

**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 July 11, 2021 at 10:00 AM.

**I. QUORUM** - The following Board Members were present:

Mr. Bob Price, Mr. Brian Hemelgarn, Mr. Corey Verchio, Ms. Diane Hood, Mr. Tom Kohl, Ms. Tonya Thompson, Mr. Stephen Donahue, Mr. Al Herbert, Mr. Bill Zehler, Mr. Matt Mihelic, Ms. Stephanie Grieshop, Mr. Todd Higginbotham, and Mr. Jim Hammar.

Board member not present: Mr. Chris Bielby.

Staff Members present: Mr. Ron Wyzynski, Mr. Josh Hall, Mr. Glenn Freed, and Mr. Dave Chapman.

**II. CALL TO ORDER** – Commissioner Bob Price called the meeting to order at 10:05 AM. A quorum of directors was present and the meeting, having been duly convened, was read to proceed with business.

**III. APPROVAL OF AGENDA AND/OR ADDITIONS** – Commissioner Price reviewed the agenda and welcomed everyone to the meeting. The October Board minutes were approved online.

Commissioner Price read a statement from Mr. Gary Hajek; he has decided to step down and resign from the OVR Board of the Directors.

**IV. SEATING OF BOARD CANDIDATES**

Mr. Jim Hammar and Commissioner Price read the results of the 2021 BOD election, and welcomed Mr. Stephen Donahue, Mrs. Stephanie Grieshop, Ms. Diane Hood, Mr. Matt Mihelic, and Mrs. Angie Shafer to the Board.

Commissioner Price stated that the Board has an opportunity to appoint a person to the vacant spot on the Board. The Board has the option to fill the 2-year term vacancy or there can be a motion to open it up to the region. Commissioner Price opened up this opportunity for discussion. Mr. Tom Kohl made a motion to fill the vacancy with Mr. Todd Higginbotham, Mr. Brian Hemelgarn seconded motion. Motion carried and Mr. Todd Higginbotham accepted the position.

**V. FINANCIAL REVIEW**

Mr. Ron Wyzynski updated the Board on our Mizuno and Molten relationship, as they continue

to be on board with our organization. Registration increased this year, regardless of Covid, as we continue to have some of the largest membership numbers in the country. Mr. Ron Wyzynski shared that the contract with Q Sport is up, so he will continue to research and evaluate the vendor proposals, as we have many vendors who want to be involved with us at the Greater Columbus Convention Center (GCCC) events. For floor rentals, as of right now, we have \$35,000 in court rentals established with two events (Windy City tournament and a tournament hosted in West Virginia).

Currently, CLA is our accounting service, while Mr. Stephen Donahue has been busy as our Acting Treasurer, because at GCCC events, he would pay everyone by check that day. CLA works with ADP, which is now our payroll company. Mr. Ron Wyzynski and Mr. Stephen Donahue applied for 2 Payroll Protection Plans during the pandemic, and the OVR was provided with \$184,355 tax free dollars. Mr. Ron Wyzynski and Mr. Stephen Donahue have also applied to secure up to \$63,833 from an Employee Retention Credit that the OVR can decide to use however we see fit to support the organization when it is approved.

Mr. Ron Wyzynski shared that we are going to investigate Cedar Point (4 weekends in January, February, March, and April) for 1-year contracts. We have tentative dates established for 2023 at the GCCC, but the GCCC has experienced some employee turnover so we are working with some new individuals on our contracts.

Mr. Ron Wyzynski shared how much work it was to get players, officials, and then spectators into the door to play events at the GCCC. We had to work with so many entities in order to make the season happen safely for our members, as Mr. Ron Wyzynski was in negotiations daily. Currently, the Greater Columbus Convention Center is now in Phase 2 of their “re-opening”, so no mask mandates, etc. The AVCA convention and the Boys Holiday tournament will be back to normal with more courts per tournament and spectators permitted. The region will continue to use the sanitizing products to just keep tables and courts clean.

Mr. Ron Wyzynski shared the vision that he and Commissioner Bob Price established back in 1988, when the region only had \$5,000 in the bank. The vision included: Customer Service, Financial Stability, Core Staff, Top Notch Championship Events, Educational Programs/Clinics, Sponsorships, Commitment to Objectives, and Continue to Evolve. He continued to share dates and data for the 2022 GCCC season, as well as who the region will be working with at the GCCC.

Ms. Tonya Thompson asked for further clarification on CLA’s role with the Ohio Valley Region (OVR). Mr. Ron Wyzynski shared that CLA is responsible for our tax statements (ex: 1099’s, 990), and they provide payroll statements. Mr. Stephen Donahue has to go through CLA every month, and Mr. Stephen Donahue currently is the only one who writes checks for the region but Mr. Ron Wyzynski can also write them.

Mr. Ron Wyzynski shared the budget reports from each tournament hosted at the GCCC, showing the total income from entry fees, and the total expenses, as the OVR experiences a financial loss from hosting almost every GCCC event. The 2022 Girls Junior National Championship will be hosted in Indianapolis, which we are expecting our BID tournaments to be very well attended due to the proximity to Indiana's Championship event in June.

## **VI. DIRECTOR OF COLUMBUS SPORTS COMMISSION**

Ms. Linda Logan, the Executive Director of the Greater Columbus Sports Commission, shared the NCAA Division 1 Championships that Columbus is hosting this fall. Tickets will go on presale for people who purchased tickets for the Championship that was held in Pittsburgh in 2019 on August 27<sup>th</sup>, and the link to purchase those tickets will be pushed out by the OVR to our membership. Price points for the tickets have not been established at this time. There may be some unique opportunities for this event, as 2021 is the 50<sup>th</sup> anniversary of Title IX.

Ms. Linda Logan thanked the OVR for our support of the youth day camp that was hosted in June, as they had at least 65 kids (ages 6-12) attend. She also excitedly shared a note from the Ohio State Men's Volleyball coach, Kevin Burch, as he proposed that the Greater Columbus Sports Commission host a mini clinic specifically for African American boys in the Central Ohio area, during the AVCA clinic this winter.

Ms. Stephanie Grieshop inquired about local teams welcoming teams to the event, as that was something we had done for the last NCAA Championship event. Ms. Linda Logan was very excited about that prospect being a possibility.

Mr. Al Herbert suggested that we may want an OVR contact person for this event, as Ms. Angie Shafer is our social media coordinator.

## **VII. EVENT HOUSING COORDINATOR**

Ms. Valerie Gillespie reported that the hotel partners were so easy to work with throughout the pandemic. She shared some data from the past few years of how many rooms we have contracted out, and how many we typically pick-up in addition. A discussion ensued as Ms. Valerie Gillespie inquired where does the OVR stand in continuing to offer this service of reserving rooms for our members.

Mr. Ron Wyzynski asked for Ms. Valerie Gillespie to share how event housing "works". She stated that there are booking policy guidelines for using space at the GCCC, it is a way for convention centers to maximize the space they have to make a profit. These guidelines are set up based on the number of contracted room nights, that way they can prove that you are using the hotels in the city and the economic impact of using those hotel rooms. Now that there are other events or conventions that can be hosted on the same weekends that we host volleyball

tournaments, we have the potential to “lose” those dates and subsequently, our events. By us utilizing this service, we can protect our space and our events.

Ms. Tonya Thompson asked how do you measure how many rooms are added, as when her teams have participated in other events (such as Cincinnati), they have had to fill out a housing form. Those hotels then report the data back to their area housing commission. Mr. Bill Zehler shared that other than the 2021 season, that was something we collected at registration. Ms. Valerie Gillespie shared that there are programs that organizations can utilize, where groups register for an event and then register for hotel rooms that are reserved in a block those organizations that are hosting those conventions and events. Mr. Brian Hemelgarn asked what Ms. Valerie Gillespie’s role would be if we moved forward with this online program. Discussion ensued on the options, the obstacles, and the impact using this service on not only the hoteliers, but also the club programs. Mr. Al Herbert shared that once teams register for the Junior Championships at the GCCC, we automatically send hotel registration information to emails that are listed in SportEngine. Commissioner Bob Price decided that this discussion and decision will continue with the Strategic Planning Committee.

#### **VIII. COMMISSIONER’S REPORT**

Commissioner Bob Price reiterated how important the discussion we have with Ms. Valerie Gillespie be to the continued success of us hosting events for the region in Columbus. He then reported that every Board member will receive a copy of the minutes from the RVAA Assembly meeting from May once those minutes are approved. Commissioner Price stated that there is an insurance fund that is in an excess of \$1 million, and it was voted upon (at first) to disperse those funds back to the regions. Then the insurance company responded with a major increase in insurance cost, that would become the regions responsibility to pay that increase. The OVR voted against the dispersal of those funds because we did not feel it was appropriate to require our memberships to continually pay more to cover the insurance costs.

The USOPC was required to provide an organizational audit, in an effort to establish a set of standards for all regions. Mr. Stephen Donahue asked if USA Volleyball would be participating in something similar, and Commissioner Price confirmed that the USA Volleyball corporate office will be undergoing a major evaluation.

Commissioner Bob Price shared that USAV has an official policy that defines what an appropriate demonstration would be at a USAV sanctioned event.

National registration membership data for the 2021 season is posted on the OVR website.

The Colorado Crossroads Qualifier contract has been cancelled. Determination of that event as a Qualifier has yet to be determined.

Commissioner Bob Price distributed a document and notified the Board of Directors of pending fines and suspensions for violating Covid Coordinator requirement at GCCC events.

Commissioner Bob Price introduced a Club Directors Code of Ethics; adoption of said policy will be proposed at the October meeting. He shared that this Code of Ethics will not take the place of the USAV Code of Conduct. This Club Directors Code of Ethics is being evaluated and updated by the Strategic Planning Committee.

Commissioner Bob Price stated that he and Ms. Diane Hood have been very busy with SafeSport this year as well. As of right now, there are 2 pending cases in the SafeSport system, and they have been ongoing for almost a year. When allegations are made, the region sends the allegation(s) to SafeSport, SafeSport then evaluates if the case is to be handled by the region or if they are to investigate. Ms. Diane Hood is working on the SafeSport section in the Tournament Director's packet, as it needs to be updated. Mr. Al Herbert shared that SafeSport isn't up to date on our region website, so that will be updated as Ms. Diane Hood and Ms. Angie Shafer collaborate on how to communicate the updates. There is a Parent Advisory board being formed, so at the October Board meeting, we may have a parent present from the Parent Advisory group.

Commissioner Bob Price wrapped up his report by thanking individuals who helped in making this season a possibility.

## **IX. STAFF REPORTS**

Mr. Tom Kohl addressed the Board by sharing the status of developing job descriptions with the HR Committee. The committee has not made any recommendations to the Strategic Planning Committee as of yet. The Human Resources (HR) committee has not been able to move forward with developing staff contracts because the Finance Committee has not shared how they have established those contracts.

Ms. Diane Hood started by asking for input from the Board on responsibilities and job descriptions. In regards to Mr. Al Herbert issuing refunds, when is that appropriate? Mr. Al Herbert shared how members will purchase incorrect membership (registering for a Junior membership when it is an adult who wants to register themselves). The HR Committee suggested that a change we make to keep it consistent across the board, is that any position that is not a Board appointed position, is to become a "coordinator".

With regards to Lindsay's Law requirement, is there a possibility for us to develop of an electronic copy of a signed document, or a box that the club can check to state that they are compliant with the Lindsay's Law? Discussion was had regarding if this could be done. Ms. Diane Hood inquired about the PayPal account, and Mr. Brian Hemelgarn stated that PayPal has been used for officials to register and pay online. The goal for the HR committee is to be ready

to present proposals by October. The Bylaws have to be completed first so that these proposed job descriptions are upheld by the Bylaws.

Mr. Jim Hammar shared the Financial Committee report, even though the committee has not met officially as a group. Salaries were provided to the Financial Committee by Mr. Ron Wyzynski. Mr. Ron Wyzynski shared that our accountant from CLA stated that employees should not be getting 1099's, but that the employees should just have that amount included in their salaries. Ms. Tonya Thompson asked for clarification on what the additional work an employee would be doing and getting paid additionally for. Commissioner Bob Price stated that Mr. Tom Kohl worked check-in at the GCCC, which was outside of his Tournament Director duties. Mr. Ron Wyzynski hopes to have an accountant from CLA here at the next October Board meeting to explain the options more in detail.

Commissioner Bob Price asked if the Financial Committee has had any discussion on event pay scales. Mr. Brian Hemelgarn asked Mr. Jim Hammar to get with himself, Mr. Tom Kohl, Mr. Al Herbert, and Mr. Bill Zehler with how much workers are paid for each event per hour. Mr. Jim Hammar requested each of the people listed above provide an estimate of budget to help the Financial Committee move forward. Mr. Tom Kohl asked how do we as a region come up with how much each position is worth? Mr. Corey Verchio asked about the order in which we are defining a budget without knowing how much money we have to budget for. Discussion ensued.

Mr. Al Herbert shared that the Competition Committee had received some feedback about the seeding procedures, and we will be working with new numbers primarily with out of region tournaments. There were no motions from this committee for any changes. We have too many National teams and we have American teams that want to play, so Mr. Al Herbert has requested that the committee consider we split the Bid tournament into 2 tournaments – restrict the higher level to National teams only, and the lower level for some National and American teams to play (we wouldn't add an additional date, just a tournament within a tournament).

Mr. Al Herbert proposed that we eliminate the 4-team pool format at the regular 2-day OVR sponsored events at the GCCC, and instead replace it with 3 team pools with waves format. The Board straw poll voted to continue utilizing the Covid tournament format.

Mr. Brian Hemelgarn shared that the Strategic Planning committee will be meeting regularly in order to make proposals for the October meeting. The Strategic Planning committee intends to evaluate the By-laws/Operating code, the transgender policy (but may have to default to the State policy), corporate structure, coaches/officials development programs, OVR Board of Directors Code of Conduct, USAV Organizational audit, employee agreements, and housing. Mr. Josh Hall agreed to join the Strategic Planning committee.

Commissioner Bob Price discussed the OVR's policy on providing financial assistance to the Girls programs for the National Tournament, based on participation in 2 OVR sanctioned events. Mr. Matt Mihelic stated that the OVR policy is the same for the Boys programs, as long as they received an Bid (Open or USA divisions). Mr. Matt Mihelic will share the Boys reimbursement information with Ms. Tonya Thompson. The same is true for our Beach program, as a team qualifies, the person registering their team will be eligible for the financial assistance. Mr. Dave Chapman will be providing Ms. Tonya Thompson with the Beach National qualifying teams.

Commissioner Bob Price stated that it is great that the region financially assists these programs by representing the OVR at the National tournament, but otherwise, how does the OVR benefit? Discussion was had because many clubs are already establishing their budget for next year. Mr. Al Herbert made a motion to continue the financial assistance policy for teams as is. Seconded by Mr. Brian Hemelgarn. Commissioner Bob Price stated that Board members who can benefit from this policy are not permitted to vote. Motion carries.

Commissioner Bob Price made a Motion back in the spring, that the following Board members be considered for performance bonuses: Mr. Al Herbert, Mr. Brian Hemelgarn, Mr. Chris Bielby, and Mr. Stephen Donahue. His new amendment would be to separate out those individuals to vote on each one separately. Mr. Bill Zehler approves of the amendment. Commissioner Bob Price requested those individuals leave the room temporarily to allow the Board to discuss. Commissioner Bob Price provided his rationale for the motion, as these individuals went above and beyond to make this season a reality. Mr. Ron Wyzynski shared his perspective and the committee needs to decide how much each person should be given. Mr. Al Herbert had requested in January that Mr. Ron Wyzynski pay Mr. Chris Bielby a \$2,500 bonus upon completion of the season. Mr. Chris Bielby received a check (number 28831) on 1/14/2021, for \$2500.

Friendly amendment proposed by Mr. Bill Zehler to make the bonus amounts be \$10,000 for Mr. Al Herbert, and \$2,500 for Mr. Brian Hemelgarn and Mr. Stephen Donahue; Mr. Chris Bielby was removed from the original motion. Commissioner Bob Price accepted the friendly amendment. Motion carries.

Mr. Brian Hemelgarn presented a request for financial assistance for officials seeking Jr. National/National certification, as we have done that in the past. Typically, the Region would pay for the application fee. Mr. Brian Hemelgarn made a motion to reimburse officials/scorers \$250 for the application process, starting with the spring 2021 season. Motion seconded by Mr. Corey Verchio. Discussion ensued.

Commissioner Bob Price shared with Mr. Dave Chapman that Alum Creek State Park is proposing putting in 4 sand courts. Mr. Ron Wyzynski also shared a contact with Mr. Dave Chapman from Cedar Point, so also investigate potentially hosting an event. Mr. Dave Chapman

shared that Advancement Academy has constructed some new sand courts that also may be promising for hosting events. Mr. Dave Chapman shared that Randy Cline of Elite is developing a National beach official training program with the OVR.

Mr. Glenn Freed shared how USA Volleyball had changed the High Performance Program title to be the National Team Development Program. The National Scouting Network now also replaces the High Performance tryouts. There will no longer be a National Holiday Invitational and summer camps, instead, there will be a National camp done once in the summer and once in the winter, as well as zonal camps in the fall and spring. Unfortunately, the 2021 High Performance Championships were cancelled due to lack of confirmed entries. Due to a few regions that had already had established teams, the Florida region hosted a tournament that was called the USA All-Star Championships in Orlando.

Mr. Glenn Freed proposed the OVR hosting a zonal camp in the fall (2021) and the spring (2022), host accelerator training sessions, host a development multi-day camp for both girls and boys, and participate in the 2022 HP Championship tournament. Financially, Mr. Glenn Freed requested that the OVR match funds that he is able to raise for the program, as well as reinstate an OVR High Performance Director with salary. Discussion ensued regarding USA Volleyball's role, the OVR's role to support USA Volleyball, as well as the financial numbers that we may be working with. Mr. Al Herbert moved to reinstate the High Performance position effective immediately and with a salary of \$5,000 through the 2022 fiscal year. Mr. Brian Hemelgarn seconded. Discussion ensued. Motion failed.

Mr. Al Herbert asked the Board to evaluate the Operating Code and the By-laws to identify what the Board can do in the event of a tie.

Mr. Brian Hemelgarn shared that USA Volleyball Rules Commission has decided for teams to not change sides between games, except during exceptional circumstances where there may be an imbalance (ex: sunlight in players eyes). Head coverings will also be permitted and the size of the court for the 10's players can be reduced to 16 meters x 9 meters. Lastly, there has been a big push coming from the Official's Development program about club's taking more responsibility for the spectator conduct. Mr. Brian Hemelgarn will share more at our October meeting. Rule books will be done by November.

Mr. Matt Mihelic requested that there be deadlines for committees to complete assignments. Mr. Al Herbert asked if the Board could attend monthly meetings, the first Monday of the month, virtually online. The next virtual Monday Board meeting will be Monday, August 2<sup>nd</sup>.

Mr. Stephen Donahue presented the Robert L. Lindsay Meritorious Service Award to Mr. Todd Higginbotham.

Mr. Tom Kohl recommend Mr. Bill Zehler event compensation for the OVR Championship. Ms. Stephanie Grieshop seconded. Discussion ensued because in Mr. Bill Zehler's contract, it states 3 weekends, while now, he has been working 5 weekends for OVR Championships. Ms. Tonya Thompson made a motion to pay Mr. Bill Zehler an additional \$2500 for the 2 additional weekends. Ms. Diane Hood seconded. Motion carries.

## **X. APPROVAL OF ACTIONS**

Director Tom Kohl made a Motion:

Mr. Todd Higginbotham assume the vacancy in the Board left by Mr. Gary Hajek.

Motion was seconded by Mr. Brian Hemelgarn.

The Motion was called to question.

All in favor – 13

All of those opposed – 0

Motion carried.

Director Al Herbert made a Motion:

The OVR continue to provide the financial assistance policy for teams who qualify and attend the National Championship tournament as it is written.

Motion was seconded by Mr. Brian Hemelgarn.

The Motion was called to question.

All in favor – 11

All of those opposed – 3

Motion carried.

Commissioner Bob Price made a Motion:

The following Board members be considered for performance bonuses: Mr. Al Herbert, Mr. Brian Hemelgarn, Mr. Chris Bielby, and Mr. Stephen Donahue.

Motion was seconded by Bill Zehler. Friendly amendment proposed by Commissioner Bob Price to individualize performance bonus. Mr. Bill Zehler made a friendly amendment to make the bonus amounts be \$10,000 for Mr. Al Herbert, and \$2,500 for Mr. Brian Hemelgarn, Mr. Stephen Donahue, and Mr. Chris Bielby. Motion was called to question.

Motion was called to question.

All in favor for Mr. Al Herbert – 10

All of those opposed – 2

Motion carried.

All in favor for Mr. Brian Hemelgarn – 7

All of those opposed – 5

Motion carried.

All in favor for Mr. Stephen Donahue – 7

All of those opposed – 5

Motion carried.

All in favor for Mr. Chris Bielby – 5

All of those opposed – 7

Motion failed.

Director Brian Hemelgarn made a Motion:

The OVR reimburse Jr. National/National level officials/scorers \$250 for the application process, beginning with the spring 2021 season. Motion seconded by Mr. Corey Verchio.

Motion was called to question.

All in favor – 14

All of those opposed – 0

Motion carried.

Director Al Herbert made a Motion:

Reinstate the High Performance Director position with Mr. Glenn Freed, and with a yearly salary of \$5,000.

Motion was seconded by Brian Hemelgarn.

The Motion was called to question.

All in favor - 7

All of those opposed - 7

Motion failed.

Director Tom Kohl made a Motion:

Mr. Bill Zehler be given event compensation for the OVR Championship. Ms. Stephanie Grieshop seconded. Ms. Tonya Thompson made a motion to pay Mr. Bill Zehler an additional \$2500 for the 2 additional weekends. Ms. Diane Hood seconded.

The Motion was called to question.

All in favor - 11

All of those opposed - 1

Motion carried.

#### **XI. NEXT MEETING**

The Board will meet virtually on Monday, August 2<sup>nd</sup> at 8PM.

The next in person meeting of the Board of Directors will be held on October, 17<sup>th</sup> 2021 at 10AM at the Columbus Airport Marriott.

Upcoming meeting dates were also established:

Monday, January 17<sup>th</sup>, 2022 at 10AM at the Columbus Airport Marriott.

Sunday, June 12<sup>th</sup>, 2022 at 10AM at the Columbus Airport Marriott.

Mr. Brian Hemelgarn made a motion to adjourn the meeting, and Ms. Stephanie Grieshop seconded. Meeting was adjourned at 5:38PM.