



north american gay+ volleyball association

Annual Meeting Agenda

**North American Gay Volleyball Association
Annual Meeting of Membership
Sunday, May 7, 2023**

Digital Forum via Zoom

Room opens at 2:30 pm EST/11:30 am PST
Meeting Begins at 3:00 pm EST/12:00 am PST

Join Zoom Meeting

<https://us02web.zoom.us/j/89906726723?pwd=eXlqZFNWnN3BVYU9zNmEvRFp4VjZRQT09>

Meeting ID: 899 0672 6723

Password: NAGVA2023

Find your local number: <https://us02web.zoom.us/j/89906726723>

Password: 418468748

Annual Meeting Rules of Engagement

Please ensure an understanding of ZOOM, link provided below to ZOOM tutorials:

<https://support.zoom.us/hc/en-us/articles/206618765-Zoom-Video-Tutorials>

When entering the room please put your ID as your first and last name so that we can confirm membership and entry into the meeting.

Please ensure you are on mute at all times, unless you have been recognized by Chair and have the floor.

Please raise hand via ZOOM chat to establish to the Chair that you would like to take the floor.

Robert's Rules of Order will be used to run this meeting. (See Attachment C)

If you are speaking, please state your name prior to beginning as to notify the Assembly.

If you call-in, please confirm your identity or you will be removed from the meeting.

State of NAGVA:

April 21, 2023

Members of NAGVA:



NAGVA is back back back again! Below is a snapshot of what has happened during the current 2022-2023 NAGVA season and plans for next season.

It has been wonderful to see everyone back on the court, and WOW, have people been back. By the end of March, NAGVA has hit over 5,700 Members. That is the largest membership of any NAGVA season! This has been accomplished in 35 tournaments this season with another two to go!

Last year we teased a change in our branding. That process began with the creation of our new logo. We're very proud of the simplistic yet bold messaging of who we are as an organization. The logo pays homage to our history, but also notes that our Membership is more than just the "G." Just this month, the Board has been working with a new website developer to bring about the long-promised update to our website, database, and technology offerings. We know we began promoting our new branding at Championships 38, however, after additional discussions, we wanted to make sure we did the rebranding justice.

In addition to the tech modernization, we are excited to share that we have submitted our request to the IRS to convert from a 501(c)(7) Membership Organization to a **501(c)(3) Charitable Organization!** This is an important step in NAGVA's future and one that was contemplated when we were originally incorporated. It will allow us to become the recipient of corporate donations more easily, as well as donation-matching programs and any other individual donations, and in return, donors will be able to receive credit for their generosity on their taxes. Sadly, your Membership dues **do not** count as a donation!

I hope everyone is ready for the next season. We are excited to kick off the 2023-2024 season in San Francisco and the return of Nashville, bookending the July 4th holiday. We are thrilled to welcome back our NAGVA-run Seattle and SL,UT tournaments and welcome Raleigh to the calendar. There are also some new cities which will be run by local groups in the works - we think you're going to really like them!

I say this in every State of NAGVA, but it always rings true: we are always looking for ways to improve the player experience and quality of volleyball for our Members. The Board values all opinions from NAGVA Members, so please reach out to any of us with thoughts/suggestions/ideas on how we can improve your Membership experience. We are always on the lookout for volunteers who may wish to join the Board, become Regional Commissioners, Trusted Raters, or may be interested in becoming Tournament Directors. If you're interested, please reach out to me at president@nagva.org or to any Board Member.

Thank you for coming back and we're so appreciative of you ALL! We look forward to welcoming you back in the upcoming season and seeing you in Fort Lauderdale for NAGVA Championships XXXIX!

Lew Smith
President, NAGVA



2022-2023 NAGVA Estimated Final Budget

(Actual July 1, 2022 through March 31, 2023; Estimate for April 1, 2023 to June 30, 2023)

Submitted by: Rich Sucre, Treasurer

REVENUE	
Individual Online Registration	\$176,698.91
Team Registration	\$21,790.00
Tournament Sanctioning Fees	\$19,042.50
Additional Sanctioning Fees Estimate	\$5,195.00
Championships	\$58,600.00
Championships Add'l Income Estimate	\$5,150.00
2022 NAGVA-Sponsored Tournaments (Seattle & SL,UT)	\$26,718.52
Bank Account Interest	\$26.48
TOTAL REVENUES	\$313,221.41
EXPENSES	
Insurance (2023-2024) Estimate	\$9,500.00
PayPal Fees	\$12,818.62
PayPal Fees Estimate (April to June 2023)	\$2,000.00
Website	\$4,324.90
RC Reimbursements/Costs	\$98,173.24
RC Reimbursements/Costs Estimate (April to June 2023)	\$6,000.00
Mid-Year Board Meeting	\$14,198.47
Office Supplies	\$1,640.93
Bank Service Charge	\$1,745.00
Professional Fees	-\$418.15
Rebranding	\$5,500.00
2022 Tournament Expenses (Seattle & SL,UT)	\$26,976.51
2020 Tax Payment*	\$3,139.07
Championships	
2022 Board & Volunteer Travel	\$29,278.28
2022 Officials	\$2,465.00
2022 Facility	\$26,317.25
2022 Banquet	\$35,385.82
2023 Board & Volunteer Travel	\$8,102.15
2023 Volleyballs	\$2,481.17
2023 Planning Trips	\$1,999.81
2023 Awards	\$867.18
2023 Banquet	\$55,000.00
2023 Beer Garden Estimate	\$15,000.00
2023 Officials Estimate	\$12,500.00
2023 T-Shirts Estimate	\$7,500.00
2023 Courts Estimate	\$30,000.00
2023 Championships Add'l Expenses	\$15,000.00
2026 Facility Deposit	\$4,072.72
2027 Facility Deposit	\$3,605.10
TOTAL EXPENSES	\$435,173.07

* Pending IRS Refund

Blue Text – Denotes estimate for April 1, 2023 to June 30, 2023



THANK YOU to the NAGVA Board of Directors!

Lew Smith - President

Josh Baxter – Executive Vice President

Andrew Crawford - Secretary

Richard Sucre - Treasurer

Tyler Malpass - Member at Large

Taylor Narvasa - Member at Large

Gabe Shelton – Member at Large

Ohu Phomtavong - Member at Large

Dianna Fernandez – VP of Tournaments

Tyler Anderson– VP of Regions

Josh Christensen – Director of Eligibility

Jen Callen - Registrar

Donald Leckey – VP of Officials

AJ Johnson – Director of Technology

Jimmy Schultz – Director of Communications

Nelson Santos – Canadian Representative



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|---|------------------------------|
| 1. Welcome & Introductions
State of the Organization | Lew Smith, President |
| 2. Financial Report | Rich Sucre, Treasurer |
| 3. NAGVA Department Reports | Lew Smith, President |

a. Tournaments

Season Stats:

There were 3 tournaments that did not return, compared to 6 in the 2020-2021 season and 11 in the 2019-2020 due to COVID concerns.

2022-2023 Total	34	2021-2022 Total	26	2019-2020 Total	27
Held in 2022	22	Held in 2021	15	Held in 2019	22
Held in 2023	12	Held in 2022	11	Held in 2020	5
Non-Returned Tournaments	3	Non-Returned Tournaments	6	Non-Returned Tournaments	11

We also had several changes and new tournaments this year.

New Events	3
New Date	2
New Management	1
Old Tournament that Came Back (after COVID)	3

The largest tournaments were Austin, Dallas, and Houston and New Orleans with 100, 100, and 84, respectively.

Austin	100
Dallas	100
Houston	84
New Orleans	84

Fill rates by division are below. On average, the fill rate is 83%. The total number of team registrations (including teams attending multiple tournaments) was 1389, a 128% increase over last season. The B division continues to have the highest fill rate.

Agenda Continued on Next Page...

Division	Cap	Actual	Fill Rate
B	742	704	95%
BB	631	575	91%
A	6	0	0%
Mod A1	191	51	27%
Mod A3	6	0	0%
Open A/AA	48	11	23%
MB	30	30	100%
MBB	24	18	75%
Totals	1678	1389	83%

There were two destination tournaments: Palm Springs Masters and Maui.

b. Regions

- During the 2022-2023 season, 21 Regional Commissioners and NAGVA Raters performed over 2,200 ratings in 32 tournaments (not including Cleveland or LA - not completed at time of this report) compared to almost 2,000 total ratings in 26 tournaments during the 2021-2022 season. Of those ratings, 169 were re-rates: total numbers can be found in the table below.
 - All tournaments except for 2 (Palm Springs Master, Golden Apple) were assigned a minimum of 2 RCs/Raters, and the two exceptions utilized player raters.
 - Amended the previously implemented NAGVA Approved Rater Protocol, protecting quality of training but reducing challenges to completion, resulting in 9 NAGVA Raters.
 - Initiatives established for 2020-2021 season as shared at Denver Championships were continued to this current 2022-2023 season:
 - Continue to send a minimum of 2 RCs to every tournament to eliminate the need for player raters. **27/29 tournaments did meet this criteria. Two tournaments did not due to size of tournament and cost mitigation strategies.**
 - RCs will continue to be non-playing. **MET**
 - Continue to encourage players to become RCs or Raters across the country. **MET/Continuing - Implemented NAGVA Rater Protocol with 9 members.**
 - Initiatives for 2022-2023 Season:
 - Rate players who are playing in a “home C Division” at a NAGVA Tournament time and asset permitting to further grow the C Rating. Players playing in the “home C Division” at the Dallas Spring Break tournament were rated in March 2020. **Met**
 - Continue to send a minimum of 2 RCs to every tournament and, if possible, at least 2 for each facility. **Met when acceptable**
- **Agenda Continued on Next Page...**

- RCs and Trusted Raters will continue to be non-playing. **Met**
- Continue to encourage players to become RCs and Raters. **Met**
- RC/Rater Training at a fall tournament to continue to maintain quality and consistency. The last all RC training was in Sacramento 2016. **Adapted this season to focus on quality pipeline and balancing training with more experienced RCs.**

2022-2023 Stats

Season	Ave. # of NRs Completed/Tourney	Ave. # of Total Re-rates Completed/Tourney	Up	Down	Same	Total RCs Sent:
2022-2023**	85	10.6	75%	21%	4%	87
2021-2022	76.54	7.04	62.72%	16.57%	20.12%	67
2020-2021	No Season due to Covid-19					
2019-2020*	62.81	7.3	54.31%	10.15%	35.03%	63
2018-19	58.86	7.5	50.00%	12.22%	38.15%	64
2017-18	53.5	10.28	61.08%	6.76%	30.54%	63
2016-17	52.3	11.03	65.38%	7.69%	26.92%	63
2015-16	47.6	8.05	40%	24.10%	36.50%	44
* Shortened season due to Covid-19						
** Does not include CLV or LA Tournament, Final Report will be published on the NAGVA Website at later date.						

c. Eligibility

- Medical Rerated (68 Total)
 - 22 Granted, 46 denied
- 3-year Inactivity Rerates (469 Total)
 - 428 Granted, 41 denied
- Rating Protests (4 total)
 - 1 granted, 3 Denied
- Grievances (19 total)
 - 17 decided by Eligibility, 1 referred to Executive Board, 1 referred to full NAGVA Board
 - 9 resulted in sanctions, 9 dismissed
 - 2 sanctions appealed to NAGVA Board both upheld, 1 dismissal appealed to NAGVA Board and upheld
 - 1 grievance open
 - 1 sanction appealed to NAGVA Membership

Agenda Continued on Next Page...

- Rules Waiver (20 Requested)
 - o 2 granted, 18 denied
- 2021-2022 (for comparison)
 - o 60 Medical Rerates (24 granted, 36 denied)
 - o 3-year Inactivity (214 granted, 23 denied)
 - o Rating Protests (1 granted, 5 denied)
 - o Grievances (6 granted 2 dismissed)
 - o Rules Waiver (6 granted, 4 denied)

d. Communications

When communicating to the NAGVA audience, we reach individuals through Facebook and Instagram. Below are the number of followers we have in the communication channels:

- Facebook – NAGVA, Inc – 3,188 followers (244 more than 2022)
 - o Reached 6,783 accounts from Mar 17, 2022 – Apr 17 2023 (395 more than 2022)
- Facebook – NAGVA NETwork – 8,400 members (1,100 more than 2022)
- Instagram – 1,921 followers (450 more than 2022)
 - o Reached 5,293 accounts in last 90 days
- We have made almost 300 posts across platforms with the intention of diversifying outside of standard Facebook and Instagram posting

For the training requirement we shared a training to the board on Diversity, Equity, and Inclusion.

- | | |
|---|---|
| <p>4. NAGVA MAL Elections (LOIs: Attachment A).</p> <p>a. Received Nominations:</p> <ul style="list-style-type: none"><i>i. Tyler Malpass</i><i>ii. Kerry “Ohu” Phomtavong</i><i>iii. Jordan Rosenberg</i><i>iv. Nelson Santos</i> | <p>Josh Baxter, Executive Vice President</p> |
| <p>5. Member Appeal to the General Membership</p> <p>a. Nelson Kuhnagel</p> | <p>Josh Christensen, Eligibility</p> |
| <p>6. Amendment Proposals</p> | <p>Drew Crawford, Secretary</p> |

Bylaw Amendment Submissions

Submission B.1

- **What By-law article or Rules & Regulations section are you proposing to amend?**
Article 1 By-laws
- **What is the original text of the article/section?**
1. Exclusively to foster international amateur sports competition,
- **What is the proposed amended text of the article/section?**
“Exclusively to foster international amateur sports competition for the LGBTQIA+ Community”
- **What is your rationale for this amendment?**
More inclusive language
- **name**
Andrew Crawford
- **nagvaid**
162674
- **email**
crawford.and@gmail.com

Board Opinion:

Unanimous support

Submission B.2

- **What By-law article or Rules & Regulations section are you proposing to amend?**
2.01 Classification and Requirement (Bylaws)
- **What is the original text of the article/section?**
B. A "Member League", hereinafter referred to as "League(s)", is defined as an organization that has fulfilled all of the following requirements and has been awarded full voting privileges in the General Membership of the Association:
 1. Paid the yearly dues and individual fees.
 2. Submitted a completed NAGVA registration form, that includes the names, addresses, and information requested of a League Representative, other League administrators, key leaders, competition leaders, and general participation.
 3. Conduct weekly competition for local/regional players, primarily programmed for recreational or social activities.C. Individuals and Leagues may hereinafter be referred to as "Members."
- **What is the proposed amended text of the article/section?**
B. Individuals may hereinafter be referred to as "Members."
- **What is your rationale for this amendment?**
NAGVA only receives a limited amount of Member Leagues per Year (max of 5). In reality, it often confuses registration among Members. We can always list similar affinity groups through our website or in other means. It is better to focus the membership on the individuals.
- **name**
Richard Sucre
- **nagva id**
163612
- **email**
richard.sucre@gmail.com

Board Opinion:
Unanimous support

Submission B.3

- **What By-law article or Rules & Regulations section are you proposing to amend?**
3.07B (By-Law)
- **What is the original text of the article/section?**
Upon the death, incapacity, resignation, or removal of any elected member of the Board other than the President, the vacancy created must be filled through a special election in no more than 60 days from the creation of the vacancy pursuant to the procedures set forth in Section 2.09, or at the annual meeting whichever is sooner. Eligibility to vote in this election will follow section 2.02 with all definitions interpreted at the time when such election is held.
- **What is the proposed amended text of the article/section?**
Upon the death, incapacity, resignation, or removal of any elected member of the Board other than the President, the vacancy created must be filled through a special election in no more than 120 days from the creation of the vacancy pursuant to the procedures set forth in Section 2.09, or at the annual meeting whichever is sooner. Eligibility to vote in this election will follow section 2.02 with all definitions interpreted at the time when such election is held.
- **What is your rationale for this amendment?**
In the past few special elections, there were only Members who have paid their dues for a few tournaments: SF, Austin, and Chicago (which has now moved to late October). This puts enormous power only in the hands of a few. Expanding the special election deadline allows more Members to become eligible to vote for their representative.
- **name**
Lew Smith
- **nagvaid**
151303
- **email**
lbsmith_99@yahoo.com

Board Opinion:
Unanimous support

Submission B.4

- **What By-law article or Rules & Regulations section are you proposing to amend?**
4.01H By-Laws : The responsibilities of the Board of Directors
- **What is the original text of the article/section?**
Suspending a Team, League, or individual player for a serious rule violation. (Such suspension may be for any period up to a maximum of two year from the date of suspension. In the event of an act of violence or sexual assault, the Board may suspend for an indefinite amount of time. Members of a suspended Team or individual players who have been suspended shall not be permitted to play in any NAGVA---sanctioned tournament during the period of suspension.)
- **What is the proposed amended text of the article/section?**
Suspending a Team, League, or individual player for a serious rule violation. (Suspensions may be for any length of time. If a Member is suspended indefinitely, they are permitted an opportunity to petition the Board of Directors and/or Membership to be reinstated. Members of a suspended Team or individual players who have been suspended shall not be permitted to play in any NAGVA---sanctioned tournament during the period of suspension.)
- **What is your rationale for this amendment?**
Allows the Board of Directors greater leeway on suspensions for egregious violations of the NAGVA Code of Conduct while allowing an opportunity for those suspended indefinitely to return to the Organization.
- **name**
Lew Smith
- **nagva id**
151303
- **email**
lsmith_99@yahoo.com

Board Opinion:
Unanimous support

Submission B.5

- **What By-law article or Rules & Regulations section are you proposing to amend?**

By-Law 4.03

- **What is the original text of the article/section?**

None

- **What is the proposed amended text of the article/section?**

D. MALs may be assigned duties and projects by the President, as needed.

- **What is your rationale for this amendment?**

Allows for additional duties and adds structure to the MAL position

- **name**

Lew Smith

- **nagvaid**

151303

- **email**

lsmith_99@yahoo.com

Board Opinion:

Unanimous support

Submission B.6

- **What By-law article or Rules & Regulations section are you proposing to amend?**
Bylaws 4.04 B8 & 9
- **What is the original text of the article/section?**
Canadian Representative
 - a. Shall be a NAGVA member in good standing, a citizen of Canada, and represent Canadian involvement and concerns on issues of NAGVA. They shall assist in the development, recruitment and involvement of Canadian players, teams and tournaments.
- 9. Past President
 - a. Shall be a member in good standing and a Past NAGVA President. They NAGVA is an IRS 501(c)(7) organization shall share the knowledge and experience they acquired as President and consult the Board on such topics as organizational development, previous and current policy, and Championships bidding/negotiations/execution.
- **What is the proposed amended text of the article/section?**
Removal
- **What is your rationale for this amendment?**
Boards should be lean and high functioning. Positions have not produced valuable impact over the history of their lifespan.
- **name**
Andrew Crawford
- **nagva id**
162674
- **email**
crawford.and@gmail.com

Board Opinion:
Majority support

Submission B.7

- **What By-law article or Rules & Regulations section are you proposing to amend?**
4.04 Executive Appointments
- **What is the original text of the article/section?**
7. Director of Communications
a. Works in concert with the Members at Large to craft and implement a communications strategy for the Association to meet the following goals:
 - i. Increase awareness among Members of Association activities, policies, and governance.
 - ii. The communications strategy must include, but is not limited to, the use of social media, email, and the NAGVA website to communicate information.
 - iii. Improve relations with Members by producing resources and trainings for the Board of Directors and Regional Commissioners on customer service.
- **What is the proposed amended text of the article/section?**
7. Director of Communications
a. Works in concert with the Members at Large to craft and implement a communications strategy for the Association to meet the following goals:
 - i. Increase awareness among Members of Association activities, policies, and governance.
 - ii. The communications strategy must include, but is not limited to, the use of social media, email, and the NAGVA website to communicate information.
 - iii. Improve relations with Members for the Board of Directors, Regional Commissioners and Raters.
- **What is your rationale for this amendment?**
This broadens the scope of work for the Director of Communications and identifies the goal for the individual rather than dictating specific tasks. Bylaws should be broad and allow for the individual to craft a plan that is specific for the position.
- **name**
Richard Sucre
- **nagva id**
163612
- **email**
richard.sucre@gmail.com

Board Opinion:
Unanimous support

Submission B.8

- **What By-law article or Rules & Regulations section are you proposing to amend?**
ARTICLE IX: EQUAL OPPORTUNITY AND RIGHTS
- **What is the original text of the article/section?**
n/a
- **What is the proposed amended text of the article/section?**
In addition, the Association shall not define an individual's gender or identity as a means for qualifying or disqualifying a Member from participation.
- **What is your rationale for this amendment?**
We want NAGVA to establish a firm policy for not gender policing and to be explicit in our supporting of members who are questioning, queer, non-binary or gender non-forming.
- **name**
Richard Sucre
- **nagvaid**
163612
- **email**
richard.sucre@gmail.com

Board Opinion:
Unanimous support

Submission B.9

- **What By-law article or Rules & Regulations section are you proposing to amend?**
14.03(B) (By-Law)
- **What is the original text of the article/section?**
Hall of Fame committee will be comprised of a Chairman: NAGVA VP and members: NAGVA MALs and Canadian Representative.
- **What is the proposed amended text of the article/section?**
Hall of Fame committee will be comprised of a Chairman: NAGVA Executive Vice President and members: NAGVA MALs and Elected Officers.
- **What is your rationale for this amendment?**
Making the Committee comprised of everyone elected by the Membership
- **name**
Lew Smith
- **nagva id**
151303
- **email**
lsmith_99@yahoo.com

Board Opinion:
Majority support

Submission B.10

- **What By-law article or Rules & Regulations section are you proposing to amend?**

7.02(D) By-law

- **What is the original text of the article/section?**

If the Director of Eligibility considers the complaint himself/herself, the Director of Eligibility will have ten (10) days to review the issue and come to a decision.

If the Director of Eligibility refers the complaint to either (1) the full voting NAGVA Board of Directors or (2) the NAGVA Executive Officers, the respective group will have ten (10) days from receipt of the complaint from the Director of Eligibility to come to a decision.

- **What is the proposed amended text of the article/section?**

If the Director of Eligibility considers the complaint himself/herself, the Director of Eligibility will have ten (10) days to review the issue and come to a decision.

If the Director of Eligibility refers the complaint to either (1) the full voting NAGVA Board of Directors or (2) the NAGVA Executive Officers, the respective group will have thirty (30) days from receipt of the complaint from the Director of Eligibility to come to a decision.

- **What is your rationale for this amendment?**

The compressed timeline makes it difficult to gather the full Board of Directors within 10 days of a referral. As the Board meets monthly, increasing the time allowed to consider the complaint is more feasible, and reasonable, for an all-volunteer board.

- **name**

Lew Smith

- **nagva id**

151303

- **email**

lsmith_99@yahoo.com

Board Opinion:

Majority support

Rules & Regulations Amendment Submissions

Submission RR.1

- **What By-law article or Rules & Regulations section are you proposing to amend?**

R&R Code of Conduct

- **What is the original text of the article/section?**

I will not use bad language

- **What is the proposed amended text of the article/section?**

...

I will not engage in hate speech

I will not play while impaired due to drug or alcohol use

I will not abuse others through physical, verbal, or written means

I will not abuse or bully others through physical, verbal, cyber, or written means

- **What is your rationale for this amendment?**

Update the Code of Conduct to provide clarity.

- **name**

Lew Smith

- **nagvaid**

151303

- **email**

lsmith_99@yahoo.com

Board Opinion:

Unanimous support

Submission RR.2

- **What By-law article or Rules & Regulations section are you proposing to amend?**
Rules and Regulations, Code of Conduct
- **What is the original text of the article/section?**
I will act in ways that respects my team, NAGVA representatives and tournament personnel.
- **What is the proposed amended text of the article/section?**
I will act in ways that respects the LGBTQIA+ community, my team, NAGVA representatives and tournament personnel.
- **What is your rationale for this amendment?**
more inclusive and explicit
- **name**
Andrew Crawford
- **nagva id**
162674
- **email**
crawford.and@gmail.com

Board Opinion:

Unanimous support

Submission RR.3

- **What By-law article or Rules & Regulations section are you proposing to amend?**

NAGVA Code of Conduct

- **What is the original text of the article/section?**

I understand that if I do not obey this Code of Conduct, I will be subject to a range of consequences by the local tournament committee or director and/or the NAGVA board up to and including not being allowed to participate.

- **What is the proposed amended text of the article/section?**

Disciplinary action may include but is not limited to:

1) 1st Yellow Card - Warning

2) 2nd Yellow Card - Ejection from the game

3) 3rd Yellow Card or 1st Red Card - Ejection from the tournament

- **What is your rationale for this amendment?**

NAGVA has continued to allow disgusting unsportsmanlike behavior by its players with no repercussions. I understand the gay community can be catty and tempers can flare during high stakes games, but the consistent verbal assault of other players is uncalled for in these games. I have been a part of NAGVA since 2015 and tournament after tournament, the same players continue to taunt others while on the court. Incredibly offensive name calling has become a commodity. I have personally witnessed NAGVA staff find humor in this behavior.

The NAGVA code of conduct states: I will practice good sportsmanship. I will act in ways that respects my team, NAGVA representatives and tournament personnel. I will not use bad language. I will not fight with other athletes, coaches, volunteers, or staff.

Players should have an opportunity to complain to either the referees and/or NAGVA personnel and action should be taken. Refs should be more proactive in handing out yellow cards for unsportsmanlike conduct and NAGVA officials should be watching players and handing out cards as well. At the end of the day, it's a gay recreational league. We should be fostering a competitive but most importantly an inclusive environment instead of a hostile one. Is this how we want to hand off the association to our younger generations?

- **name**

Holden Davis

- **nagva id**

174859

- **email**

J.HoldenDavis@gmail.com

Board Opinion:

Majority does not support

Submission RR.4

- **What By-law article or Rules & Regulations section are you proposing to amend?**

1.04 NAGVA Tournament Locations

- **What is the original text of the article/section?**

The NAGVA Board of Directors with direction from the VP of Tournaments will do its due diligence to make sure NAGVA offers tournaments throughout the country, in all regions, throughout each season. If there is a region of part of the country where there is no tourney, the VP of Tournaments with assistance from the NAGVA Board will identify key contacts in that area to look at starting a tourney in that area in the future.

- **What is the proposed amended text of the article/section?**

The NAGVA Board of Directors will do its due diligence to make sure NAGVA offers tournaments throughout the country, in all regions, throughout each season. If there is a region or part of the country where there is no tourney, the NAGVA Board will identify key contacts in that area to look at starting a tourney in that area in the future.

- **What is your rationale for this amendment?**

This is a process better left to the full NAGVA Board and not one individual to better use available resources.

- **name**

Lew Smith

- **nagva id**

151303

- **email**

lsmith_99@yahoo.com

Board Opinion:

Unanimous support

Submission RR.5

- **What By-law article or Rules & Regulations section are you proposing to amend?**
2.04D Rules and Regulations
- **What is the original text of the article/section?**
Ratings and re-ratings are based on skill level. A player may request a Medical Re-rate based upon substantiated evidence of an injury or medical condition. If the Medical Re-rate is granted, the player will be treated as an initial rating under subsection A above. In their request for Medical Re-rate, players must also ensure that their request complies with the NAGVA Code of Conduct under section 1.02 D.
- **What is the proposed amended text of the article/section?**
Members having sustained a significant injury/medical condition (e.g. ACL, rotator cuff, Achilles, open heart surgery) resulting in not being able to play at their rated skill level for at least 16 weeks may apply for a medical re-rate. The medical re-rate request form must be signed by a medical professional (e.g., MD, DO, NP, PA, DPT) not affiliated with NAGVA. The form must also include date of injury. The request will be reviewed by an eligibility committee made up of three Board members/regional commissioners and decided on a case-by-case basis. Those granted re-rate will then follow rule 2.02 (Non-Rated Player). Those found not playing at their actual ability or falsifying documentation will be considered in violation of the Code of Conduct and can be removed from NAGVA for up to two years.
- **What is your rationale for this amendment?**
To clarify and make the current rule more specific, as well as define the consequences for breaking the Code of Conduct related to medical re-rates. This rule would also replace the current policy the Board follows, which requires members to be out for 12+ months. Additional, the proposed change is both promoting participation while simultaneously promoting safety and well-being.
- **name**
Greg Thomas
- **nagvaid**
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Board Opinion:
Majority does not support

Submission RR.6

- **What By-law article or Rules & Regulations section are you proposing to amend?**
2.04 (Rules and Regulations)
- **What is the original text of the article/section?**
 1. Upon registering for the first time with NAGVA, the team representative will indicate what they believe to be a player's rating. This rating will be the provisional rating. All provisional ratings will be verified by NAGVA officials using the above guidelines and observing play. Once a new player is given their rating by NAGVA officials, this player will have an initial rating. NAGVA officials may modify the initial rating based on observed play. At the conclusion of the tournament, the player will have a final, established rating. This new player may be re-rated at any time.
- **What is the proposed amended text of the article/section?**

B.

 - 1.2 If a Non-Rated player is given an initial or final rating that is higher than the division they are playing in, their team will automatically forfeit their current match (if between sets), or most recently completed match.
- **What is your rationale for this amendment?**
 1. Teams that have a player who plays at a higher level are at an unfair advantage.
 2. Currently when a non-rated player is rated at higher level, they are the only person affected by the outcome, and typically not able to play in the remainder of the tournament. There is no accountability for team representatives that players they bring are playing in the appropriate division, despite it being their responsibility.
- **name**
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164707
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Board Opinion:
Majority support

Submission RR.7

- **What By-law article or Rules & Regulations section are you proposing to amend?**

Section 2.04 (G)

- **What is the original text of the article/section?**

G. Inactivity Re-rate

Members with a break in participation of at least three consecutive years are eligible to return to play as a non-rated player. The request must be submitted in writing to the Director of Eligibility, following the appeal process defined in Rule 2.01. Upon verification that no participation occurred over the prior three years, the rating change is approved and effective immediately. Participation is defined as and verified by record of the member's signature on an official team roster/waiver for a sanctioned tournament. Last rated date is not a valid time point for verifying a period of inactivity.

- **What is the proposed amended text of the article/section?**

G. Inactivity Re-rate

1. Members with a break in participation of at least three consecutive years are eligible to return to play as a non-rated player. The request must be submitted in writing to the Director of Eligibility, following the appeal process defined in Rule 2.01. Upon verification that no participation occurred over the prior three years, the rating change is approved and effective immediately.

2. Participation is defined as either:

a. verified record of the member's signature on an official team roster/waiver for a sanctioned tournament.

b. the last date of a suspension from the organization.

- **What is your rationale for this amendment?**

Time served as part of a suspension from the organization shouldn't count towards the inactivity rerate.

- **name**

Joshua Christensen

- **nagvaid**

153713

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Board Opinion:

Majority support

Submission RR.8

- **What By-law article or Rules & Regulations section are you proposing to amend?**
Section 2.05 (Rules & Regulations)
- **What is the original text of the article/section?**
Teams registered to compete in any division offered by a tournament may only include players whose rating is the same or lower than that division, or those not yet rated (NR). Exceptions as defined below are allowed for teams competing in Modified or Masters Divisions.
- **What is the proposed amended text of the article/section?**
2. Teams registered to compete in any division offered by a tournament may only include 9 rostered members.
- **What is your rationale for this amendment?**
This should allow Regional Commissioners substantial time to review players skill levels in the designated positions on day 1. Members have noted that teams have used a large roster to hide players' skills thus bringing to the floor a vote to see if the membership stands by this approach.
- **name**
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Board Opinion:
Majority support

Submission RR.9

- **What By-law article or Rules & Regulations section are you proposing to amend?**
2.06D
- **What is the original text of the article/section?**
D. Masters Divisions
Tournaments may offer age restricted competition within a Masters Division format.
- **What is the proposed amended text of the article/section?**
D. Seniors Divisions
Tournaments may offer age restricted competition within a Seniors Division format.
- **What is your rationale for this amendment?**
While obviously unintentional from a NAGVA standpoint, the term "masters" is slowly being phased out in tech, real estate and even sports due to connotations involved in institutional racism.
- **name**
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Board Opinion:
Majority support

Submission RR.10

- **What By-law article or Rules & Regulations section are you proposing to amend?**
2.06 Division Used for Organizing Competition
- **What is the original text of the article/section?**
n/a
- **What is the proposed amended text of the article/section?**
E. Women's Division
Tournaments may offer a Women's Division. Women's Division would play on a net height dictated by USAV, Volleyball Canada or FIVB Women's Division or similar. Women's Division members are not subject to the Player Rating criteria found in Section 2.04.
- **What is your rationale for this amendment?**
We want to increase NAGVA's membership and inclusivity, and open up opportunities for Tournament Director's to host a wide variety of divisions.
- **name**
Richard Sucre
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163612
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Board Opinion:

Unanimous support

Submission RR.11

- **What By-law article or Rules & Regulations section are you proposing to amend?**
3.02 Tournament Procedures
- **What is the original text of the article/section?**
n/a
- **What is the proposed amended text of the article/section?**
M. Women's Division Format
Tournaments hosting a Women's Division shall adhere to the following guidelines:
1) Eligibility to play in the Women's Division shall be based upon self-identification
- **What is your rationale for this amendment?**
This amendment provides additional criteria for hosting Women's Division Tournaments.
- **name**
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richard.sucre@gmail.com

Board Opinion:

Unanimous support

Submission RR.12

- **What By-law article or Rules & Regulations section are you proposing to amend?**
3.03 Required Equipment and Personnel for Qualified Tournaments B. Medical Personnel
- **What is the original text of the article/section?**
Trained emergency medical personnel shall be available during the play at each gym facility (if they are further than 100 yards apart). Such personnel shall hold some certification or licensure as a Medical Doctor, EMT, Sports Trainer, or any equivalent determined to be satisfactory by the VP of Tournaments.
- **What is the proposed amended text of the article/section?**
CPR-certified personnel shall be available during the play at each gym facility (if they are further than 100 yards apart). This shall include members from the facility or tournament staff.
- **What is your rationale for this amendment?**
Makes the requirement less onerous while still providing someone trained in emergency life saving efforts.
- **name**
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Board Opinion:
Unanimous support

Submission RR.13

- **What By-law article or Rules & Regulations section are you proposing to amend?**
3.04 Comparison of Rosters for Ratings
- **What is the original text of the article/section?**
Tournament organizers shall compare Team rosters entered for the event and must immediately notify the Director of Eligibility and Regional Commissioner of any player rating discrepancies. The Director of Eligibility will determine jurisdiction and notify the member Team, Regional Commissioner, and tournament organizers of that decision. The Director of Eligibility may refer the issue to the Vice President of Tournaments or the Board of Directors.
- **What is the proposed amended text of the article/section?**
Remove
- **What is your rationale for this amendment?**
Duplicitous work that is already handled by the Registrar prior to the commencement of the tournament.
- **name**
Lew Smith
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151303
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lsmith_99@yahoo.com

Board Opinion:
Unanimous support

Submission RR.14

What By-law article or Rules & Regulations section are you proposing to amend?

3.05 Teams Writing Bad Checks

- **What is the original text of the article/section?**

3.05 Teams Writing Bad Checks

If a team writes a dishonored check to a tournament, the tournament organizers may petition the Vice President for sanctioning. In order to petition, the tournament must provide sufficient documentation that attempts were made to collect from that team. The NAGVA Vice President shall have the authority to ban the team and the individual who wrote the dishonored check from further NAGVA play until which time the debts are collected.

- **What is the proposed amended text of the article/section?**

3.05 Teams with Outstanding Debts

If a team has an outstanding debt to a tournament, the tournament organizers may petition the Vice President for sanctioning. In order to petition, the tournament must provide sufficient documentation that attempts were made to collect payment from that team. The NAGVA Vice President shall have the authority to ban the team, the team representative and/or the individual who failed to remit payment from further NAGVA play until which time the debts are collected.

- **What is your rationale for this amendment?**

Most tournaments do not accept paper checks. This amendment broadens the language to discuss debts and the requirement for payments.

- **name**

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richard.sucre@gmail.com

Board Opinion:

Unanimous support

Submission RR.15

- **What By-law article or Rules & Regulations section are you proposing to amend?**
4.03 Minimum Competition Standards
- **What is the original text of the article/section?**
Preliminary pool play shall consist of at least eight (8) 21 or 25 point games in four matches or nine (9) 21 or 25 point games in three matches per Team and at least three (3) second round games.
- **What is the proposed amended text of the article/section?**
Preliminary pool play shall consist of at least eight (8) 21 or 25 point games in four matches or nine (9) 21 or 25 point games in three matches per Team and at least three (3) second-round games. If preliminary pool play requires time limits, each match shall last no less than 45 minutes.
- **What is your rationale for this amendment?**
Players pay to participate and should be granted a bare minimum of time allowed to play. Sin City Classic ran 40 minute blocks this year and only 33% of the 2nd pool play games in BB were completed within that time. Many scores such as 10-8, 12-9, 9-8, 11-12 (all starting at 4 points) were recorded. Instead of warming up, that time was spent hunting down reffing teams because the buzzer was being sounded so early. While 45 minutes is still very tight, rankings can be greatly affected by ending games at 23-18 for example vs the scores mentioned above.
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Board Opinion:

Majority does not support

Submission RR.16

- **What By-law article or Rules & Regulations section are you proposing to amend?**
5.10 All-Star and MVP Awards
- **What is the original text of the article/section?**
A. The selection process will include balloting by each officiating team with support of the first referee in each respective playing Division.
- **What is the proposed amended text of the article/section?**
The Awards Committee will be responsible for the recognition of the All-Tournament and "MVP" player awards. No person playing in a Division below their rating will be eligible for an All-Star or "MVP" award.
- **What is your rationale for this amendment?**
For Championships, we want to open up the ways that Allstars and MVPs can be awarded to teams, and not limited NAGVA to criteria that is too narrow.
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Board Opinion:
Unanimous support

Submission RR.17

- **What By-law article or Rules & Regulations section are you proposing to amend?**
Section 6.01 Subsection C
- **What is the original text of the article/section?**
Certification from other approved volleyball organizations shall satisfy this requirement provided proof of said certification is provided to the NAGVA Vice President of Officials. The list of accepted organizations shall be approved and maintained by the Vice President of Officials.
- **What is the proposed amended text of the article/section?**
An adult regional or higher certification from USA Volleyball shall satisfy this requirement provided proof of said certification is provided to the NAGVA Vice President of Officials. No other certifying entity will be accepted.
- **What is your rationale for this amendment?**
NAGVA abides by USA Volleyball rules. It does not make sense to be able to certify yourself as an official through either NFHS or PAVO. NFHS rules are distinctly different and they directly affect the pace (timeout duration) and potential faults (center line) that an official has to be concerned with. By allowing adult regional and higher official certifications, NAGVA can ensure that there is one standard that we are following for our tournament procedures. Most if not all PAVO officials are USA volleyball certified so there is not a drastic issue with this certification not being allowed.
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Board Opinion:
Majority does not support

Agenda Continued on Next Page....

7. Membership Fees Discussion/Vote

Rich Sucre, Treasurer

8. New Business

Drew Crawford, Secretary

8. Adjournment

Lew Smith, President



Attachment A



NAGVA Secretary and NAGVA Executive Board Members,

In accordance with the bylaws of the North American Gay Volleyball Association, Article IV, Section 4.02 (A & B), I hereby submit my Letter of Intent for Member-at-Large position for the upcoming term.

It has been such an amazing opportunity participating in NAGVA for the past 8 years, and I am so grateful for the chance to play competitive volleyball in such a safe and inclusive environment. Not only has NAGVA allowed me to continue playing volleyball after college, but it has introduced me to friends that I now could not imagine life without. I would be honored to represent the members of NAGVA and continue my position as Member-at-Large.

Growing up, access to volleyball was almost non-existent, let alone inclusive. If voted to be your next MAL I will make it my mission to promote access to queer inclusive volleyball in markets NAGVA may not currently be in. One of those ways is hosting a new local tournament in Raleigh/Durham. There are many areas like mine that we could support to grow our inclusive organization. If chosen for MAL, I would love the opportunity to increase awareness and promote NAGVA working with the other MALs who have been making strides this last year. Through all my experiences with club, Division 1 & 2 college ball, and NAGVA... NAGVA has allowed me to be my authentic self and I want to be able to offer that to those new to the sport of volleyball and those new to finding who they are within our queer and ally communities.

If there are any further questions, please do not hesitate to reach out. Thank you for this opportunity, and I look forward to speaking with all of you shortly.

Thank you,

Tyler Malpass



Dear President Smith & the NAGVA Board Of Directors,

I, Kerry Phomtavong (Ohu), would like to formally announce that I intend to run for a Member-At-Large position again for the NAGVA Board for the 2023-2025 season.

I am doing so with the complete understanding of the responsibilities and duties of the Member- At-Large position as identified in the NAGVA Bylaws.

I was lucky enough to be voted in by my NAGVA peers last year during the special election in July 2022. In my time as MAL, I have learned a lot of what it takes to be a Board member and I've seen how much work goes into running NAGVA. I have enjoyed every minute of it and am ready to do doing what needs to be done. I want to continue learning more about running NAGVA and helping NAGVA grow, so we can all continue playing the sport that we love.

Since joining the Board as a Member-At-Large, I have taking on more responsibility. Last year, I am now one of the Tournament Directors for the Na Hoa Aloha Volleyball Invitational that is held in my home islands of Hawai'i. I've also been a regular volunteer and site director for the Red, White & Blue Ball in San Francisco, Fall Ball in Portland, and the NorCal Classic in the Bay Area. I also have started my training to become an RC and Rater for NAGVA. I have been playing NAGVA for about four years and I play volleyball out of San Francisco Bay Area with the Balls of Furry Volleyball Group. I have been a team captain for our local league and have also been a captain for several teams in NAGVA tournaments. In NAGVA, I have played as a backrow player in the B Division as a Libero or Defensive Specialist and have played in over 15 tournaments. I look forward to playing more! I want to help NAGVA grow and not just for the LGBTQI+ community, but for everyone and have it be a safe space where anyone can be themselves.

As the Board knows since I have joined, I'm willing to do what it takes to get the job done and I'm always will take on a task that is given to me and try to do the task to the best of my ability. There is no job too big or too small for me to do.

I look forward to growing my NAGVA network even more and in possible helping in the work of the Board. Ultimately, I want to help this wonderful organization grow.

Mahalo,

Kerry Phomtavong (Ohu)



Dear NAGVA Board,

I, Jordan Rosenberg, am writing to announce my intent to run for a Member at Large position.

I know of the responsibilities and duties that come with being a board member and look forward to the possibility of working within the NAGVA organization.

I have been involved with volleyball since a very young age and fell in love with the sport through playing it as a youth. I'm lucky enough to be able work within volleyball as my career and chase this passion for the rest of my life. I was fortunate enough to be a college athlete and play volleyball at two different institutions before taking time off school. When my collegiate playing days ended, I was introduced into NAGVA to continue to play competitively and it has been one of the most positive experiences of my life. As a queer athlete, I craved a way to figure out how to continue to be an athlete while being openly LGBTQIA+. This is something I struggled with through a majority of my life and this organization has helped me become comfortable with who I am. I have experience coaching at the collegiate, high school and youth levels in addition to running club volleyball organizations. In addition to those experiences, I have worked as a social media manager, recruiting coordinator and webmaster. Educationally, I hold both a Bachelor of Science and Masters in Sport Management with focuses in organizational leadership and sport communication.

As a NAGVA member since August 2016, the past almost 7 years have been filled with competition and networking while traveling to over 35 tournaments. I believe that I can bring a lot of insight to the Board and NAGVA as a whole while helping the organization to grow. I believe that every board member brings their own special skill set to the table that is important and I would like to bring my experience in working with volleyball associations at many different levels to NAGVA. I hope that this will help with its continual growth and helping with the representation of LGBTQ+ athletics. I now spend my career working in athletics, where I serve on many sub-committees and even started a student-organization at my last employer for LGBTQ+ Student-Athletes and allies in rural Iowa.

This past season, I have worked to become more involved in the inner workings of NAGVA, doing trainings for RC and rating both players and officials. Every tournament I play, I reach out to the RCs and offer help in whatever way I can for the tournament. I rated players and officials in Virginia Beach, Madison, Omaha and was available in Cincinnati in the event of ties for rating.

I look forward to speaking with everyone and assisting in the growth of NAGVA. I can be reached at 847-791-8096 if anyone has any questions.

Best,
Jordan Rosenberg



Dear Drew and NAGVA Board of Directors:

I, Nelson Santos, would like to formally announce that I intend to run for a Large Member position on the NAGVA Board at the 2023 Championships Annual Meeting.

I am doing so with the complete understanding of the responsibilities and duties of the position.

I currently am the Chair of the Vancouver Gay Volleyball Association in Vancouver BC. It was when I joined the VGVA that I found a larger community of people to connect with in a sport that I love to play. When I played in my first NAGVA tournament I was excited to see that this community in Vancouver extended across North America. I found a fun way to play in a safe community with other like-minded people.

Being on the NAGVA Board as the Canadian representative has opened my eyes to possibilities and how I can help other Canadians and International travelers. I hope by continuing on the Board, where I can further provide my services. I truly appreciate the friendships and people I've met along the way. I look forward to continuing my work with the NAGVA board in the MAL position to support a league I truly believe in.

Sincerely,
Nelson Santos



Attachment B

Robert's Rules of Order – the Basics

Parliamentary procedure is a set of rules for conducting orderly meetings that accomplish goals fairly. Benefits of parliamentary procedure include the following:

- Justice and courtesy for all
- Maintenance of order
- Consideration of one item at a time
- All sides get heard
- Ability for each member to provide input
- Majority rule
- Protection of the rights of all members including the minority

Basic Principles

- All members have equal rights, privileges and obligations
- No person can speak until recognized by the chair
- Personal remarks during debate are out of order
- Only one question at a time may be considered, and only one person may have the floor at any one time
- Members have a right to know what the immediately pending question is and to have it restated before a vote is taken
- Full and free discussion of every main motion is a basic right
- A quorum must be present for business to be conducted
- A majority decides a question except when basic rights of members are involved or a rule provides otherwise.
- A 2/3 vote is required for any motion that deprives a member of right in any way (e.g., cutting off debate)
- Silence gives consent. Those who do not vote allow the decision to be made by those who do vote.
- The Chair should always remain impartial

Basic Definitions

Motion – A formal proposal made to bring a subject before an assembly for its consideration and action. Begins with “I move that...”

Second – A statement by a member who agrees that the motion made by another member be considered. Stated as “Second,” or “I second the motion.”

Amendment – Before the vote is taken on a motion, it may be amended by:

- Striking out words
- Inserting or adding words
- Striking out words and inserting others in their place
- Substituting one (1) paragraph or resolution for another

Presiding officer/Chair – The individual who facilitates the meeting, usually the President.

General rules of Debate:

- No member may speak until recognized by the chair
- All discussion must be relevant to the immediately pending question
- No member can speak more than twice to each debatable motion. The second time takes place after everyone wishing to debate the motion has had an opportunity to speak once
- No member can speak more than three minutes or as decided by members.
- All remarks must be addressed to the chair – no cross debate is permitted
- It is not permissible to speak against one's own motion (but one can vote against one's own motion)
- Debate must address issues not personalities – no one is permitted to make personal attacks or question the motives of other speakers
- The presiding officer must relinquish the chair in order to participate in debate and cannot reassume the chair until the pending main question is disposed of
- When possible, the chair should let the floor alternate between those speaking in support and those speaking in opposition to the motion
- Members may not disrupt the assembly
- Rules of debate can be changed by a 2/3 vote or general consent without objection

Helpful terminology:

- Recommendations, bylaws, rules, resolutions, budgets, and audits are **adopted**.
- Reports are **filed**.
- Resignations are **accepted**.
- Bills and minutes are **approved**.
- If corrections were made to the minutes, the minutes are then **approved as corrected**.
- Treasurer's statement is neither approved nor adopted; but after questions are answered regarding any item as reported, it is **placed on file for audit** as stipulated in the bylaws.
- Motions are recorded as **"adopted"** or **"lost."**