



**APPROVED RMR Board of Directors Minutes**  
June 1, 2010

Meeting was called to order at 6:58 p.m. by Glenn Sapp.

**Members Present:** Gary Houghton, Beth Kuwata, Frank Gray, Fran Zelinkoff, Glenn Sapp, Doug Miller, Kirk Rowland, Patti Enright-Harris, George Barrows, Bill Peer and Kathy Schell

**Members Absent:** Kim Pappas, Cathy Mahaffey, Kent Haggard and Alfonso Pantoja

**Others Present:** Wendy Sapp and Candace Zane

**Minutes:** The minutes of the March 29, 2010 Board meeting were accepted. (M#1/S/P)

**Treasurer's Report:** Tabled

**Committee Reports:**

Officials Committee:

1. Look at training officials and offer fewer but larger clinics for the 2011 season
2. Gary has been told from various people they want paid officials in Division 2
3. Suggested that we use the friendship tournament for official and score keeper mentoring, training, and rating. All officials will have to donate their time for that day.
4. We will have 2 paid officials clinics for the 2011 season
5. Scorekeepers are considering a power point for their clinics along with a newer set tape

Events Committee

1. US Opens
  - a. RMR sent a lot of teams to the Opens which was held in Phoenix, AZ.
  - b. 2 of the RMR teams made the gold bracket but lost early on.
2. Adult memberships are down across the country

Junior Committee

1. Paid officials in Division 1 are going very well.
2. Will be looking into next year expanding into Division 2

**May Meetings Report:**

Officials:

1. Not much was discussed.
2. Online Ref clinic really isn't ready to use in our region.

Juniors:

1. They are changing the verbage (cleaning up) in the Jr Qualifier manual.
2. Boys Nationals will be in Minneapolis and Girls Nationals will be in Atlanta
3. Recommended the entry criteria for acceptance into National Qualifiers are identical for both Open and Club divisions, and further, that the criteria referencing 'contiguous states' is eliminated

4. Recommended that at Qualifiers having split Club Divisions where a team winning the National Division bid subsequently earns an Open bid, the National bid will be returned to the Qualifier that originally awarded the bid and offered to the team that was the next finisher to the original bid winner, provided that the next finisher did not finish lower than 4<sup>th</sup> place.
5. Recommended in order for a Qualifier to split the Club Division into a National and American division for each age group, the split of teams must have at least 32 teams in each division (National and American) and the total number of teams for both divisions must total 64 teams or greater, otherwise the division reverts back to a single Club Division.
6. Recommended the field size for the 12 & Under American Division be increased.
7. Recommended 14 & Under thru 18 & Under Club Divisions be allowed to split into both National and American divisions at National Qualifiers provided that the split of teams have at least 32 teams in each division

RVA:

1. Junior position on the Board of Directors for USA Volleyball is Andy Rittinger.
2. Issues: \$10 membership increase will go into effect with 2011 memberships.
3. A rostered adult must be present at all Junior National events to work at the score table or as the R2.
4. RMR is in compliance. USAV is recommending that all regions should be the same for By-Laws, procedures, etc. operating codes, due process and etc. This is not possible due to different state laws.
5. A new task force on children's health and well-being is being developed. Sexual molestation issues, concussion issues, and disease issues are some of the topics this task force will be handling.
6. USAV has a great background screening procedure compared to other NGB's USAV is good for two years and is considered to be very thorough.
7. Decline of adult play. Regions are looking at ways to increase play at the Adult Level. The rule of 2 may be on the way out. Teams would decide what level to play.
  - a. Not enough younger adults coming in
  - b. Tournaments are too long
  - c. Adults are coaching and not playing
8. Insurance will increase 15-20%. USAV retention fund of \$153,000 will use be used first to set off any increases.
9. No shag-daddies: any non USAV member is not allowed on the volleyball court before or after a match (Junior Events). They cannot scorekeep or line judge unless they are members and have a cleared background screening. Unless they are asked to volunteer by the event staff
10. RMR had 3 fail their background screening, 74 total in the country, mostly due to alcohol related issues.

**Old Business:**

Mutual fund transfer is still in progress extended deadline to June 30, 2010.  
Check the usage of the 1-800 line and to see if it is beneficial to our membership.

**New Business:**

1. Approval of Adult and Junior Team reimbursement fund (M#2/P/S)
2. RMR Beach Series Proposal-sand volleyball as a collegiate has been NCAA approved and we are partnering with MSM.
  - a. Funding needed \$3,500 expenditure/possible loss of \$500.
  - b. Teams will be processed the same as Junior Events. Fees will be paid to the office, RMR pays host (M#3/S/P)
3. Future budget concerns

- a. RMR raised the membership fees by \$5 three years ago to \$45, will increase to \$55 in 2011 due to the USAV \$10.00 increase. The RMR does not receive any direct funds from the \$10 USAV increase. RMR will have additional business costs, insurance, etc. in the future. Need to start formulating different ways to meet budget without raising individual membership fees.
  - b. Possible suggestions on raising more funds?
    - i. Raise team fees?
    - ii. Increase the Showdown teams
    - iii. Work on it for 2012-2013
    - iv. At the August meeting Glenn will solicit volunteers for a committee
4. RMR on Facebook-good way to get information out to all the Junior Players. Must monitor the site, fastest communication to reach young players. No cost except for staff, the office can verify they are members.

**Next Meeting:** August 16<sup>th</sup>, 2010

**Meeting adjourned at 8:25 p.m. (M#4/S/P)**



**APPROVED RMR Board of Directors Minutes**  
August 16, 2010

Meeting was called to order at 7:01 p.m. by Glenn Sapp.

**Members Present:** Gary Houghton, Fran Zelinkoff, Glenn Sapp, Doug Miller, Kirk Rowland, Patti Enright-Harris, George Barrows, Kathy Schell, Alfonso Pantoja, and Cathy Mahaffey

**Members Absent:** Kim Pappas, Kent Haggard, Beth Kuwata, Frank Gray, and Bill Peer

**Others Present:** Wendy Sapp and Candace Zane

**Minutes:** (M#1/S/P) minutes of the June 1, 2010 Board meeting were accepted.

**Treasurer's Report:** (M#2/S/P) to accept the treasurer's report

**Committee Reports:**

Events Committee:

1. Move the December Adult Friendship, non points tournament to January 2, 2011.
2. Need to look at raising tournament fees in the future to help secure playing facilities for the Adult division.
3. (M#3/S/P) Motion to leave entry fee at \$90 for 2011.

Junior Committee

1. Reviewed the Junior Forum Minutes 8/16/10 (posted on RMR website under About Us Section).
2. Ask that the RMR Board of Directors attend the Annual Junior Club Directors meeting Sunday September 26<sup>th</sup> at the Embassy Suites Denver Southeast
3. The current IRC that is in litigation has cost the RMR \$500.00 the deductible, the remaining costs will be settled under the Board of Directors Insurance Policy.
4. Junior Beach Program
  - a. Lost \$1,114.96 instead of \$3,614.96
  - b. Scheduling 5 events for next year
  - c. Clinic next year will be 1 hour before the event
  - d. The RMR will continue to support this program for 3 years
  - e. Glenn will be trying to get someone to represent the Jr Beach Representative on the RMR Board of Directors.

Officials Committee

1. No Report

**Old Business:**

1. Mutual fund transfer is still in progress some funds still need to be transferred.
2. Check the usage of the 1-800 line and to see if it is beneficial to our membership.
3. Microsoft Office conversion to '10 has not been completed.

**New Business:**

1. (M#4/P/S) By-Law changes (will be posted on-line, in the Junior and Adult Handbooks).
2. (M#5/S/P) Revised Incident Review Policy (will be posted on-line, in the Junior and Adult Handbooks).
3. Conflict of Interest Policy was signed by all RMR Board Members that were present.
4. (M#6/S/P) Corporate Resolution, giving authority to Wendy Sapp RMR Office Manager to sign on behalf of the Rocky Mountain Region USA Volleyball.
5. (M#7/S/P) RMR Events Schedule for the 2011 season was finalized. Events included are the Adults, Juniors and Junior Beach.

**Next Meeting:** November 8<sup>th</sup>, 2010

**Meeting adjourned at 8:28 p.m. (M#8/S/P)**



UNAPPROVED RMR Board of Directors  
November 08, 2010

Meeting was called to order at 7:03 p.m. by Glenn Sapp.

**Members Present:** Gary Houghton, Fran Zelinkoff, Glenn Sapp, Alfonso Pantoja, Kirk Rowland, Cathy Mahaffey, Patti Enright-Harris, Bill Peer and Beth Kuwata

**Members Absent:** Kim Pappas, George Barrows, Kathy Schell, Kent Haggard, Doug Miller, and Frank Gray

**Others Present:** Wendy Sapp and Candace Zane

**Minutes:** The minutes of the August 16, 2010 Board meeting were accepted. (M#1/S/P).

**Treasurer's Report:** Accepted (M#2/S/P)

**Committee Reports:**

Events Committee:

1. Adult Team 18 Men's Teams & 25 Women's Team
2. Adult Membership to date Males 408 & Females 539
3. Adult teams must register as a full team (at least 6 players) but the day of the tournament teams may begin and play with 5 players in Region play only excluding Regionals. The ghost player will be overlooked until the ghost reaches the service position (M#4/S/P)

Junior Committee

1. Anticipated # of Clubs: 109 Participating Clubs a lot of new mom & pop clubs
2. Junior Membership to date: Jr Males 71 & Jr Females-3,204
3. Coaches Clinic will be January 8 at the RMAC
4. Impact Clinics are December 12 & January 29
5. Showdown event is full and waitlisted in every age division. We have expanded by 8 teams in the 13/12's division. We will use an extra site for Saturday and Sunday Pool Play, but have worked the playoffs in at Norco Facility
6. There are a number of club directors and coaches are not registered
  - a. We need to put in a procedure/sanction for club directors not verifying memberships before individuals participate (coaches and players) due to liability issues
  - b. Next year requiring club directors to be current members before issuing the Certificate of Insurance they request

Official's Committee

1. Clinic material is almost done, there were no changes from USAV, but we are adding a few minor changes/clarifications
2. Paid Officials we will have 2 mandatory meetings

- a. Dec 12 @ 5pm at Embassy Suites Denver Southeast, meeting will cover procedures and protocol for the 2011 season
- b. Jan 2 all officials will need to work the friendship tournament and they will have to scorekeep at least 2 matches, all work will be volunteered
3. Requesting \$900 for mentoring for division 3 or 4 during power events-officials will not be paid, Mentors will be at 2 sites and will receive compensation (M#3/S/T)
  - a. This is to help build a larger and stronger core group
  - b. Send out officials information to clubs to get older kids interested in officiating

#### Office Committee

1. Rebuilt the Server for approximately \$900 vs. buying a new Server for \$2,100

#### **Old Business:**

1. Completed IRC Resolution
  - a. Cost to the Region \$500 deductible
  - b. RMR had to define what the plaintiff could do as a club director
  - c. This could possibly double our BOD Insurance
2. 800 number still needs to be reviewed
  - a. Motion to cancel the 800 number (M#4/S/P)

#### **New Business:**

1. Report on October meeting
  - a. Nationals will be held in Dallas, TX
  - b. Talked about cleaning up the wording in the RVA Bylaws
  - c. Insurance coverage for AAU vs USAV events

#### **Breakout Sessions:**

1. Officials discussed growing paid officials core and mentoring program
2. Events growing adult participation
  - a. Adult teams must register as a full team (at least 6 players) but the day of the tournament teams may begin and play with 5 players in Region play only excluding Regionals. The ghost player will be overlooked until the ghost reaches the service position (M#5/S/P)
3. Juniors discussed sanctions for unregistered individuals

**Next Meeting:** January 25, 2011 (M#6/S/P)

**Meeting adjourned at 8:53 p.m.** (M#7/S/P)



RMR Board of Directors  
January 25, 2011

Meeting was called to order at 7:02 p.m. by Glenn Sapp.

**Members Present:** Gary Houghton, Fran Zelinkoff, Glenn Sapp, Frank Gray, Kirk Rowland, Patti Enright-Harris, Bill Peer, George Barrows, Kent Haggard, and Kathy Schell

**Members Absent:** Kim Pappas, Doug Miller, Alfonso Pantoja, Cathy Mahaffey, and Beth Kuwata

**Others Present:** Wendy Sapp and Candace Zane

**Minutes:** The minutes of the November 8, 2010 Board meeting were accepted. (M#1/S/P).

**Treasurer's Report:** Accepted (M#2/S/P)

**Committee Reports:**

Events Committee:

1. Adult Regional Funding:\$750 Approved for 2011 Regional Event, Out of Committee (M#3/S/P)

Junior Committee

1. 395 teams-close to last years number
2. Open tournament:
  - a. Only involves 12 teams, Kirk and Glenn have spent a lot of time on the format, seeding
  - b. Wants to let the tournament go, Junior Community will decide if tournament should be an invitational.
3. Impact Clinic is 1/29/11 at the Embassy Suites Denver Southeast
4. Junior Beach
  - a. 5 Tournaments are set for this summer
  - b. Partnering with MSN again
  - c. The budget will be presented at the March Board Meeting
5. Showdown: 2 openings-1 in 15's and 1 in 16's
  - a. This tournament was created for lower level teams to have the opportunity to play; Bill Peer suggests contracting the event out to another individual so someone else run the event because it takes a lot of office hours and does not bring in that much income.

Official's Committee

1. Commission has been formed and is not asking for money this year.
2. Ideas for next year
  - a. Head Official-evaluate officials at a site with at least 4 courts

- b. Non-paid officials will be trained to advance to next level so they can be paid
- c. Final proposal will be ready by August to meet print deadline of Junior Handbook
- d. This program is designed to create "good" paid officials who can officiate at high levels of play.

#### Office Committee

1. Computer virus caused the office to have the computer battery packs replaced and system reloaded. Wendy will check with Brandon (computer tech) to find out why AOL crashed/virus and should we change anti-virus software.

#### **Old Business:**

1. Toll free number has been disconnected
2. Coaches clinic
  - a. Clinicians and demo kids were outstanding
  - b. Every other year we have a good attendance, disappointed in Club Director and Coaches for not attending, but the money spent on the clinic is worth it.
  - c. Need incentives to get coaches to attend

#### **New Business:**

1. Motion to pay for Glenn Sapp's, part-time office employee, health insurance due to his length of service. (M#5/S/P)
2. Elections at next meeting
3. Kim Pappas is very sick. She is relinquishing her board position and we will need a replacement.

**Next Meeting:** March 22, 2011 (M#6/S/P)

**Meeting adjourned at 8:40 p.m.** (M#7/S/P)



**APPROVED**  
RMR Board of Directors  
MARCH 28, 2011

Meeting was called to order at 7:04 p.m. by Glenn Sapp.

**Members Present:** Gary Houghton, Fran Zelinkoff, Glenn Sapp, Kirk Rowland, Patti Enright-Harris, George Barrows, Kent Haggard, Alfonso Pantoja, Cathy Mahaffey, and Beth Kuwata

**Members Absent:** Kim Pappas, Doug Miller, Kathy Schell, Frank Gray, and Bill Peer

**Others Present:** Wendy Sapp and Candace Zane

**Minutes:** The minutes of the January 25, 2011 Board meeting were accepted. (M#1/S/P)  
Correction Kent Haggard was present.

**Treasurer's Report:** Accepted (M#2/S/P)

**Committee Reports:**

Adults Committee:

1. Adult Regional Event was Sunday March 27, 2011
2. Teams attending US Opens
  - a. (4) Age Level Teams
  - b. (11) Club Level Teams
  - c. (1) Reverse Coed Team

Junior Committee

1. Motion (M#3/S/P) that the RMR Showdown remain an RMR run event.
2. Motion (M#4/S/P) to accept the proposed Hardship Awards as adjusted.
3. Hardship Form Modifications
  - a. Follow up with club directors in March for updated funds raised
  - b. Find out if players have part time jobs or extra curricular activities
  - c. Add club dues and travel to the form
4. Start a sub committee to look into increasing Hardship Funds
  - a. Kirk Rowland-Chair of Committee, Patti Enright-Harris, Wendy Sapp, Cathy Mahaffey

Official's Committee

1. Continue providing paid officials for Division 1 & 2.
  - a. The paid officials program has been a glorious success.
  - b. The official's commission wants to train and evaluate more before adding additional divisions.
  - c. The money for evaluators and trainers will come out of the officials budget
  - d. We would like to get 18 and 17 year olds involved in the paid officials program.

### Office Committee

1. Start looking into purchasing a new copier. Copier was purchased on 2/5/2001 in the amount of \$8,819.50. The copier still works fine but it is getting more difficult to get replacement parts because the equipment is getting obsolete.
  - a. An email will be sent out of the findings and the board will vote for approval via email, if something is found prior to the next Board meetin.

### **Old Business:**

1. Computer Virus Report from Brandon Hoffman of 1World Technology

### **New Business:**

1. Elections vote by acclamation (M#5/S/P)
2. Need to find individuals for the Recreation Representative and Jr Beach Representative position on the RMR Board of Directors
3. Motion (M#6/S/P) for funding for the Wendy Sapp and Candace Zane, and Glenn Sapp-Office Staff, Kirk Rowland-Junior Coordinator, Kent Haggard Scorekeeper Chair, and Jim Henthorn-Jr Referee Chair to attend the Nationals meetings in Dallas, TX.

**Next Meeting:** June 7<sup>th</sup>, 2011 (M#7/S/P)

**Meeting adjourned at 8:16 p.m.** (M#8/S/P)