



north american gay+ volleyball association

**Annual Meeting Agenda**

**North American Gay Volleyball Association  
Annual Meeting of Membership  
Sunday, May 5, 2024**

**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/83889440083?pwd=SklaK1VXRfZDcTA1K01HaGJPV0J0dz09>

Meeting ID: 838 8944 0083

Password: NAGVA2024

Find your local number: <https://us02web.zoom.us/j/83889440083?pwd=SklaK1VXRfZDcTA1K01HaGJPV0J0dz09>

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 B)

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 15, 2024

Members of NAGVA:



Below is a snapshot of what has happened in NAGVA during the current 2023-2024 season and plans for next season.

We have continued post-COVID growth, and not only have people come back, but a lot of new Members have joined us. At this time last year, we had over 5,700 members and 687 teams. This year, we are at currently at 6,400 members and 839 teams. That is the largest participation in any season of NAGVA. This has all been accomplished in 33 tournaments over the season with another three to go. This is all because of our local tournament organizers, local leagues, and most of all, you!

Very soon, we will be introducing our new website. Last year, we brought forward a new logo and have worked on our branding. The new website will be a culmination of work with our branding team and modernize our database. We hope to roll out some new functionality that will improve usability for all Members and to streamline processes that our all-volunteer Board and Regional Commissioners use on a daily and weekly basis. Additionally, we are hoping to begin work on paperwork reduction and modernizing our processes. There may even be a NAGVA app coming....

For a long time, we have recognized that one major region has been missing from NAGVA tournaments. We had many Members participate in Gay Games 2023 in Guadalajara, Mexico and NAGVA was a proud partner of their volleyball event. I am extremely excited to announce that we have signed a memorandum of understanding with La Federación Mexicana Deportiva de la Diversidad to be the official sanctioning organization for future NAGVA tournaments within Mexico. Who knows, maybe there will be some NAGVA tournaments coming to areas such as Puerto Vallarta, Mexico City, and Guadalajara. Stay tuned!

I hope everyone is ready for the next season. We are excited to kick off the 2024-2025 season in San Francisco over the July 4<sup>th</sup> holiday and Nashville the following weekend. We are thrilled to welcome back Atlanta to the calendar. Plus, we are enthusiastic to announce the newest tournament in the organization: Orlando! We are thrilled to see what other new tournaments may make their way into the 2024-2025 season.

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 of the 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 of Trusted Raters, or may be interested in becoming Tournament Directors. If you're interested, please reach out to me at [president@nagva.org](mailto: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 Dallas for NAGVA Championships XL!

Lew Smith  
President, NAGVA



2023-2024 NAGVA Estimated Final Budget

(Actual July 1, 2023 through March 31, 2024; Estimate for April 1, 2024 to June 30, 2024)

Submitted by: Rich Sucre, Treasurer

REVENUE	ADOPTED	ACTUAL TO 03/31/24	ESTIMATE TO 06/30/24
Individual Online Registration	\$210,000.00	\$208,517.92	\$8,500.00
Team Registration	\$33,000.00	\$24,525.00	\$600.00
Tournament Sanctioning Fees	\$20,000.00	\$21,115.00	\$4,000.00
Championships Income	\$87,500.00	\$91,700.00	\$7,500.00
2024 Championships Grant	\$0	\$0	\$20,000.00
2026 Championships Donation	\$0	\$10,000	\$0
2023-24 NAGVA-Sponsored Tournaments (Raleigh, Seattle & SL,UT)	\$25,000.00	\$22,658.40	\$3,035.08
Bank Account Interest	\$30.00	\$25.00	\$0
Donations (2023 Buffalo)	0	\$1,500.00	\$0
SUBTOTAL REVENUES	\$375,530.00	\$380,041.30	\$24,635.08
<b>TOTAL</b>			<b>\$423, 376.38</b>
EXPENSES	ADOPTED	ACTUAL TO 03/31/24	ESTIMATE TO 06/30/24
2023-2024 Insurance**	\$10,048.00	\$10,103.00	\$600.00
PayPal Fees	\$13,000.00	\$14,873.62	\$500.00
Website	\$5,000.00	\$4,647.55	\$0
Website Redesign	\$6,750.00	0	\$6,750.00
RC Reimbursements/Costs	\$100,000.00	\$85,801.68	\$10,000.00
Board Meetings*	\$11,000.00	\$13,259.48	\$0
Office Supplies	\$3,000.00	\$1,491.84	\$500.00
Bank Service Charge	\$2,000.00	\$1,395.00	\$0
Professional Fees	\$0	\$0	\$0
2023-24 Tournament Expenses (Raleigh, Seattle & SL,UT)	\$25,000.00	\$25,882.46	\$0
2024 Championships			
2024 Board & Volunteer Travel	\$35,000.00	\$2412.60	\$32,500.00
2024 Referees	\$10,000.00	\$0	\$10,000.00
2024 Facility	\$10,000.00	\$11,859.95	\$5,000.00
2024 Banquet	\$100,000.00	\$0	\$100,000.00
2024 Volleyballs	\$3,000.00	\$2,107.85	\$0
2024 Planning Trips	\$4,000.00	\$3,112.37	\$0
2024 Awards	\$3,500.00	\$0	\$3,675.11
2024 Beer Garden	\$15,000.00		\$15,000.00
2024 T-Shirts	\$10,000.00		\$10,000.00
2024 Courts	\$40,000.00		\$40,000.00
2023 Championships Add'l Expenses***	\$15,000.00	-\$21,701.52	\$0
2025 Deposit	\$14,440.75	\$14,440.75	\$0
2026 Deposit	\$0	\$3,935	\$0
SUBTOTAL EXPENSES	\$435,738.75	\$173,621.63	\$234,525.11
<b>TOTAL</b>			<b>\$409,146.74</b>

2024 Championships Budget Estimate = \$245,500.00

\* Recategorized Board Meetings (formerly 2023 Mid-Year Board Meeting)

\*\* 2023-2024 Insurance paid in 2022-2023 Fiscal Year

\*\*\* Represents Rebate from Facility for 2023 Championships in Ft. Lauderdale



## 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

**Nelson Santos** - Member at Large

**Jordan Rosenberg** – Member at Large

**Ohu Phomtavong** - Member at Large

**Gabe Shelton** – 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

**Taylor Narvasa** – Director of Communications



**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:

2023-2024 Total	36	2022-2023 Total	34	2021-2022 Total	26
Held in 2022	22	Held in 2021	22	Held in 2019	15
Held in 2023	14	Held in 2022	12	Held in 2020	11

We also had several changes and new tournaments this year.

New Events	4
New Date	4
New Management	0

The largest tournaments were Houston, Dallas, Austin, and Sacramento with 89, 87, 84, and 69, respectively.

Houston	89
Dallas	87
Austin	84
Sacramento	69

Fill rates by division are below. On average, the fill rate is 85%. The total number of team registrations (including teams attending multiple tournaments) was 1479, a 106% increase over last season. The B division continues to have the highest fill rate.

Division	Cap	Actual	Fill Rate
B	726	687	95%
BB	632	590	93%
BB3	130	71	55%
A	16	10	63%
Mod A1	40	27	68%
Mod A3	27	7	26%
Open A/AA	36	11	31%
MB	50	31	62%

MBB	18	10	56%
Womens	56	35	63%
Totals	1731	1479	85%

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

#### b. Regions

- During the 2023-2024 season, 24 Regional Commissioners and NAGVA Raters performed over 2,403 ratings in 33 tournaments (not including Denver, Baltimore or Cleveland - not completed at time of this report) compared to almost 2,300 total ratings in 32 tournaments during the 2022-2023 season. Of those ratings, 334 were re-rates: total numbers can be found in the table below.
- All tournaments assigned a minimum of 2 RCs/Raters and utilized player raters to bolster rating efforts.
- Continued the second year of the amended NAGVA Approved Rater Protocol, protecting quality of training but reducing challenges to completion, resulting in 7 additional NAGVA Raters.
- Initiatives established for 2022-2023 season as shared at Fort Lauderdale Championships were:
  - Continue to send a minimum of 2 RCs to every tournament and, if possible, at least 2 for each facility. **Met when acceptable.**
  - 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. **Financially irresponsible but focused on quality pipeline and balancing training with more senior RCs.**

#### 2023-2024 Stats

Season	Ave. # of NRs Completed/Tourney	Ave. # of Total Re-rates Completed/Tourney	Up	Down	Same
2023-2024**	73	10.1	75%	10%	15%
2022-2023	83.23	10.2	72%	8%	20%
2021-2022	76.54	7.04	62.72%	16.57%	20.12%
2020-2021	No Season due to Covid-19				
2019-2020*	62.81	7.3	54.31%	10.15%	35.03%
2018-19	58.86	7.5	50.00%	12.22%	38.15%
2017-18	53.5	10.28	61.08%	6.76%	30.54%
2016-17	52.3	11.03	65.38%	7.69%	26.92%

2015-16	47.6	8.05	40%	24.10%	36.50%
* Shortened season due to Covid-19					
** Doesn't include DEN, BLT, or CLV Tournament, Final Report will be published on the NAGVA Website at later date.					

**c. Eligibility**

- Medical Rerates (44 Total)
  - § 20 Granted, 24 Denied
- 3-year Inactivity Rerates (192 Total)
  - § 183 Granted, 9 Denied
- Ratings Protest (10 Total)
  - § 1 Granted, 9 Denied
- Rules Waiver Requests (18 total)
  - § 6 Granted, 12 Denied
- Grievances (1 total)
  - § 1 dismissed by Eligibility and not appealed

**4. NAGVA Executive Board Elections (LOIs: Attachment A)**

*Josh Christensen, Director of Eligibility*

**a. Received Nominations:**

- **President**
  1. Lew Smith
- **Vice President**
  1. Josh Baxter
- **Secretary**
  1. Drew Crawford
- **Treasurer**
  1. Rich Sucre

**5. Amendment Proposals**

*Drew Crawford, Secretary*

- a. No Amendments to the NAGVA By Laws or Rules and Regulations received.

**6. Membership Fees Discussion/Vote**

*Rich Sucre, Treasurer*

**7. New Business**

*Drew Crawford, Secretary*

**8. Adjournment**

*Lew Smith, President*



## Attachment A





NAGVA Secretary, NAGVA Board of Directors:

In adherence with NAGVA By-Laws Article III, Section 3.03(B), I hereby submit my letter of intent to run for the position of President for the 2024-2026 term.

I have been a member of NAGVA since 2004 and have served on the NAGVA Board of Directors since 2008 and served in various appointed roles and served as Treasurer from 2014-2019 and as President since 2019. I am proud of leading a board over the past year that has seen several new board members. It has been a great privilege to add these new experiences, viewpoints, leadership styles, and ways of thinking to the board for the benefit of the organization and its Membership. I would love the opportunity to be able to continue to mentor and train the board on the history of NAGVA operations, our current policies and procedures, and allow them to start developing the next iteration in how NAGVA can continue to serve the Membership.

I am proud of the work we have done to increase communication and outreach to the Membership. We have also worked on enhancing tournament offerings to be even more inclusive to those that may wish to participate in our events. I would also like to continue developing the relationships I have made with various cities and convention/sports bureaus to bring new destinations to NAGVA – not just for Championships but also for local tournaments. Similarly, we have made strides in establishing relationships with other LGBTQ+ sports groups and it has been a great experience to learn from them, their operations, their successes and struggles, and pick up ideas that can benefit NAGVA.

I have read the By-Laws with regards to the duties and responsibilities of the position of NAGVA President, along with the various tasks required under the Rules and Regulations and current Board policy, and I feel strongly that I have and would continue to handle the requirements of the position. My institutional knowledge of NAGVA, along with my work ethic, desire to better the organization, and openness to new the ideas of the Membership I think best qualify me as the next President of the wonderful volleyball community that is NAGVA.

Warmly,  
Lew Smith  
Member #151303



NAGVA Secretary, NAGVA Board of Directors:

In adherence with NAGVA By-Laws Article III, Section 3.03(B), I hereby submit my letter of intent to run for the position of Executive Vice-President for the 2024-2026 term.

I have been a member of NAGVA since 2013 and have served on the NAGVA Board of Directors since 2019. I am proud of the work the board has produced over the last 5 years. We have been able to navigate the organization through some of the most challenging and unpredictable times. The organization is in a much stronger place than ever before in its history. I look forward to continuing this journey of excellence for our organization.

I have read the By-Laws with regards to the duties and responsibilities of the position of NAGVA Executive Vice-President, along with the various tasks required under the Rules and Regulations and current board policy. For that reason, knowing the expertise I can bring to the table with my experience as Executive Vice-President, I have decided to officially enter my name as a candidate for Executive Vice-President for the 2024-2026 term.

Respectfully,  
Joshua Baxter  
Member #167146



RE: Letter of Intent – Secretary

NAGVA Secretary, NAGVA Board of Directors:

In adherence with NAGVA By-Laws Article III, Section 3.03(B), I hereby submit my letter of intent to run for the position of President for the 2024-2026 term.

I have had the pleasure of being a Member of NAGVA for the last 14 seasons, the honor of serving as the Vice President of Communications for the 2017 term and am currently serving as your Executive Secretary since the 2018-2020 term.

My goals for joining the Executive Board were to bring transparency/open communication to the Membership and continue growing and sustaining an inclusive queer and ally volleyball organization, and this last term has truly tested my commitment to these goals. As this is my sophomore term in the position, I wanted to continue the strides that I began during my first term such as liaising with Convention and Visitor Bureaus (CVBs), Sports Alliances (SAs), and national brand reps to bring the best overall player experience to you the NAGVA Member by opening opportunities to new local tournament/Championship destinations and creating better processes for documenting and capturing Board roles for succession planning. Over the last three terms as Secretary I believe my work in conjunction with other Board Members has allowed for our Organization to continue leaning forward.

I am aware and excited to continue fulfilling the responsibilities of Secretary, and I understand the role of the Board of Directors and the commitment I undertake as a representative of NAGVA. If elected I will continue working for the Membership and hope to find ways to continue bettering our NAGVA Community. I've enjoyed my time within the Board and hope to continue working with such a great group of friends.

If there are any other further questions you know I am always open to conversation. Thank you for the consideration and possible opportunity to step-up to the plate for this great organization.

Respectfully,

Drew "Drewbear" Crawford  
Member #162674



NAGVA Secretary and the NAGVA Board of Directors:

In adherence with NAGVA By-Laws Article III, Section 3.03(B), I hereby submit this email as my letter of intent to run for the position of Treasurer for the 2024-2026 term.

I have been a member of NAGVA since 2011 and have served on the NAGVA Board of Directors as a Member-At-Large (2016-2019), as Vice-President of Tournaments (2019), and Treasurer (2019 to Present). Since 2012, I have served as part of the leadership committee for the Balls of Furry Volleyball Group in San Francisco. In this capacity, we have helped to welcome new individuals to volleyball and also establish a local volleyball league in San Francisco/Bay Area.

I've been fortunate to contribute to the organization as a Regional Commissioner and as a Tournament Director/Co-Tournament Director for San Francisco (Red, White & Blue Ball since 2014), Hawaii (since 2017), San Jose/Bay Area (since 2017), and recently Portland (since 2023). I've also worked with the leadership team for the Sacramento tournament, which has returned to NAGVA's offerings for 2024. Overall, I care deeply about the member experience and ensuring that our tournaments are of the highest quality from coast to coast. In addition to managing and balancing the finances and budgets for tournaments and my local volleyball group, my professional background includes management of large-scale projects with substantial budgets. This skill set has translated nicely into the role of Treasurer, where I have helped maintain the Board's fiscal responsibility. As Treasurer, I've assisted the Board with moving to fully online/digital payment platforms, refined our reimbursement procedures and have maintained a high level of communication with our members.

I have read the By-Laws with regards to the duties and responsibilities of the position of NAGVA Treasurer, along with the various tasks required under the Rules and Regulations and current Board policy. I feel strongly that I've handled the requirements of this position in a manner that benefits the organization. I believe my knowledge and experience within NAGVA, and outside of NAGVA, is beneficial to the position of Treasurer and the Board of Directors.

I welcome the opportunity to answer questions and expand upon my views of the organization and how we can all, Board and Membership alike, work best together to continue to grow the association.

Sincerely,

Rich Sucre

Member #163612

[richard.sucre@gmail.com](mailto:richard.sucre@gmail.com)



## 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."**