

Lincoln Hills Water Volleyball Steering Committee Minutes

March 12, 2019 | 6:00 PM

Location: Multimedia Room, Orchard Creek Lodge

Steering Committee Board Members Present:

- **Chairperson ~ Sidne George**
- **Competitive Play Coordinator ~ Eric Crisp**
- **Treasurer/Membership Chairperson ~ Mike Mosca**
- **Training Administrator ~ Russ Palchak**
- **Secretary ~ Colleen Mosca**
- **Recreational Play Coordinator ~ Vacant**
- **Email Coordinator ~ Cindi Underwood**
- **Equipment Manager ~ David Fogg**

Steering Committee Board Members Absent:

- **Webmaster ~ Ross Underwood**
- **Social Activities Coordinator ~ Kim Bovee**
- **Communications Coordinator ~ Rosemary Elston**

Guests:

- **Sandy Manildi**
- **Carol Critch**

At 6:00 PM, Sidne welcomed the guests and called the meeting to order.

Sidne asked guest, Carol Critch, to present her proposal first so that she could leave and plan for a trip. Carol will manage orders for long-sleeved polyester shirts with the LH Water Volleyball logo on them. The shirts will not fade or shrink. Cindi will forward the order form to all our members via email. Envelopes with checks made out to Carol will be placed in our club mailbox. Mike Mosca will collect them and hand them over to Carol to manage the ordering of these high-quality shirts.

Sidne announced that Candy Castro resigned from her position as the Recreational Play Coordinator and that no one from the Recreation Play Subcommittee was interested in stepping up and filling the position. Sidne then presented a proposal with pros and cons outlined for the various options. The proposal is as follows:

Recreational Play Sub Committee and Competitive Play Sub Committees
Steering Committee Review
March 12, 2019

Problem

The two sub committees have differing agendas. With the addition of Level 4, essentially a 'bridge' level from recreational to competitive play, it has become necessary for the two sub committees to work closely together. Unfortunately, the RPSC has taken on an, "Us versus Them" mindset. The general consensus is the CPSC is interfering with RPSC Red Ball Competitive Play (RBCP), thus taking away their plans for developing a strong Level 3 Competitive program. Despite the chairperson's attempts to bring the two subcommittee leads together, an apparent division now exists in the club, with a good deal of miscommunication and drama. In addition, currently there is no RPSC Coordinator leading the subcommittee.

Solution

Option #1: Status Quo

We don't do anything, anticipating someone may step up to lead the RPSC. Sandy will continue as interim lead for a period not to exceed May 14, 2019.

<u>Pros</u>	<u>Cons</u>
<ul style="list-style-type: none">• No immediate work required	<ul style="list-style-type: none">• Risk the RPSC will not meet their two-month deadline to provide<ol style="list-style-type: none">1) a solution for maintaining the RBCP skill level2) a process and timeframe for additional opportunities to compete for RBCP• If a sound proposal is not delivered by the April 9th Steering Committee meeting, they may be at risk to lose their timeslot to continue RBCP

Option #2: Terminate the RPSC and CPSC

All recreational and competitive play decisions will be managed by the Steering Committee members, lead by Eric Crisp as RPCP Coordinator.

<u>Pros</u>	<u>Cons</u>
<ul style="list-style-type: none">• We will no longer have the "Us versus Them" issue, as the responsibility will fall on the Steering Committee alone	<ul style="list-style-type: none">• The responsibility and time commitment will increase for all Steering Committee members• We may need to meet twice per month to manage the workload• Eric may not choose to lead this level of effort

Option #3: Modify the RPSC – temporarily, and include CPSC as Stakeholders

We will continue to have an RPSC Coordinator, with Sandy Manildi filling this position until a replacement is found, not to exceed May 14, 2019 (Steering Committee meeting)

- Sandy was approved as an 'interim' Steering Committee member
- Sandy will facilitate a review of responsibilities with the current RPSC committee members, to solicit their ongoing commitment and future availability to carry out the responsibilities
 - New RPSC members will be recruited should any current members decide not to continue serving on the subcommittee
 - The Steering Committee will assist with finding a replacement RPSC Coordinator and RPSC members (if applicable)
- Eric and Cindi will be stakeholders in the Red Ball Competitive Play program, particularly regarding the transition of member movement from Rec (red ball) and Comp (blue ball), and Comp movement to Rec
- The Steering Committee approved the Mentor Coordinator, Brenda Fogg, as an additional member of the board, on a permanent basis.
 - Sidne will draft this addition to the Bylaws for Steering Committee review, membership approval, and CCOC approval

<u>Pros</u>	<u>Cons</u>
<ul style="list-style-type: none">• The momentum will continue, in preparation for the April 9th proposal• The CPSC will be stakeholders in the RBCP program for continuity to and from Level 4• We will work to restore continuity between the recreational and competitive subcommittee members• We will work to dispel the “Us versus Them” mentality	<ul style="list-style-type: none">• A temporary fix is just that – temporary• The RPSC and CPSC may once again become divided

Option #4: Combine the RPSC and CPSC permanently

The two committees will be combined, led by Eric Crisp, our current CPSC Coordinator. This will be a permanent situation, or may be considered for the duration of this year, with a re-evaluation in Jan 2020.

Since we will no longer have a need for the RPSC Coordinator, we will update our Bylaws to include the Mentor Coordinator as a voting member of the Steering Committee.

<u>Pros</u>	<u>Cons</u>
<ul style="list-style-type: none"> • We will continue the momentum in preparation for the April 9th proposal • We will work to restore and maintain continuity between the recreational and competitive subcommittee members • We will work to permanently dispel the Us versus Them mentality • This will give us 9 months as one committee, and one full rating/ranking period 	<ul style="list-style-type: none"> • The one subcommittee may be too large • Eric may not choose to lead the combined committee • The workload may be too much for one leader • The risk may be some current subcommittee members will not choose to work with the other members

Objective and Recommendation

We are *one* club of 118 current members:
 44% recreational play (53 members)
 56% competitive play (65 members)

Our leadership objective is to consider the *entire* club in all our decisions, processes and policies, so all members have a fair representation.

The Steering Committee chose Option #3.

We will be able to continue with the momentum under Sandy's leadership, while the Steering Committee seeks a replacement. We will work to dispel the division between the subcommittees with representation from two key CPSC members, as this should also be reciprocated by having 2 key member stakeholders involved in CPSC Level 4 decisions.

In addition, the Mentor Coordinator is now a Steering Committee member, pending membership and CCOC approval of the revised By Laws.

David Fogg moved and Colleen seconded and 6 of 7 voted in favor of Option 3 as outlined above.

Equipment ~ David Fogg reported on contacting Erick Rosales, facilities manager, about new ratchets for swim lanes in Kilaga pool. New ratchets have been ordered at no cost to us. David is updating the inventory list and documenting the setup and take down of our equipment for the website.

Social Activities Coordinator News ~ Sidne shared that the **Spring Potluck will be on Sunday, May 5th at the Pavillion** and the **Fall Fling will be Saturday, November 2, 2019**. Theme will be determined by polling members. The outdoor water volleyball events

will most likely be the 2nd Sunday of June, July, August and September but are not reserved yet.

Webmaster News: Shared by Cindi in Ross's absence: the font sizes on the website have been increased and made darker in response to member's requests. Ross is happy with the feedback he is receiving and is happy to make needed changes.

CPSC Coordinator ~ Eric reported that the L4 promotion process is going well and that David Vaughan was promoted and John Cordone is in the middle of the process now. Sidne brought up that Brenda believes players should spend 30 days in the L3 level before being promoted so that they are thoroughly familiar with the rules and the guidelines in playing well (triangle, etc.).

The absence policy and policy for subs on L4 will be discussed at our next Steering Committee meeting. Tuesday night L4 and above play is going well. The opposite net (L3 and above) is not well attended).

Women's Comp will play the last Thursday of the month during L4 Team time. Sidne moved to approve and Russ seconded with 6 voting in favor. Motion passed.

Colleen suggested that on Saturday mornings when there's only 6 players per side (including L2 level players), the boundary should be moved to another foot shorter than the "short" setting so that there's more chance for keeping the ball in play.

Sidne George moved to add Brenda Fogg, our Mentor Coordinator, to a position on the Steering Committee. Cindi seconded. All were in favor and it passed.

Sidne then moved to add Sandy Manildi as a temporary RPC Coordinator with a place on the steering committee for a temporary time frame. Eric seconded. All were in favor.

Training Coordinator ~ Russ Palchak reported that training is going well.

Mike commented that the meeting went so well tonight.

Sidne adjourned the meeting at 8:38 PM.