th. The OVR will be tweaking our ranking system to align with the new National ranking system. Ms. Sandra Borer will be promoting the beach tournaments and events via social media accounts.

The organization has announced the Beach Nationals will be held on Siesta Key this year, July 19-24.

We will be hosting a National Beach qualifier on June 9 and 10th, with Flannagans as the home base, and then we may potentially use Elite and maybe Plain City or VolleyPark as other sites. Mr. Dave Chapman would like to have a Friday night check in the night before, where we put together some goodie bags, and get advertising and sponsorship to help reduce our cost. Mr. Ron Wyzynski suggested using the Columbus Sports Commission to help with sponsorship and support.

The plan for the 5 remaining Bids for the region is to give 2 to Cincy, use 1 for the National Qualifier, and give 2 to Cleveland. If we get any more Bids before the National qualifier, we will add those to the National qualifier tournament.

Mr. Dave Chapman is still editing the referee contract and pay scale, basing it on the length of time of the tournaments as well as the number of teams that would be playing per court. Currently we have been paying \$150/qualifier event. Discussion ensued regarding all of the changes that have and will continue to occur in regards to the beach program.

OVR Attorney

Mr. Mike Fultz visited to clarify any questions or concerns that the Board may have with legal advice. Mrs. Diane Hood asked if it was illegal for the OVR to store social security numbers being stored on a database for the officials and their tax forms. Mr. Terry Miller asked about the process we should use to suspend an official.

Mr. Don Burroughs brought up a recent Ohio law called Lindsay's Law, which addresses training for identifying sudden cardiac arrest. Currently, coaches at OHSAA schools have to take a 30 min training course and get a certificate, while players at OHSAA schools are required to view the FAQs and have parents sign off on it. The Ohio Department of Health requires non-scholastic coaches (involved with clubs) to simply review the material by viewing a link to a news cast video. The question was: is the OVR required to track this? Mr. Mike Fultz states that he will look into the law and get back to us. In the meantime, Mr. Al Herbert suggested we place the links to the video for Lindsay's Law onto our website.

Junior Advisory Board

Ms. Gretchen Niebling had nothing to report.

Election Committee

Ms. Gretchen Niebling reported that there are 5 seats up for election – Mr. Chris Bielby, Ms. Sandra Borer, Mr. Stephen Donahue, Ms. Patty Salvatore, and Mr. Adam Evans. Ms. Gretchen

Niebling requested that we remind folks that the incumbents do not have to have signatures, and candidates who want to run for the board need to acquire more than 25 OVR member signatures in order to run (because there are always a few individuals who sign and are not current registered members).

Media Relations Director

Mr. Bob Price complimented Ms. Sandra Borer on the success of the holiday toy drive that was held during the Boys' Holiday Tournament in December. Ms. Sandra Borer reported that they received a thank you from Nationwide Children's Hospital, and that maybe next year a representative from Nationwide would be present at the tournament to meet the Commissioner and the members of the Board. She has also reached out to the Make a Wish foundation, to see if there was any way we could get some kids or families involved with volleyball or an experience.

Ms. Sandra Borer asked if she could have an individual from the Center for Healthy Weight & Nutrition Sports Medicine set up a booth at one of our tournaments to promote health and wellness to the players and their families. Mr. Bob Price felt that would be fine.

Ms. Sandra Borer asked about an update to a common OVR logo, as we are requesting that teams traveling to the National Tournament have an OVR logo on their jerseys. Discussion ensued over where that logo should be placed, and it was determined that for our first year with this, the teams just need to have an OVR logo visible somewhere on their jerseys. Mr. Brian Hemelgarn suggested we host a contest for kids to design a logo for the OVR for next year.

Ms. Sandra Borer reported that the Parent Resources page on the OVR website will be updated by the end of the month, so that things are more streamlined. Information on how parents can become a team chaperone, as well as who to talk to when something happens at a tournament, and a chain of command with links.

Mr. Brian Hemelgarn requested a tab on the menu of the OVR website dedicated to Parents, and move Governance under Resources. Ms. Sandra Borer requested we make our website more mobile friendly. A committee to investigate making our website more mobile friendly was created to work with Chris Bielby; those on the committee will be Ms. Sandra Borer, Ms. Gretchen Niebling, Mr. Adam Evans, and Mr. Dave Chapman. The committee will identify what needs to be mobile friendly for the kids/parents/club directors, such as the tournament page. Discussion ensued regarding the functionality of the website if it were to become more mobile friendly.

Awards Committee Chairman

Mr. Stephen Donahue reported on the winners for the following awards:

National Award for Outstanding Program Director - Heather Piccone from Club Ignite
Robert L. Lindsay Meritorious Service Award - Vanessa Garrett, Katherine Hensley, Richard Jackson, Stephanie Kubec, and Aireka Wright
OVR Commissioners Award – Stephen Yates
OVR Award of Excellence for a Tournament Director – Brian Hofman
OVR Award of Excellence for a Club Director – Brittani Lewis
Mr. Stephen Donahue states that deadline for National Awards nominations are coming up, and he will be sending an email out later this week to for nominations.

For insurance, Mr. Stephen Donahue states that the quickest way to get an insurance certificate for a club or a facility is to email him the complete name of the facility and the address (including the city, state, and zip code) at donahue@ovr.org. All participants must be registered with a regional volleyball association in order for the coverage to apply. No coverage will apply for regions and clubs for events conducted in which all participants are not USAV members. 421 clubs, past and present, have used the insurance provided by USA Volleyball. The General Liability Policy includes \$1,000,000 each occurrence/\$2,000,000 Aggregate of Sexual Abuse and Molestation coverage. The General Aggregate (applies per event) is \$5,000,000 and the Products-Comp/OP Aggregate is also \$5,000,000. The two standard platforms used are 1) 17-18 GL/PA – Additional Insured + Abuse (used almost exclusively) and 2) 17-18 GL/PA – Evidence of Coverage + Abuse. If higher monetary limits or specific wording are required by the facility owner the OVR can make that request to ESIX.

VI. NEW BUSINESS

Commissioner Bob Price visited Charleston, WV in order to investigate the possibility of the OVR hosting an event on April 26-28, 2019. The Charleston Convention Center is an outstanding facility and they have put together a proposal for us, as we attempt to continue expanding out footprint in West Virginia.

Mr. Bob Price reported that the meeting on the OHSAA document development with Deb Moore has not yet been established.

Commissioner Bob Price will be revisiting the documents and bylaws, in order to identify any needed revisions as the organization evolves. As a reminder, we have to hold 2 meetings in order for bylaw changes to occur.

Mr. Glen Freed requested a 1 page document highlighting the changes for the upcoming season for parents and players be placed on the front page of our website. Mr. Glen Freed asked if there was a difference between an OVR member and someone who is registered with USA Volleyball. It was clarified that individuals can be registered with USA Volleyball on their Webpoint database, but they may not have continued to register as an OVR member.

Director Adam Evans made a Motion:

Motion for the OVR to pay the entry fees for the individual members that qualify for the boys' or girls' USA Volleyball Junior Sand Championship. National Bid winners will receive full entry fees paid. Regional Bid winner will receive 50% of fees paid. Estimate of cost would be for 56 teams total, with a projection of no more than \$5600 in fees.

Seconded by Tom Kohl.

VII. APPROVAL OF ACTIONS

Director Adam Evans made a Motion:

Motion for the OVR to pay the entry fees for the individual members that qualify for the boys' or girls' USA Volleyball Junior Sand Championship. National Bid winners will receive full entry fees paid. Regional Bid winner will receive 50% of fees paid.

Motion was seconded by Tom Kohl.

All in favor – 6

All of those opposed – 4

Motion carried.

VIII. NEXT MEETING

The next meeting of the Board of Directors will be held on June 1st and 2nd, 2018 at 7:00 p.m. in Columbus, Ohio.

There being no further business, the meeting was duly adjourned. Motion by Director Terry Miller and seconded by Director Adam Evans. All Directors in favor.

These Minutes are certified by Jessica P. Timmons.

Jessica P. Timmons