



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, June 12, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner	David Jordan – Division 9/Summer B Rep
Clovis Thorn – Vice Commissioner	Brad Goldstein – Power At-Large Rep
Seth Eichenholtz – Secretary	Leah Hughey – Power Saturday/Monday Rep
Lew Smith – Treasurer	Sanjiv Jhavari – Power Sunday Rep
Stefan Mrozewski – Division 1 Rep	Justin Hill – Member-At-Large/Coaching Coordinator
Brian Carroll – Division 2 Rep	Rich Reid – Member-At-Large/League Manager
Dale Shoemaker – Division 3 Rep	Jeffrey Reich-Hale – Member-At-Large/Community
Joe Sena – Division 4 Rep	Pam Tong – Member-At-Large/Asst. Treasurer
Manny Ciccone – Division 5 Rep	John Wetsell – Member-At-Large/Webmaster
Brendan Becker – Division 6 Rep	Billy Bowden – Power Manager (Non-Voting)
Mike Hess – Division 7 Rep	Daryl Cochrane -- Social Committee (Non-Voting)
Dave Fredericks – Division 8/Summer A Rep	Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present¹

I. Call to Order

Josh called the meeting to order at 7:31 p.m.

II. Approval of Minutes – May 8, 2012

Motion (Dave Fredericks, Lew Smith) – to approve the minutes of the May 8, 2012 meeting -- passed by acclamation.

III. Public Comment – None

IV. Officers' Reports

A. Commissioner -- Josh Christensen –

- i. Member at Large appointments – Josh explained that all Members at Large from the 2011-12 year had their terms end on June 1, 2012. Josh nominated the following members to return to the Board as Members-at-Large and to continue their roles from last year: **Jeffrey Reich-Hale (Community Programs); John Wetsell (Webmaster); Justin Hill (Coaching Issues); Pam Tong (Assistant Treasurer); and Rich Reid (League Manager).** Josh suggested, since all of these individuals are returning members and known to the Board, that we vote to confirm his nominees as a slate. **Motion (Sanjiv Jhavari, Seth Eichenholtz) – to confirm the five nominees as Board Members-at-Large – passed by acclamation.**
- ii. Grievance Committee Positions – Josh explained that Gotham's Grievance Committee is made up of one member from each division of league play, and one or two At Large members. Currently, because Division 10 only has 4 teams, it is not considered a full "division," so the committee has 9 positions for Divisions 1-9, and two at large seats to make the number of members odd. Members are appointed for 2 year terms. Eric explained that the even divisions' members terms expire in even years, and the odd numbered divisions' members expire in odd years, so that no

¹ Rich Reid participated in the meeting as a non-voting member, until after his confirmation as a member at large in Section IV, A, i. He participated as a voting member from that point forward.

single commissioner appoints the entire committee. Josh explained that as a result of vacancies in existing Grievance Committee positions, and the completion of terms for the even division members on June 1, as of right now, there are only three positions filled on the committee – Joe Bannon (Division 1); David McDermott (Division 3); and Henry Mui (At-Large Odd Year). Those members all have terms that will expire on May 31, 2013. Therefore, Josh has to make a lot of nominations to fill up the rest of the committee.

- a. Nominees to Full Terms (Terms Expire May 31, 2014): Josh nominated **Ricky Mora (Division 2); Leo Pedraza (Division 4); Tom Eikenbrod (Division 6); Eric Eichenholtz (Division 8); and Bianca Santoro (At Large)** to full 2-year terms on the Grievance Committee. Ricky and Eric are being re-appointed to their positions (their previous terms expired on June 1). Leo is a former Grievance Committee member and Board member from Division 5 who now plays in Division 4 and is looking to return to giving his time to help Gotham. Tom previously served on the Grievance Committee as the Division 4 member through June 1, but now plays in Division 6, so Josh is appointing him to that open seat. (The previous Division 6 member no longer plays in Gotham). Bianca is new to Gotham leadership, and as a participant in all 3 major Gotham programs (League, Power and Team Power) she will bring a great perspective as an at-large member of the committee. Josh said she is a professor at CUNY and thinks she will make a responsible grievance committee member. Josh said he is confident they will all make excellent members of the committee.
 - b. Nominees to Mid-Term Vacant Positions (Terms Expire May 31, 2013): Josh nominated **Travis Pouliot (Division 5)** to fill the Division 5 vacancy created when Rob Frazier left Gotham this past Spring season; **Bill Siegfried (Division 7)** to fill the Division 7 vacancy created when John Albanese left Gotham this past Spring; and **Serena Paredes (Division 9)** to fill the Division 9 position that yet to be filled since June 2011. Josh discussed the background for each nominee – Travis has previously served on both the Grievance Committee, is a former Division Rep and Gotham Secretary, and agreed to come back to serve on the Committee again. Bill is new to Gotham leadership, and Josh knows and has worked with him and finds him to be level headed and, more importantly, not entrenched in any particular group of people in Gotham, so he will be able to be impartial. Serena Paredes is also new to the committee, and has served as a Division 9 captain for the past two seasons. She is a social worker and will bring a good skill set to the Committee
 - c. Discussion and Vote on Nominations: Justin asked how Josh went about finding people for the committee – did he approach people, or did people reach out to express interest. Josh said it was a mixture of both, and said that, for example, Henry Mui had reached out to Josh, while Josh had approached Bill S. If people ask Josh and he believes they have the temperament and skills for the committee, he appointed them. In divisions where no one had approached him, he just reviewed the Spring rosters and selected people to ask. Justin asked if we ever solicit interest in the committee. Josh said we could but did not this time. Justin asked Josh if he had spoken with anyone else, or received interest from anyone else, other than those who were nominated. Josh said he did not. **Motion (Lew Smith, Justin Hill) – to confirm the eight nominees as members of the Grievance Committee – passed by acclamation.**
 - d. Appointment of Grievance Committee Chair: Citing the good work he has done in running the Committee for the past three years, **Josh re-appointed Eric Eichenholtz as Chair of the Grievance Committee for 2012-13.**
- iii. Passing of Daniel Duarte – Gotham member Daniel Duarte passed away recently. He had been an active member of Gotham, playing until he was no longer able. Josh advised that there is a service on Friday at the Hope Lodge, an American Cancer Society facility where they offer free housing to people who are living with cancer.

Josh would like to work with Seth to get the information about the service out there. Josh is unsure about whether or not to send flowers on behalf of Gotham. Lew offered to donate money from the Big Apple tournament to cover the cost of the flowers. The Board agreed the flowers should cost no more than \$100. Concerns were then raised about whether this is something we can guarantee we can do for any member who passes away, and there was a feeling we could not do that. As a result, we should refrain from providing flowers and, instead, focus on sending out information to the membership. It was suggested that we also put out information on where donations in Daniel's memory may be accepted.

- iv. Summer Work – Josh said that the summer is always the best time to get Board objectives accomplished that go beyond the basic operational duties (such as cleaning and organizing the closet). The reason for this is because, for those not playing in summer league, there is not nearly as much programming time, and less of a demand for actual work. Josh emphasized that summer work needs to get done though, Board members need to sure to be there when they are scheduled to open and close. On Wednesday/Thursday Open Plays, we are scheduling someone to open and someone to close. If one person is playing and will be there all night long, it is not a requirement that both people be there all night long, so the two people should coordinate how they want to run the Open Play. Josh said the most important thing is to be present when you are assigned to work. He said he cannot think of a strong enough word for how bad it will be if someone is assigned to work and simply does not show up.

B. Vice Commissioner – Clovis Thorn – Clovis volunteered to organize a work night at the gym to fix up the closet and do other administrative tasks. He will figure out a date that works best and let everyone who wants to help participate, know. Clovis will follow up with the Board to solicit items that need attention.

C. Secretary – Seth Eichenholtz –

- i. Communication – Seth has been working on improving communication, and continues to want feedback on ways we can further improve. Seth asked the Board to encourage the membership to like us on Facebook (Gotham Volleyball) and follow us on Twitter (@GothamVB). Seth said he realized that some members want as close to instant updates as they can possibly get. Since we wait for a few news items before sending member flash e-mails (to guard against overuse that might result in members unsubscribing), the quickest way to get Gotham information is by liking the FB page and following the Twitter feed. When a member likes the FB page, almost up to the minute updates will be added to his/her news feed on FB. Similarly, with Twitter, our almost instant updates will be added to the member's Twitter stream. We currently have 425 or so likes on FB and we are being followed by 103 people on Twitter (compared to about 2,300 members on our e-mail distribution list), so Seth knows there's room for expansion.
- ii. Election Survey Feedback – Every election, we have a space where members can submit feedback about any Gotham-related topic. Seth compiled the responses and reviewed them with the Board. Seth explained that many members do not leave comments, so it is important to remember that those who do may not be the only, or even majority, perspective, but that it is important to consider the feedback we received. Seth said the danger is if we make generalizations based on one or two comments, that may not be the correct conclusions to draw about the feelings in the division. Seth cited, as an example, a couple of comments from Division 4 that seems to indicate a strong desire for practice space, contrasted with the feedback given to Joe that the many in the division were fine without the space. Using that example, Seth said it might give Joe reason to double check his original feedback, but it does not mean that the original feedback was wrong. Seth did not edit any of the comments in any way, but he did organize the feedback by division and color-coded it by general topic to the extent possible. Josh pointed out that one of the items was from a Board member about the internal workings of the Board. Josh said that sort of feedback could and should be discussed in the Board meeting, so we can

identify and address any issue as a group. Seth reviewed most of the feedback generally and invited discussion on any item.

- a. Facilities – Rustin Campus Bathrooms -- Justin highlighted the feedback about the condition, and frequent locked state, of the temporary men's bathroom in the Rustin Campus. Justin wondered whether Board members have been attempting to get the custodians to unlock the bathroom. Josh said he followed up with the custodial staff at Rustin Campus, because it appeared that the custodians assumed we could use the former men's room (now women's room) instead of the temporary men's room. Josh said he believes that comes from a mistaken belief that we do not have women in Gotham, and it is important that we have a respected, private space for the women to use a restroom. Clovis noted that the construction workers on the sixth floor use the women's room as well. Stefan asked when the construction on the sixth floor will be completed. Josh said he had no idea. Stefan said that if a Board member always has to chase down a custodian to open the men's room that is an institutional issue that should be addressed with the Rustin staff.
- b. Facilities – Brooms to Sweep Gym Floors -- There was a discussion about brooms in the Rustin Campus, and the consensus was we should buy brooms to sweep the gym floor. Stefan also said that he believes that reffing teams should be required to sweep the gym floors as part of their opening duties. Mike pointed out that we would need a broom for the O. Henry School as well.
- c. Scheduling – End of Season Tournament Dates – Justin focused on comments about the perceived lack of notice about and/or instability surrounding End of Season Tournament dates. Josh said we were able to keep to the intended dates in the Spring, but in the Fall, the dates were a kerfluffle for a whole series of reason, so we had to change posted dates. Stefan suggested that when we put out dates, we don't use the caveat that the dates are tentative, because people tend to ignore the posted dates as a result. Seth pointed out that we put that there to help alleviate the tension between the desire to give the membership as much notice as possible, and the danger of the membership relying on the dates to such an extent that they get upset if we make a necessary change to the schedule. Justin asked how long before the tournament do we know the dates for the tournament. Stefan said that we should be locking in these facilities around the first week of each season. Josh explained that we publish dates as soon as we sign the contract for the facility, and that varies by season. Usually we can get more notice in the Spring, because we can lock in the dates at or around the start of the season. In the Fall, it's usually closer to the date of the tournament because of the calendar that the colleges work on. Josh noted that one of the challenges is that if we get a date too early, it could possibly reduce our scheduling flexibility if we have a cancelled week during the season or something of that nature. Stefan suggested that, to alleviate that issue, we simply make the tournaments on the latest possible dates. Josh said calendar is relatively fixed, so that would not necessarily help much and doing what Stefan suggests would also result in unpopular options, such as holding the Division 1-4 End of Season Tournaments in January, up to 4 weeks after the final week of the season, and that Division 1 used to complain regularly about that delay. Stefan said that, for the next season's tournament, Division 1 would like to start in the afternoon and not the morning.
- d. Communication – Net Set Up/Take Down Video – Based on a suggestion in the feedback, Stefan suggested that we work on an instructional video about net set up and take down, and reffing issues. Josh said that Clovis, Rich, and Stefan can all help out and we can hopefully develop this during the summer. Seth pointed out that this has been on the "to do" list for a while, but like other things, it sometimes gets lost in the administrative duties that

overwhelm the Board. Seth also said he would like to help out if we are going to produce a video this summer. Clovis suggested that we ask a Gotham member to help with production.²

- e. Additional Feedback – Ballot Wording -- Stefan asked about a member comment critical of the write up regarding the Bylaws change. Specifically, a portion of the write-up read: *“[the proposed Bylaws change] gives the Grievance Committee the power to dismiss a grievance without a hearing, if it believes the grievance lacks merit on its face, although the Committee is still required to issue a written decision, and a dismissal can be appealed to the Gotham Board (currently, the committee has to hold a hearing every time a member files a grievance, regardless of how valid or silly the grievance is).”* The member criticized the use of the word “silly,” in that the member believed that it reflected a lack of concern by the Board about membership Grievances. The member suggested that the word “invalid” be used instead. Seth explained that he was responsible for the description of the change on the ballot. He used the term “silly” as a colloquial alternative to “meritless,” which was the legal term of art that was used in the Bylaws. Seth did not think that the word would convey what it conveyed to this member, but, while he disagrees with the portion of the member’s feedback that ascribes a lack of caring about member grievances (it’s actually quite the opposite), he respected that, to at least one member, the word sent the wrong message, and felt that, as a result, the wording needed to be changed, so he changed the wording of the write up as soon as he saw the feedback to eliminate the word “silly.”
- f. Other Feedback – Division 6 Captains -- Stefan said he saw that there seemed to be three points of feedback from Division 6 regarding captains, and wondered if that indicated that there was a problem with the Division 6 captains. Seth reiterated his belief that we should not make sweeping generalizations based on a comment or two. Seth noted that without checking the responder details behind each comment, we cannot tell whether these three responses came from (the same teams or different teams), so even if there was an issue, it might be with just one captain. Seth noted that he was a captain in Division 6. Seth said he honestly did not believe that the membership in Division 6 had a problem with the captains, notwithstanding the comments. However, Seth noted that he was one of the newer captains in the division, and the comments seemed directed at more veteran captains, so there may be some issue with a more veteran captain that he is not aware of, but he did not think that was the case. Josh pointed out that there are only 2 or 3 comments from the division that even mention captains, so that could very well be only 2 or 3 people out of about 68 who have a concern. Stefan said he just wanted to make sure that there was not an issue there to be addressed.

D. Treasurer – Lew Smith – Lew reported that three members from the Summer League are on payment plans. All other members from the Summer League are fully paid up.

V. Old Business

- A. Division 6-10 End of Season Tournament (Spring 2012) Recap** – Josh reported that the Division 6-10 tournament ran smoothly. Josh noted that all unclaimed awards are in two boxes in the closet at Rustin and members can ask a Board member to get the unclaimed award whenever we are using the Rustin gym. Joe said he needed some additional medals for his division, and Josh explained that those, too, are in the closet.
- B. Spring Fling III Recap** -- Eric reported that we had 9 teams participate in the tournament, which was a success. He reviewed the tournament’s finances. Because the directors were uncertain about the number of teams to expect, they could not plan a giveaway. As a result, the tournament ran with an approximately

² Leah arrived at this point (8:15 PM).

\$2,000 surplus. Eric proposes to give \$1,000 to AIDS Walk New York and to use the other \$1,000 for Spring Fling IV, so that they can have some budget certainty that will allow them to not have to miss out on a giveaway purchase again.

- C. Pride – June 24, 2012** -- We will again be doing free t-shirts for the first 75 Gotham members to march with us in the Pride Parade. Jeffrey and Clovis are going to training to be Gotham's group marshals at the parade.³ Josh said he'd make arrangements for the vehicle and sound equipment. Josh said we are limiting the free t-shirts to existing members of Gotham because last year people not affiliated with Gotham showed up to get shirts. Rich volunteered use of his truck for the parade. Thank you Rich!
- D. Fire Island Tournament** – July 21, 2012 (*subsequently rescheduled to July 22, 2012*) -- Josh reported that it is increasingly likely that we will not have a party (mostly because there is no place to have it), and, as a result, he is looking for the nice giveaways and prizes discussed at last month's meeting. Josh has mailed off the permit request and is waiting to hear back. A Board member asked when registration will open, and Josh explained that it will be opened within the next couple of weeks.
- E. End of Season Party Recap** – The End of Season Party was held at XL this year to much praise. Josh was excited and surprised to see the Gotham logo projected behind the stage at XL. We received lots of good feedback about the party and the venue. The suggestions for improvement were the similar to feedback received in the past – some suggested the need for additional bartenders, indicating too long of a wait for drinks, although Josh noted that he saw a couple of people who had to be carried out of the bar. Medals had to be given out at the party as a result of the awards kerfluffle during the Division 1-5 End of Season Tournament. Stefan felt that giving out medals at the End of Season Party is preferable to giving them out at the End of Season Tournament, in part because there are more people around for the awarding ceremony. Josh said the awards ceremony simply took up too much time when we gave out all the medals at the party. Josh noted that we only needed to give medals to half of the league this time around, so that is why the timing might have seemed more reasonable. Dave F. agreed with giving out medals at the tournament, as opposed to the party, saying that, at the tournament the whole team is there. Stefan emphasized that he believes it is important to have team recognition. Clovis asked if technologically feasible to put together PowerPoint about winning teams to give them recognition. Josh said we used to have a big poster listing the winning teams, and we could do that again. Seth said he actually did a little poster that listed all of the winning teams for season and tournament, but left it in his bag. He apologized for this and said he would do something along these lines next season. Further on the mea culpa front, Seth also said that, when giving out Division 6 awards, he tried to make jokes each time he announced an award winner but, two weeks after the party, got an e-mail from someone who he thought would appreciate the joke saying he did not do so. Seth suggested maybe the lesson learned is to shy away from joking on stage. Joe got really positive feedback from the party, and even positive feedback from some people who don't normally give positive feedback. Joe said that he heard that Seth's jokes were actually appreciated and that Joe was asked why he did not make jokes. We agreed that we would continue to improve the areas of concern as much as possible, and were happy with a Spring Party well done.
- F. Budget Follow-up** -- Justin asked when we would continue our discussion about looking at ways to reduce Gotham's expenses. Josh said he spoke with the staff at O. Henry about shifting away from school security, and was told that we are required to use school security. Beyond that, Josh is working with a promoter on another fundraising activity via the website that will benefit Gotham. Justin asked if these issues will be on future agendas, or will they be discussed as we go. Specifically, he was wondering about his suggestion to eliminate one night of O. Henry use during the Fall season. Josh said we can discuss that when we are finalizing our fall programming over the summer. If we do not have programming for it, we can discuss whether we will get the space. Joe asked if we keep track about how open play attendance is faring now that members are paying the increased rate of \$15. Josh said that all open plays have been well beyond the breakeven point, even at the old rate. This past Thursday's Div 1-3 open play was in one gym and sold out. The C-level open play came close to selling out. The Wednesday night open play, assigned to two gyms, did not fill up but was consistent with past attendance. Mike asked Lew whether there was a negative reaction to the dues increase, and Lew explained there was not. Josh said that the feedback he received was that the reasoning for the dues increase was well communicated.

³ Eric Eichenholtz left at this point (8:40 PM).

VI. New Business

- A. Summer Clinics** – Josh has drafted the schedule for the summer clinics, and will send it out soon. The first two weeks will be “Welcome to Volleyball” clinics for potential new members. Josh figured this was a good place to start with summer season starting and folks who are brand new in the league now have a good opportunity to get some extra training. Other clinics are defense, one for setters/middles, hitters, etc. At the end of the summer, there will be a brush up clinic for advanced (D1-3) and intermediate (D4-6) returners. Josh didn’t know how to price them.⁴ Josh said that, at \$25 per person, we’d need 14 enrollees to break even. It also seems like a good rate, it is only \$10 more than open play and, of course, includes coaching for the full 3 hours. Someone else suggested \$30. Seth said that \$25 seemed like a reasonable amount that would both attract interest. No one else said anything. The consensus was to price the clinics at \$25. Josh also asked for input about holding a weekend-long end of summer clinic like we used to. Board members suggested gauging interest first and Josh said he would do that.

VII. Reports

- A. League Manager** -- Rich had no report. Dave F. asked if there is any possibility to access O. Henry starting at 6 PM for practice. Josh explained that for while school is in session, we technically should not even be in O. Henry until 8 PM and they do not want us in the school earlier than 7 PM. However, Josh suggested reminding the teams who play the 7 PM match that they can come to Rustin at 6:30 PM and start practicing. Including the 10 minute warm up period, that gives a team 40 minutes to practice, which is definitely enough time to practice. Dave also asked about having practice balls available at O. Henry. Josh explained that while we try to provide practice balls, the official policy is that we provide a game ball, and the teams provide their practice balls. Seth noted that a challenge with the existing balls at O. Henry is that most of them are Power balls, they would get worn out or lost easily, and we’d need to have a Board member to open and close the closet – all challenges we should avoid for the summer.
- B. Social** – Daryl announced that there will be a Summer League social on Wednesday at Gym Bar. Daryl also said that the Summer League was having a Fan Night. Dave F. explained the concept behind Fan night – basically, we ask members to bring friends and family to watch the games and cheer. Leah suggested to communicate to captains to communicate to their fans – they should cheer good play, be sportsmanlike, and respect the time a serve has after the whistle is blown for serve (don’t interfere with it). Leah said that teams should be held accountable for the actions of their fans in extreme situations.
- C. Community** – The AIDS Walk went very well. Seth said that AWNY now needs at least 25 people to sign up to be considered an official “group.” As a result, Seth asked the Board to all sign up next year, even if you can’t ultimately make it, so that we can be a full group. Seth also reminded everyone that you can raise money even if you can’t walk. Clovis said that the Mets game was a big success. Clovis said that people were exposed to Gotham through the event, and the exposure was positive and they might now be joining the league. Joe asked if we take pictures of the events to post them on the website and help publicize future events. Josh explained that we are sensitive to members who might not want their photographs taken. Seth said he is always on the lookout for photos taken by members, where everyone in the photo is ok with having their picture taken, to post on the website and other places. Seth said anyone can e-mail him pictures and he would be able to post it, and he agrees with Joe this will help publicize our events.

VIII. Announcements

Lew is happy being re-elected to the NAGVA board for 4th year (now in charge of eligibility). Rich reiterated that he does not get paid to be league manager. Seth expressed Brendan’s appreciation for the flowers that the Board sent after his mother passed away. He said the gesture meant a lot to him, and showed his family that he has wonderful friends from Gotham. Mike said that his Fire Island diet is officially underway (as he stuffs his face with a Nutter Butter cookie). Dave F. wanted to express his gratitude to Eric for a well run Spring Fling tournament and for everyone who helped organize the Summer League tryouts, from which he received a lot of positive feedback. Josh said that this was our first meeting since NAGVA Championships so he was pleased to announce that teams with Gotham members finished 3rd in the A

⁴ Pam Tong arrived at this point (9:04 PM).

Division and 3rd in the B Division. Leah said she had fun giving the Gotham member-based teams medals and added that Gotham members Chris Clary (B Division) and Jeff B. (A Division) both won All Stars.

IX. Adjournment

Motion (Rich Reid, Joe Sena) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:29 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, March 12, 2013 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Vacant – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:31 p.m.

II. **Approval of Minutes – Motion (Manny Ciccone, Sanjiv Jhaveri) – to approve the minutes of the February 12, 2013 meeting -- passed by acclamation.**

III. **Public Comment – None**

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

- i. Partial dues computation – Josh reviewed the formula with which we determine dues for members who join mid-season. This formula is established in Gotham's Rules of League Play and adopted for use in Power Classes as well.¹ Mike expressed concern that the dues formula does not make sense, in that we charge an administrative fee but do not first deduct that fee from the pro-rata calculation of dues owed. Josh explained that the formula, which is designed to ensure sufficient funding for the organization, comes from the Rules of League Play and that any Board member can propose a change to those rules if they want.
- ii. End of Season Tournament – CCNY is available on May 5 and May 11, and we will, therefore, be holding the tournaments on those dates.
- iii. Grievance Committee Appointment (Division 6) – Tom Eikenbrod, previously the Division 6 GC member, did not play in the fall so the position has been vacant since then. Because Tom has returned to Division 6 this season, Josh is re-appointing him to the vacant position (term expires May 31, 2014). Justin asked why the position was not filled in the Fall. Josh explained that no one expressed interest in the position. **Motion (Seth Eichenholtz, Joe Sena) – to confirm the nomination of Tom Eikenbrod as Division 6 Member of the Grievance Committee – passed by acclamation.**

¹ Pam Tong arrived at this point (7:35 PM).

- iv. Notes about permits/security – Josh reviewed the permit times for all of the schools we use, and our means of working with the schools to ensure we have access during those times.

B. Vice Commissioner – Clovis Thorn – Clovis will send out an updated Board work schedule and will try to keep it as close to what he had previously proposed as possible.

C. Secretary – Seth Eichenholtz – Seth passed around feedback submitted by members during the Fall elections. The Board reviewed the feedback and discussed it generally. He reminded the Board that these comments are written by individual members, so the Board should keep in perspective that some might represent a minority opinion. Josh would like to design a “FAQ” that incorporates responses to the most common comments/concerns to post on the website. Joe asked why the Board has not conducted a survey about referees. Seth said he had previously suggested such a survey but it was rejected. Josh explained that we already have a method for reviewing and communicating feedback to the referees.

D. Treasurer – Lew Smith – Lew will be passing around the third quarter financial reports, incorporated by reference.²

V. Old Business

A. Open Plays -- Thanks to everyone who has been volunteering to run these popular events. If interested in helping, send Josh an e-mail and let him know. Josh also reiterated that that start time has been moved from 7:00 until 7:30 PM. The open plays now run until 10:30 PM. We have been regularly selling out Wednesday night open plays (within minutes) and have also had a strong response to our Thursday night open plays. Josh reminded Board members to lock the O. Henry closet, so members do not access/use the Power Balls during Open Play and League Play.

B. T-Shirt Vendor -- Josh needs suggestions for new t-shirt vendors, so if anyone has a vendor in mind that they would like to suggest, e-mail Josh the information.

C. Big Apple XXX – Lew reported that with 10 days until Big Apple, we have 76 teams, which is our largest ever (appropriate for our 30th anniversary). We have a new party venue, because this also might be our Gotham venue. Leah said we have some nice feedback for outreach for volunteers and she thanked everyone but said that we still need more help. Lew is trying to work with Gym Bar to get out tote bags.

VI. New Business

A. O. Henry Schedule Change – Reiterated for 3rd time about time change at O. Henry, with our evening permits now starting at 7:30 PM.

B. Fire Island Tournament – The permit application has been mailed in, seeking a permit for July 20.

VII. Reports

A. Power –

- i. Power Refund from Fall Season -- Sanjiv and Trevor reported on the state of arranging a refund for affected Power C & D classes during last season's cancellation. Sanjiv assembled a list of members who showed up to the relevant class. Trevor tried to arrange a partial refund through PayPal and discovered its quite complicated. Trevor suggested refunding their deposit. Seth said he had the same objection to that as at last meeting, that it is too great of a value and sets a bad precedent. Seth said that our agreement at the last meeting was to issue a \$15 credit, and that we can issue that credit in any form but that we shouldn't exceed that amount.

² Leah Hughey arrived at this point (8:16 PM).

- ii. Power Assistant Job Description – As discussed during the February meeting, the Power Representatives are creating a draft description for the duties of the Power Assistants, against which the PAs can be measured.
- iii. Member Request for Compensation for Unsolicited Services Donated to the League – Two Gotham members in our Power program are hard of hearing. Another member of that class is a certified American Sign Language (ASL) interpreter. She has generously helped communicate with the two hard-of-hearing members using ASL. The ASL interpreter then sent an e-mail to Josh, asking if the Board would consider waiving her Power dues as compensation for assistance with her two classmates. Josh e-mailed one of the members who received the translation services about whether it improves the overall experience, and the member felt it was helpful and enhanced the class experience for her. The Board discussed whether we would be willing to waive the dues for member who is translating into ASL. Pam said that it was greatly appreciated that this member was helping out in class. However, the member is just a participant in class, and is not there exclusively as an interpreter. Specifically, Pam wondered what we would do if the member chose to miss certain classes, since, in essence, we are now paying her to provide her services. Seth said that he was grateful for her providing her services in this way, but Gotham, an all-volunteer run organization, thrives on members providing various talents for little or no compensation. If we were to compensate every member who makes a contribution with his/her talents, we would not have enough revenue to run the league. Seth also agreed with Pam that the issue is, if we compensated someone in the class for “work” we’d need to hold her to that work like we are discussing we need to do with the PAs. Trevor said that because the ASL translator was doing more than others in the class were doing, there should be some recognition, but he did not believe a dues waiver was necessarily the correct compensation. Daryl said he saw this as an access issue, in that having an interpreter provides access to activities to which these members with disabilities would otherwise be denied, and as interpreters do not work for free, a dues waiver is appropriate. Eric reiterated that many of our members provide professional services for little or no cost, and that these services are no different. Eric also strongly disagreed with Daryl’s characterization as these members being “denied access” to our service. Seth also disagreed with Daryl’s characterization, saying that while there is no doubt that the presence of an interpreter would enhance a member’s experience; the absence of one does not deny access to what we do. Seth also noted that the members did not request this service, the ASL interpreter just started to provide it as a nice gesture, and so Seth does not understand why Daryl concludes that there is a denial of services. Leah noted that the members participate in the class with and without the ASL interpreter. Josh noted that the member who receives the translation services did say in her e-mail that it allows her greater access, but he is also balancing that with the fact that the member did not request the services. David F. thinks we should do something for the member who provides the services, but does not think it should be a full dues waiver. Pam further discussed the logistics of saying we are compensating her for doing work, in that it would be hard to keep her accountable because there is no job description and that, as a participant in the class, there are already two coaches in the class who do provide extra time and attention to assure that the members understand the instruction in the class. However, Pam does feel that if the member who provides ASL translation is willing to give her time to do that, we should recognize it. Trevor suggested that we provide a thank you e-mail and let her know that we appreciate her efforts to create community. Joe said he thinks we should present “Community All Star” awards at the party to recognize these sorts of contributions. Leah suggested some monetary amount with the award, like free admission for a team to a Friendship Tournament. Josh said he would express to the member providing her services that we appreciated her contributions to the Gotham community and will work to provide appropriate recognition, but would not waive her dues.

- B. Tournaments** – Eric thanks the Board for signing up for Friendship Tournament dates. Spring Fling IV – Eric discussed the date of the tournament, and the Board’s preference was for the weekend of the EOS

Party (as opposed to Memorial Day weekend). Eric will stay with same format as previous tournaments, and stick to the same eligibility rule.

- C. Social** – Daryl discussed upcoming social events, including the Night at the Museum and a trip to see an NCAA Men's Volleyball game. We will post these events on the website and on social media.
- D. Community** – Jeffrey sent an e-mail reminding all to sign up for the AIDS walk.
- E. Webmaster** – John asked Board members to contribute to the Board wiki, by adding documents, templates, etc. for all Board members to use. John also added a Google ad to the website, which brings in revenue. In fact, in the past few days, we've already made \$23.

VIII. Announcements

Leah was excited to hear that Charity is going to the deaf Olympics. Clovis said his organization held an art auction and raised over \$100,000. Justin was in South America for two weeks. Leah saw Sanjiv on Law & Order. John is looking forward to Big Apple Tournament and hopes his team will place. Today is Mike and Matt's 3 year anniversary, and Mike doesn't think Matt remembers. Lew had a nice two weeks in Turkey and California. Josh is looking forward to playing in Cincinnati this weekend.

IX. Adjournment

Motion (Joe Sena, Trevor Cano) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:29 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, April 16, 2013 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Vacant – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:35 p.m.

II. **Approval of Minutes** – The March minutes were not ready for this meeting, and will be considered at the May meeting.

III. **Public Comment** – None

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

- i. Facility/Conflict Issues – The tournament at CCNY is set, and there is a conflict between Power C/D and Division 5. It is the one that we had before of 1-5 that has the tourney when there is Power on the same day and power C people play in D5. Josh will try to resolve this conflict but there is also an issue with facilities on May 4. The Rustin schools are using the Girls/West/Red Gym until 3 PM, forcing a rescheduling of Power B and Division 9. We will have to reschedule Division 9 to Sunday, May 5, and have a C-Level Tournament in the other gym. For those Division 9 members who want to participate in the C-Level Friendship Tournament, we can have an extra session in O. Henry from 5 PM-8 PM. Josh proposes rescheduling Power B for Saturday, May 18 at O. Henry from 1-4. Then on Sunday, Power C can be held on May 19th from 5 PM – 8 PM.¹ Pam tong arrived 7:46
- ii. On Duty Responsibilities – Josh got an e-mail from a member who got injured during league play, and said he was not offered any assistance. Josh reviewed on-duty responsibilities, which include assisting members in the event of injury. Josh also said that no one should do anything they are not comfortable or qualified to do, but we can provide ice packs and ask if members need an ambulance. Joe asked if we should have members who are medically-trained assist injured members, and Josh said that they are free to volunteer if they want, but we cannot compel them to act.

¹ Pam Tong arrived at this point (7:46 PM).

- iii. SUPPLIES -- Josh has replenished all the ice packs and brought new storage clip boards to Rustin. Josh reviewed the location of all the supplies at both O. Henry and Rustin. Josh reminded the Board that the gate to the O. Henry closet should be closed to prevent the use of Power balls during non-Power activities.

- B. **Vice Commissioner – Clovis Thorn** – Clovis reminded everyone that Sunday a make-up week for Divisions 7, 9 & 10. Clovis will be sending out work schedule, and asked for volunteers to help with Division 9 on Sunday, May 5.
- C. **Secretary – Seth Eichenholtz** – Seth thanked the Board members for putting the signs up advertising the upcoming elections. We've had 46 members sign up to run for Captain, so far. Seth will send regular updates to Division Reps and respond to any requests about who has e-mailed in to sign up.
- D. **Treasurer – Lew Smith** – Lew paid the taxes for last year. He will order a new laptop and a new filing cabinet with a lock that actually works. Seth wanted to make sure we also ordered a new printer, and Lew said that we would. Lew also reminded the Board that he will need to propose the FY2014 budget at the next meeting.

V. **Old Business**

- A. **Big Apple XXX²** – Lew reported that the tournament was a great success with a record 76 teams from across North America participating. The whole tournament was completed by 8:30, so it finished in a timely way. Lew thanked Leah and the other volunteers, and said it was one of the best run tournaments he's seen.³
- B. **T-shirt vendor** – Josh still has not received any contact information for prospective t-shirt vendors to replace the Gotham Store. Josh used CustomInk for recent Gotham business and was very satisfied with the response.

VI. **New Business**

- A. **Proposed Bylaws Amendment** – Josh introduced the bylaws proposal, incorporated to these minutes by reference and attached to the end of the minutes. Joe said he was concerned that this amendment could allow someone to win a Board position just based on a popularity contest. Joe has observed and has great respect for the essential role of Executive Board members. Josh explained that was the purpose when the bylaws were originally changed in 2009, and that protection will still be there for those running for Commissioner, who, Josh noted, absolutely could not perform adequately without some prior Board experience. Pam agreed that there was a need for experience, but pointed out that someone can come to a Board meeting once and qualify to run for the positions, and still not know what's going on. Mike pointed out that there are checks and balances in the system, and even if we had one Executive Board member who did not pull his weight, the other three can be a check on that. Joe asked who can release money from Gotham accounts. Josh explained that any Executive Board member can, but the Commissioner is the only one who can obligate Gotham to a contract. Seth said that on the current Executive Board, we all have various roles to keep checks on each other regarding the finances. Seth, this year, has been keeping an eye on the account and has been questioning Josh and Lew when necessary to see what is going on. Daryl asked why the original proposal said 3 years, and Josh explained that it was to allow people who had experience on the Board while not limiting it to the current Board. Seth said there was no real specific justification picked for the 3-year period. **Motion (Seth Eichenholtz, Manny Ciccone) – Approve the proposed Bylaws amendment and send it to the membership for ratification in the upcoming election – passes by a vote of 11-1-0.** Daryl asked if we can post the proposed amendment in the gyms ahead of the election. Seth said that we would, along with the website, Facebook, Twitter, and membership-wide e-mail.

² Josh left the meeting briefly, so Clovis chaired the meeting at this point.

³ Josh returned to the meeting and resumed chairing the meeting at this point.

VII. Reports

- A. Grievance** – Eric reported that the Grievance Committee recommended a refund request for a member who was going to be a participant in Power W, but had an unanticipated change in schedule. She had paid for Power W, but never attended. Eric said that the Committee normally does not issue refunds in those circumstances, absent unforeseen injury. However, Eric said that the Committee believed that this situation was different because this is a long-time member whose interest in Gotham is not questionable, that she clearly intended to play, and that she paid her dues but never actually played. As a result, the Committee felt comfortable denying a refund, but offering her a credit toward future Gotham participation. Seth said that he did not feel a credit is appropriate under these circumstances, as it departs from our precedent to not issue refunds absent exceptional circumstances. Seth said he viewed a “credit” as almost identical to a refund, in that it costs the organization its revenue, just future revenue instead of past revenue. Joe disagreed, saying he believes there is a difference between a credit and a refund. Joe said the discussion needs to be whether we are comfortable doing a credit with other people. Mike asked whether the position in the class was filled, and whether anyone was turned away. Leah said that the position was not filled, but no one was turned away. Mike said he believes we need to take the person into account when making these decisions. Josh said his major concern is with the timing of the credit – how long does it last. Josh felt that we would be better served to put some kind of expiration date on the credit. A discussion ensued about whether a denial of a refund or credit would discourage this member’s appropriate act of paying on time. Further, there was a strong feeling amongst the Board that a member who pays should not lose money, while a member who tries out and takes a spot in League or Power and does not pay can essentially escape any consequence with a similar excuse. Seth said that, in light of that discussion, he sees why a credit is appropriate so that we are not inadvertently punishing this member’s doing the right thing. The Board agreed, generally, that an expiration date is needed. Josh proposed that the credit should expire in 2 seasons, so only the next Treasurer will need to keep track of the credit.
- Motion (Joe Sena, Manny Ciccone) – Adopt the recommendation of the Grievance Committee to grant this member a credit, with the modification that the credit expires if not used within 2 seasons (Fall 2013 and Spring 2014) – passed by acclamation.**
- B. Power** – Josh reminded everyone who uses Rustin Campus to store the Power balls in the locked cage downstairs. He e-mailed the Board the combination to the lock.
- C. Tournaments** – Spring Fling IV registration opened yesterday, and 3 teams have registered so far. Wladimir Thomas, who usually co-runs the tournament with Eric, is not available this year because he is preparing for his wedding, so Eric will need a lot of help.
- D. Social** – Daryl said the two recent socials were big successes. Night at the Museum drew about 20-25 people there, and we had a good turnout for the NCAA Volleyball game. Daryl thanked Manny for dealing with the Rubin Museum and Seth for setting up the Facebook invites for both events.
- E. Community** – Jeffrey, who could not make the meeting, sent an e-mail saying that we have just over \$3,000 raised and 14 people joining the Gotham AIDS Walk team. He got free tickets for Gotham members to see the Mets play the Phillies on April 26. He also registered Gotham for Pride. We will need two marshals for the parade. If interested, e-mail Jeffrey. Josh started an initial discussion about whether we should get some sort of handouts, like stickers or post cards.
- F. Webmaster** – John reported that he revised the website’s calendar feature and thanked Seth for helping to put the content in it. John also created a new administrative feature that will allow us to pull up any member’s contact information and playing/Power history.

VIII. Announcements

Seth announced that he just got engaged to Michael, and that he is also in the process of selling his apartment in Chelsea, so that they can buy a new home together. Clovis said he was sad to announce that a member of Gotham, Glenn Marquez, recently passed away but was heartened to see that his memorial was overflowing with people. John got a new job at Rodale Press. Mike will be an uncle. Leah is really proud of Power EF and is doing amazing. Brendan and Tony passed the bar exam and are bartenders, and along those lines and raised \$352 in tips for Gotham’s AIDS Walk Team. Daryl’s team is in last place,

but is the only team to have beaten the first place team. Pam's team went from 8th to 4th in two weeks. Lew's team went from 5th to 3rd. Josh likes this new board game called Quelf, it's a real board game, card driven but, wow, he loves it!

IX. Adjournment

Motion (John Wetsell, Clovis Thorn) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:10 PM.

Notice About Proposed Change to the Gotham Bylaws

During the upcoming Gotham Volleyball elections (starting 4/29), members will be asked to vote on the following change to the bylaws:

(Changes indicated in redline)

ARTICLE III

* * * * *

Section 3. Election and Term of Office of the Executive Board. The Commissioner, the Vice Commissioner, the Secretary, and the Treasurer shall be elected at the annual meeting of the Membership by majority of the votes cast. These elected officials shall be elected to hold office for a term of one year, starting June 1 and ending the following May 31.

- 3a. To be eligible to be a candidate for ~~the Executive Board~~the position of Gotham Commissioner, the candidate must have been a member of the Board of Directors within the previous three (3) years.

* * * * *

This change will be effective June 1, 2013.

Explanation of the Change:

In 2009, the Gotham Bylaws were amended by the membership to require that any person who wants to run for any Executive Board position (Commissioner, Vice Commissioner, Secretary or Treasurer) have prior experience on the Board of Directors within the past 3 years. The reason behind this change was to ensure that the officers of the organization had some experience in organization management and familiarity with organizational issues prior to serving in those positions, and make sure that they were aware of the various issues facing the organization, and to provide continuity in the direction of the organization.

Under the revision, only the position of Commissioner will be limited to prior Board members. As a result, any member will be able to run for Vice Commissioner, Secretary and Treasurer. The proposed change will allow more openness in the elections for these three positions, and, ideally, encourage greater interest in these positions. The proposed change is intended to address the fact that, since the 2009 amendment, there have been no unopposed elections for any of these positions.

On the other hand, the proposed change keeps the restriction in place for candidates for Commissioner, in order to strike the balance between the goal of openness, and the goal of ensuring that there is continuity and experience on the Executive Board and, specifically, in the crucial position of Commissioner.

Question to be asked on the electronic ballot:

Do you vote in favor of the proposed change to the Bylaws? (Yes/No)



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, July 10, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Stefan Mrozewski – Division 1 Rep
Brian Carroll – Division 2 Rep
Dale Shoemaker – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep
Dave Fredericks – Division 8/Summer A Rep

David Jordan – Division 9/Summer B Rep
Brad Goldstein – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhavari – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Rich Reid – Member-At-Large/League Manager
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Billy Bowden – Power Manager (Non-Voting)
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:36 p.m.

II. **Approval of Minutes – June 12, 2012**

Seth noted two changes that were brought to his attention after the final version was sent out to the Board. He has incorporated those changes in the finalized version that will be posted on the website. **Motion (Brendan Becker, Stefan Mrozewski) – to approve the minutes of the June 12, 2012 meeting -- passed by acclamation.**

III. **Public Comment – None**

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

- i. Continued Summer Permits -- Josh is taking care of the remainder of the summer permits. We had over \$10,000 of credits at O. Henry and the Rustin Campus, and that covered the cost of all of the Rustin permits for the summer season through August, and cover either all of or part of the O. Henry permits for the remainder of the summer.
- ii. Permit Costs -- When we received the e-mail requesting payment for the O. Henry permits, Josh discovered that we were being charged some strange fees we've never seen before. He inquired and, as per the Department of Education, O. Henry is charging us for costs of having the custodian and fire marshal present because the building would not be open if we weren't there. Typically, we have not been assessed these charges. As a result of these charges, the cost of O. Henry was about four times what we would normally pay for the O. Henry gym. Josh is trying to clarify this issue with the custodians at O. Henry. In the event that they insist that we pay this new amount, Josh is not prepared authorize payment in that amount of money because we simply do not have the revenue to justify it, especially on Monday when O. Henry is used as "practice space" by the Summer League teams

and we have no revenue coming in to cover the costs of the space. As soon as he clarifies the situation with the O. Henry School, he will update Dave and David so they can update their summer teams as to the availability of the space. Also, as per the issue discussed during our FY2013 budget discussions, Josh attempted to persuade the O. Henry School to let us use our own security, saving us costs on security. Again, O. Henry administrators insisted that we continue to use School Safety Officers. Because the administrators retain the discretion to require us to do so, we have no option but to continue to pay for School Safety Officers.

- iii. Referee Assigner – Heri Estrada, who has been in charge of assigning referees for Gotham League Play and Tournaments since 2009 has sent an e-mail and advised the Executive Board that he wants to leave the position as part of his stepping back from work responsibilities and moving toward retirement. Heri, who also serves as one of our referees and a coach in both the individual Power and Team Power programs, will still remain as a coach for individual Power and occasionally act as a referee, but will be giving up all other responsibilities. The Executive Board is searching for someone to recommend that the Board hire to fill this important role. The Referee Assigner must assign referees and needs to have connections sufficient to instruct, retain, and recruit new referees who will be a good fit in Gotham. Josh does not want to assign a Board member to fill this role for two reasons – first, the Board is stretched thinly enough as it is and second, it is important to have a separation and hire someone who is totally independent to assign the referees and ensure that they are accountable. This is, in part, so that when the Board gets feedback from players and division representatives, there is a neutral party to assess the feedback. The Executive Board has a couple of potential candidates in mind, but if any Board members would like to suggest candidates for the position, let the Executive Board know. Until such time as the Board hires a new person to fill this role, Lew has offered to start working on getting referees together for the Fall season. Stefan asked how much work the position entails and whether it is a paid position. Josh said there is an assigner's fee that the person in the position gets paid (\$100/month) and that scheduling the refs, and recruiting and evaluating them is a significant responsibility. Josh also explained that, historically, it had been a referee who filled the role (essentially a head referee). Stefan asked Josh to disclose who the Executive Board was considering – Josh said their intent was to talk to Felicia Green, who trains referees, because she might have good ideas of someone who can fill the role. A couple of additional candidates were disclosed by Josh.
- iv. Gym Bar Trophy – Josh noticed that there are a lot of trophies from other LGBTQ sports leagues on display at Gym Bar, and Josh wanted to suggest that we get one as a way to thank them for their support of Gotham. Josh is pricing large volleyball trophies that would be appropriate and they average around \$100. Josh wanted a feel from the Board as to whether they would approve of the idea and the expense involved. Justin said he hadn't seen trophies at Gym Bar, but if we are going to purchase one, it should be a nice, big one that represents the organization well. Daryl loves the idea and thinks Gym Bar deserves a thank you, in light of their cooperative nature when it comes to our socials and other activities. Stefan wanted to clarify whether our rationale was to thank Gym Bar staff for their help, or because we have, in Stefan's words, "trophy envy" because other groups have trophies on display. Stefan asked whether the trophies could list our tournament champion teams. Josh said he did not intend to tie a winner to the trophy or have it updated in any way. Justin would like to see the trophy have the Gotham logo. Brendan thinks it's a good opportunity for our members to see our presence in the popular sports bar. **The general consensus was that Josh should continue to investigate the possibility of purchasing this trophy, and report back to the Board.**

- B. Vice Commissioner – Clovis Thorn** – Clovis said the feedback from the election web survey that members wanted more training on how to set up and take down the nets. At the last meeting, we talked about doing instruction video. Gotham members Royce Bugarin and Mark Bracero have agreed to assist Clovis and Rich with the video. They are perfect for this project and they have

access to professional equipment. Clovis, Royce and Mark are working on some creative scripting. Their goal is to shoot in August and have it edited by first week of league play in the Fall. After that video is complete, they intend to work on a referee instructional video. Clovis hopes to tackle that during the Fall season.

C. Secretary – Seth Eichenholtz

- i. Mentorship and Training -- Seth reiterated his offer to work closely with any Board members who are interested in running for one of the Executive Board positions next Spring, to provide them with mentorship and training for those positions. Seth has held every Executive Board position, except Treasurer, at some point over the past 6 years, and would like to share his knowledge with whoever is interested. Seth said that he thinks it is important that fresh people assume these responsibilities and that the more you know going into it, the more successful you will be. So far, no one has taken Seth up on his offer, but he again reiterated his willingness to do so and hopes some Board members will express an interest in doing so.
- ii. Communication – In furtherance of Seth’s goal to work toward improving communication, Seth has been trying to use our Facebook and Twitter accounts to get the word out there about Gotham activities. Posting Pride as an event on Facebook, and engaging the Board to share the event with friends, was highly successful. Seth said that he would advise the Board when things can be shared in the future, and asked for help in sharing our events so they reach a greater audience. Seth will continue to work with John to improve these aspects of communication. Daryl, who works with social media for a living, offered to provide advice if needed.

D. Treasurer – Lew Smith – Lew reported that, other than one Summer League member on a Payment Plan, everyone participating in the Summer League is paid up.

V. Old Business

- A. Fire Island Tournament** -- Preparations for the Fire Island Tournament, scheduled for July 22, are well underway. Josh reported that the tournament has been full for a while. We have 40 teams, and that includes 4 teams who are playing doubles. Josh said that there could have been more doubles teams, and a stronger doubles division, but many of them signed up at the last minute, and after the tournament was full. Josh also had a person from out of town interested in coming to Fire Island for doubles, but we did not get the request until the tournament was full. On the day of the tournament, we need volunteers to help get the nets set up, which Josh described as the most challenging aspect of the whole tournament. Josh has finalized the giveaways for this year's tournament, which are a bit nicer to compensate for the lack of a party. They include spray misters and a beach mat. Josh also reduced tournament fees and got a prize for the finishing teams, a folding beach chair for each member. Josh said awards will be given to first and second place teams. In the past, a team was designated as a 3rd place team when they actually finished tied for 3rd, but had to referee the championship match. Because this caused kerfluffles in the past, we are not repeating this year. The Tournament typically donates a portion of its proceeds to a charity. Josh wanted to solicit ideas from the Board as to where to donate this year. In recent years, we had donated to Hispanic AIDS Forum, in part because they allowed us to use their meeting space. Since Drug Policy Alliance has generously let us use their space for most of the past year, Josh was thinking of donating to them. Then, Josh noticed that a volleyball tournament in Los Angeles benefits the Los Angeles LGBT Center, and Josh thought it might be a good idea to partner with our Center. Jeffrey asked about getting sponsors for the Fire Island Tournament to increase revenue, and Josh said that we always are looking for tournament sponsorship. Jeffrey said that he has some ideas for potential sponsors for next year. Jeffrey also said that if we are going to work with the Manhattan Center, we should work with the Centers in the other boroughs as well. Clovis recommended against a donation to DPA because he believes that there are other organizations that better align with the mission of Gotham. A discussion ensued regarding Gotham's tax exempt status that is more fully described in the next item of the minutes. Joe asked if the Center has any relationships with the high schools that we rent our space from. Josh said there were no such relationships. Seth added that we are in a much better position with the schools than we were a few years ago. Justin asked how much the tournament is expected to generate. Josh explained that in the past the tournament has "raised" between \$1,000 and \$2,000. Justin asked if there is any way we can keep the proceeds to benefit Gotham. Josh said we could do that if we wanted to, but we have traditionally donated a portion of our proceeds to a charitable organization. Josh noted that whatever is not donated will remain in a Gotham-run account. Josh will not be there day of the tournament; Josh said that he will not be able to run the tournament on the 22nd, so Clovis will be running everything on site. Sanjiv asked when the tournament started. Josh explained that the matches are scheduled to begin at 11 AM and it is important to get people to help set up before then. Josh said that the main reason for tournament delays in the past has been delay in getting the nets set up.
- B. Gotham Tax Exempt Status** – Clovis explained that Gotham's tax exempt status prevents us from fundraising, in that we are not considered a charitable organization. Clovis discussed Gotham's various alternatives and options regarding our tax status and fund raising, including partnering with organizations that are considered charitable organizations. Justin asked how that would help Gotham. Josh explained that it would allow us to do fundraisers, and, as an ultimate goal, long term capital projects. Seth also noted that it could be used to help pay for an administrative staff member. Clovis reminded everyone that this is an ongoing issue and we will continue to explore it, and see if we can partner in a way that is beneficial to Gotham.
- C. Pride March Recap** – Jeffrey said that the event really was great. He noted that we had 75 shirts made as give-aways to those who were marching, and we ran out of shirts, meaning we had over 75 marchers. Jeffrey also thanked Rich Reid, who let Gotham use his truck in the march. Thanks Clovis said being a marshal was a lot of fun.
- D. Summer League Shirts** – The Summer League shirts arrived, but there was a bit of a kerfluffle. We were short 2 shirts of same color, and sent 2 shades of orange amongst the orange shirts. Josh will be expressing his disappointed to Kevin Kelly of Blue Heron, who was unusually delayed and non-responsive in the production of the shirts. Josh said a few matters regarding these shirts got blown out of proportion in the A division and he thinks the captains had unrealistic expectations that lead to a greater disappointment with the delay than there would otherwise be. Joe suggested getting t-shirt size information along with payments on PayPal to expedite the t-shirt ordering process. Lew and Josh noted that there is an expectation that the t-

shirts will be distributed in time to be team uniforms, but that the primary purpose of the t-shirts is that they are given out in lieu of a party, and aren't meant to be team uniforms. Several Board members, including Joe and Daryl, indicated that they thought the shirts were meant to be team uniforms, and that the Captains believed that as well, and Lew said that the Captains needed to be told that is the purpose for the t-shirts. Seth suggested this may be us paying the price for our own success. He noted that the t-shirts started in Summer 2005 when Waseem Akhtar was commissioner, for the reason Lew and Josh cited. However, over the years we got the teams t-shirts earlier and earlier in the seasons, so they were used as uniforms. Not many people are around from 2005, and instead, all have the expectation that the shirts are available to use as uniforms. Daryl said that the upset amongst the Division A captains was more a result of their perception that the delay was the result of the Division B captains not getting their t-shirt sizes to Josh in a timely manner, than any issue with how Josh or other Board members handled the order. Mike said it was important to focus on the issues with the t-shirt manufacturer, instead of hold a debate on the nature of why we give out the team t-shirts. Stefan encourages the Executive Board to look into the logistics of Gotham purchasing its own t-shirt press. Joe disagreed with Lew's position that the Captains expectations need to be managed. Rather, Joe thinks that the expectation is now that these shirts should be used as team uniforms and the Board should consider how it can meet that expectation among the membership. Joe thinks that it is important to explain the Board position to membership, but not to the exclusion of the two-way street of listening to, and trying to meet, the membership's expectations. Daryl said he heard comments from the Division A captains about how this t-shirt issue "sneaks up" on the Board. Eric and Seth were both critical of Daryl raising this feedback, stating that the response to that critique was obvious, and inquired as to how Daryl responded. Daryl said he explained that the Board had a lot going on. Eric said that there was a different reason, he would have explained that the Board must wait for the teams to be selected to determine what colors and sizes to order for each team, so even with the best level of anticipation, the Board cannot order the t-shirts until the teams are formed. In past years, this has occurred a week before the first night of play, but this year, it was the day before the first week of play, so we lost a whole week before we were able to order the t-shirts, compared to previous reasons. Eric said that we need to be careful how we respond to the frustration of membership. Eric thought there was a legitimate belief on the part of many members about t-shirts being received in time to be used as uniforms and was focused more on the lack of communication between the Board members and the Executive Board. Eric suggested that when Board members don't know the answer, that they go check with the person in charge of that issue, instead of trying to give an "off the cuff" answer, which is Eric's standard practice. Eric thinks that the Executive Board members get defensive because too many Board members are willing to be inaccurate or promise things that can't be delivered just to sound good. Eric suggested that when we promise things to the membership off the cuff, or misrepresent why things are happening, misunderstandings like the t-shirt issues arise, it causes more problems than it solves and it does a disservice to the Board and the membership.

VI. New Business

- A. **Summer Clinics** – The Summer Clinics are about to start. The schedule is posted on the website and Josh will open registration tomorrow.
- B. **Lez Volley Tournament** – Kristine Bungay, a former Gotham member, runs a small volleyball tournament in Cherry Grove directed primarily at participation by lesbians. She asked to borrow Gotham's nets and is looking to hire Gotham members to manage the tournament and officiate the matches. She is willing to compensate the person/people. Josh told her that he would put out feelers so he is bringing it to the Board's attention.

VII. Reports

- A. **League Manager** -- Summer League is running well. Josh explained that one of the pins of the net poles has fallen out and Josh has ordered a replacement pin. For now, Josh has stored the pin in the ref bag. There was discussion about the condition of the net-mounted flip scoreboards and a discussion ensued about how to find big rings for them. Daryl noted that some of the windows don't close, so teams have had to leave those open. Josh reminded the Board that the new marker board that indicates who is on duty that night is supposed to be taken down at closing, but he keeps seeing it left up on the door. He reminded Board members to take it down at closing. Mike asked about when we will have a closet clean up day, and Clovis said he would do it sometime in August.

B. Social – Olympic Viewing Party – Daryl spoke to Leah about having a Women’s party to view Olympic beach volleyball, and a bigger party directed toward the summer league participants. Daryl is reviewing possible dates and venues. Jeffrey asked about a social event on Governor’s Island or Central Park, and Mike added that has an outdoor net. Jeffrey things would be fun. Daryl said they can look into it and he will have something set up for an August meeting.

C. Community – Jeffrey has arranged for another free Mets game – this one will be the Mets v. Marlins.

VIII. Announcements

Sanjiv said that a week ago he got back from an amazing trip to Italy. Jeffrey said his puppy, Circles, is looking fabulous and has a Mohawk. Brendan said that it’s good to be back after having to be out for a few meetings. Clovis announced that he has not touched a volleyball since before Memorial Day. Josh was in Chicago and he lost his voice. Seth was assigned to a case at work set to go to trial in Albany in a few weeks. John said he is looking forward to time off and time spent on Fire Island.

IX. Adjournment

Motion (Stefan Mrozewski, Manny Ciccone) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:14 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, August 14, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner	<i>Vacant</i> – Division 9
Clovis Thorn – Vice Commissioner	Brad Goldstein – Power At-Large Rep
Seth Eichenholtz – Secretary	Leah Hughey – Power Saturday/Monday Rep
Lew Smith – Treasurer	Sanjiv Jhavari – Power Sunday Rep
Stefan Mrozewski – Division 1 Rep	Justin Hill – Member-At-Large/Coaching Coordinator
Brian Carroll – Division 2 Rep	Rich Reid – Member-At-Large/League Manager
Dale Shoemaker – Division 3 Rep	Jeffrey Reich-Hale – Member-At-Large/Community
Joe Sena – Division 4 Rep	Pam Tong – Member-At-Large/Asst. Treasurer
Manny Ciccone – Division 5 Rep	John Wetsell – Member-At-Large/Webmaster
Brendan Becker – Division 6 Rep	Billy Bowden – Power Manager (Non-Voting)
Mike Hess – Division 7 Rep	Daryl Cochrane -- Social Committee (Non-Voting)
Dave Fredericks – Division 8/Summer A Rep	Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:34 p.m.

II. **Approval of Minutes – July 10, 2012**

Motion (Brendan Becker, Dale Shoemaker) – to approve the minutes of the July 10, 2012 meeting -- passed by acclamation.

III. **Public Comment – None**

IV. **Officers' Reports**

A. Vice Commissioner – Clovis Thorn – Clovis is heading up the closet cleanup/taking stock of our supplies. Clovis is asking for Board members to help him with this on Thursday from 7 PM – 10 PM. He will send out an e-mail. Clovis asked if Dale would take charge of renovating the net-mounted scoreboards. Josh added that the scoreboards are, again, in bad shape and needed new rings. Dale said the rings are the most difficult piece to find. Josh offered to assist in the search.

B. Secretary – Seth Eichenholtz

- i. Registration Sign up – Seth explained that we opened registration yesterday and have had a lot of people register early this year. On the communication front, we made a push on Facebook and Twitter to get the word out, and Seth thanked all of the Board members who helped share the information on social media. Seth said we had over 200 people register so far.
- ii. Tryout Sign Up – Seth will be making duty schedules for tryouts, so please let him know which tryout sessions you can work. Seth emphasized that if Board members wanted to do particular jobs during tryouts, they should let Seth know in advance so he can schedule them where they'd like to be.

- C. **Treasurer – Lew Smith** – Lew reviewed the League account balances with the Board. Justin asked Lew if this was the financial “low point” of the season. Lew said it was, in the sense that we are waiting for the new revenue from the upcoming Fall season.

V. **Old Business**

A. **Fire Island Tournament**

- i. Thanks – Josh said Fire Island was a success. Josh thanked Clovis for running the tournament on site, and Bob for doing the scheduling. He thanked Patrick Boucher and John Orcutt, who, as always, are wonderful with their assistance to the tournament and net storage and maintenance.
- ii. Wrap up – Josh reviewed the final budget for the tournament, which showed that the tournament “raised” over \$3,000 in profit. Josh mentioned that several teams from the 6’s divisions had rosters of 10 or more, and he had never seen that before. As a result, we actually raised more revenue than we had anticipated, because Josh estimated that 6’s teams will have around 6 or 7 players. We also saved on insurance because we did not have enough non-Gotham participation to require a separate insurance certificate for the tournament. Clovis suggested that we consider a cap of the number of players on teams in the future. Stefan said he saw no reason to cap the number of players on a team’s roster. Lew expressed his disagreement, citing USAV’s cap for rosters in their tournaments. Stefan responded by saying that the ways we depart from USAV rules in Gotham are many. Seth said he did not believe we should implement a cap because, while he thinks some captains maintain big rosters for nefarious reasons like keeping strong players away from other teams, these player know they are going into this tournament on a team of 12, and understand what that implies about their playing time. Clovis said that without a cap, it is difficult to anticipate the correct number of give-aways or awards we will need. Josh said that this was the first time he’s seen this, and he’s not inclined to create a cap. He said if people want to have big rosters, they can. But he agreed that there are some concerns so it is something he intends to keep an eye on and, if there is reason for it in the future, such as the tournament not having competition or filling up, because some divisions have are 3 teams of 18 people each, we might have to cap the number of players on a team’s roster. Dale suggested a party in the future might be impacted if we don’t have a cap on rosters. Josh said he did not think that’s an issue because parties are held at an event space on and we are charged per person. Justin asked how many more new nets we anticipate buying for next year. Josh will check with John and Patrick because do an inventory each year and let Josh know what is needed.¹
- iii. Donation – Josh proposed giving a donation to two charities: (1) a save the dunes fund through charitable arm of FIPOA (Fire Island Pines Owners Association) to rebuild the dunes and (2) to the LGBT Center in Manhattan. Given that there is \$3000 in revenue, Josh proposes \$1,000 to FIPOA, \$1,000 to the Center, and to keep the rest in the FI Tournament Operations Account. Justin asked whether we can keep more in the operations account. Josh explained that we could, but historically we gave most, if not all of the revenue away. Josh said he did not know why we had that tradition. He also pointed out that we currently have about \$9,000 in the account. Justin said that he was unaware that we had that much of a cushion in the operations account, and, as a result had no problem with the donations as proposed. Justin asked if the FI Tournament funds can be used for other Gotham operations. Josh said that it could be, but that we have always kept the funds in a separate account. **The consensus was that we should make a \$1,000 donation to FIPOA, a \$1,000 donation to the Center, and keep the rest of the funds in the FI Operations Account.**

- B. **Summer Season Wrap Up** – Monday night were the final regular season matches for the Summer League. Division A & Division B standings have been posted on the website in PDF format, because the standings

¹ Pam Tong arrived at this point (7:50 PM).

came down when we started Fall registration. Josh said that the Summer Division A gold medal, which was won by a team that included Grievance Chair Eric Eichenholtz, was decided by 2 points over the second place team captained by Division 8 Rep. Dave Fredericks. Josh has never seen standings so close. Seth said that fixing the issue that one season's in progress standings must come down to start the next season's registration is still on the "website to do" list from last year, but it is far down the list because we do have the PDF work-around.

- C. Referees** – We are still looking to hire a Referee Coordinator. In the interim, Lew is acting coordinator. He contacted all of the referees from Spring 2012. All are coming back except for one referee. Meanwhile, Heri Estrada recommended a new referee, and he was hired to replace the referee who left.

VI. New Business

- A. Fall Tournaments** – In the absence of Bob Arcari (☹), we do not have anyone to coordinate the Fall Friendship Tournaments. Josh asked for Board members who are interested in taking on that role. A brief discussion of the requirements of the position ensued. Josh asked people who are interested to let him know before the September meeting.
- B. HAPPY BIRTHDAY JOSH!** -- The Board celebrated Josh's birthday with a delicious cake and thanked him for all he does for Gotham!
- C. Fall 2012 Tryouts Preparation** –
- i. Captains confirm – Josh asked Division Reps to reach out to their elected Captains and Alternates to confirm that they remain interested in serving as captains this fall.
 - ii. Tryout Issue Review – Josh reviewed the minutes from the Spring 2012 Tryouts Recap and highlighted issues that we needed to revisit prior to the Fall tryouts.²
 - a. Job Preferences – Josh reminded everyone to let Seth know what their work preferences were before the tryouts, and not ask for a particular job on site or ask, after the fact, why they were not assigned to a particular job.
 - b. Division 7-9 Tryout Format – In the Spring, concerns were raised about the crowded gyms and the number of people trying out at once. This Fall, we will go to 36-person tryout groups and hold the tryouts in the East/Blue/Boys Gym, the larger of the two gyms. Seth asked Mike Hess to remind him to put the correct signs on the correct gyms.
 - c. Captain Attentiveness – In the Spring, there was feedback that the captains failed to pay attention at some point in the tryouts. Paying attention is essential to make members feel like they got a fair tryout, and is simply courteous. Josh asked Board members who serve as captains to lead by example. Josh also reminded Board members in charge of managing the tryout courts that it their job to make sure the captains stay focused and pay attention.
 - d. Division 4-6 Tryout Format – There were concerns in the Spring that courts trying out for Division 5 were allowed to try out using an international 4-2 system of play. Josh reminded everyone that tryouts that include Division 4 and/or 5 MUST use a 6-2 system of play. As part of that, we need to make sure those trying out for those divisions know how to use the 6-2 system of play. Seth said that there were several setters last season who simply did not know 6-2 and, as a result, balls were dropping and rallies were non-existent for those tryout groups. Seth asked if Board members are empowered to remove and replace those members who do not know the system as setters, and who are hurting the entire group in the process. Josh confirmed that it should be done, and that Board members can replace those setters. Josh also said we need to be making sure, from check in, through the practice court, through the tryouts themselves, that we are not letting people who do not know the system of play participate. Dave suggested

² Leah Hughey arrived at this point (8:05 PM).

handing out a pamphlet that explains 6-2. Josh said he did not think that handing out a pamphlet will solve the problems of setters that do not have either the knowledge or ability to set the ball in a 6-2 offense. It was also noted that such a pamphlet could have the opposite effect, making people who cannot properly play 6-2 think that, because they read the pamphlet, they are qualified to set in a 6-2 system of offense, even where they keep missing passes. Josh suggested Board members make themselves available to answer questions about 6-2 from members who are able to use it but aren't clear on the system. Seth said that, if asked, Board members should also watch the member practice to make sure that they have an adequate grasp of the system.

- e. Tryout Roles and Expectations -- Dale raised an issue of court management, suggesting we set expectations for how the Court Manager should manage the captains and tryouts. Seth suggested sending expectations in advance via e-mail. Mike said it was a good idea to have expectations written down in any event, it will also help as new people come into leadership positions to have written expectations to draw from. Mike suggested that we document the responsibilities and expectations as new Board members come in. Once assignments are made, will send out an e-mail describing what the expectations are for individual roles.
- f. Captains Trying Out for Higher Divisions -- Dale had some comments from last tryouts from the Division 3 captains who were trying out for Division 2. Because of a lack of Division 2 courts, captains were forced to try out on courts with others trying out for Divisions 2 and 3. As a result, they did not get a good look at the Division 3 prospects on the Court. Josh said that if there are not enough Division 2 only courts, the captains can either try out on a Division 2/3 court or a Division 1/2 court. If they try out on the former, they won't miss any Division 3 prospects. Dale asked whether we could call individuals back to form an all Division 2 only court. Josh felt that system would delay the tryouts and be an inconvenience for those being called back. Dale suggested that the members might appreciate the additional exposure. Dale said that he will relay to the captains that they can try out on a Division 1/2 court if they want. Brendan noted that, as a court assigner, captains need to advise the Court assigners that they are captains; otherwise, they will be put on the wrong court.

D. Summer 2013 Clinics -- (This discussion took place during section e of the above-listed agenda item) Josh noted that the 6-2 clinic this past summer had minimal turnout. Leah said she thought that it might be because we only opened up registration a couple of days before the clinic. She suggested that, for next summer, we keep registration open for all clinics from the start of the summer. Josh and Pam discussed logistical issues involved with that, and brainstormed possible solutions.

E. Bathroom Issues at Rustin – (This discussion took place during announcements). There seems to be no available bathrooms at Rustin, with all of the construction on the sixth floor. Josh will continue to look into this, but it does not seem that the Quest 2 Learn administration is adverse to us using the bathroom in their half of the 7th floor. If we do start using the Q2L bathroom, we need to make sure our members get out of their space as soon as they are done in the bathroom.

VII. Reports

A. League Manager – Rich anticipates having a new lock and keys for the closet by tryouts.

B. Power – Josh is meeting with Power Technical Director Jeff Lipton on Friday to discuss issues pertaining to the upcoming season. Josh also wants to send out another e-mail blast that's just about team Power, because those tryouts come up quickly (August 27) and the date was incorrect in the first e-mail. Leah said we have 2 BB teams registered for Team Power and Leah knows of interest from 2 teams in B. Leah also had someone reach out to her regarding the possibility of a women's team power division. Leah will gauge

interest and, if there is enough, we can consider having Women's Team Power on Monday nights at O. Henry. Josh noted that we will need a new coach for Team Power because Heri is only teaching Power D.

- C. Social** – Daryl set up two Olympic viewing socials – one, at Industry Bar, focused on the whole league and had 30-40 people show up. The only snag was – no volleyball. With the US team out of the men's beach, it wasn't well covered by NBC. The second had a Women's Beach focus and that worked out well. Daryl is now focusing on the Fall 2012 season. He anticipates scheduling the Welcome Social shortly and wants to have a date picked out by tryouts, so we can get the word out during tryouts. Seth asked if Daryl intends to do the usual event in Gym Bar or whether he was open to doing something different. Daryl said that he felt like Gym Bar was a concept that worked, and it is a safe, low key space. Seth asked if that decision was final yet, and Daryl said that he still had to check whether Gym Bar was available. Seth asked whether, assuming availability of Gym Bar, the plan was final and Daryl said that, yes, assuming availability, the Welcome Back Social will be held at Gym Bar. Josh asked if we could hand out name tags like we had a few seasons back. Daryl said he would make sure we did that.
- D. Community** – Jeffrey will be organizing the next free Mets game in a month. He asked for the information to go out so we can get people signed up. He is also trying to recruit Gotham members to form a team for the Equity Fights AIDS Bowling event on October 22. Registration is due by September 10. Jeffrey is also trying to get Gotham featured in a pop culture magazine. They are looking to do member profiles, so if Board members are interested in being profiled, let Jeffrey know. Finally, Jeffrey is organizing a Community Day out on Governor's Island on September 1 (rain date September 2. Mike Hess will be bringing a volleyball net, but we are hoping for a large turnout so people should bring other toys other than volleyballs. Seth asked Jeffrey to send him an e-mail with all of the details for all of these events so he can get to work on pushing them out. Josh mentioned that Gotham was recently mentioned in the Huffington Post, in an article by Gotham member Carl Sandler.

VIII. Announcements

Lew is moving to an awesome new apartment next month. Clovis is on vacation next week. Dale had a significant birthday last month, and considered hanging up the knee pads, but instead decided to keep playing and try out for Power Class too. Jeffrey's summer B team is #1 this season and he is in the process of starting his own company, working on his first LGBT party in Long Island City. Mike and his best friend for college go to Paris every year, but this year, they are going to Germany instead. Daryl found out he is fraternity brothers with Paul Ryan, and going to Provincetown tomorrow. Stefan played in the Asbury Park Tournament and won a medal in BB, and he's about to start an exciting new chapter in his life in Brunei. Rich challenges Josh to top that announcement, and Josh insists that he doesn't top anything. Josh thanked the Board for the Birthday cake.

IX. Adjournment

Motion (Rich Reid, Jeffrey Reich-Hale) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:00 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, September 11, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner

Clovis Thorn – Vice Commissioner

Seth Eichenholtz – Secretary

Lew Smith – Treasurer

Vacant – Division 1 Rep

Brian Carroll – Division 2 Rep

Dale Shoemaker – Division 3 Rep

Joe Sena – Division 4 Rep

Manny Ciccone – Division 5 Rep

Brendan Becker – Division 6 Rep

Mike Hess – Division 7 Rep

Dave Fredericks – Division 8/Summer A Rep

Vacant – Division 9

Brad Goldstein – Power At-Large Rep

Leah Hughey – Power Saturday/Monday Rep

Sanjiv Jhavari – Power Sunday Rep

Justin Hill – Member-At-Large/Coaching Coordinator

Rich Reid – Member-At-Large/League Manager

Jeffrey Reich-Hale – Member-At-Large/Community

Pam Tong – Member-At-Large/Asst. Treasurer

John Wetsell – Member-At-Large/Webmaster

Daryl Cochrane -- Social Committee (Non-Voting)

Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:31 p.m.

II. **Approval of Minutes – August 14, 2012**

Motion (Brendan Becker, Manny Ciccone) – to approve the minutes of the August 14, 2012 meeting - passed by acclamation.

III. **Public Comment – None**

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

i. **Permit updates** – Josh updated the Board regarding the progress for permits for the Fall 2012 season, and the availability of the three schools (Rustin, O. Henry, and Fashion). Josh has submitted all permit requests.

a. **Fashion High School** – Fashion was the last school to which we submitted requests. While we will have access to Fashion for practice on Saturdays generally, there were a number of conflicts with the school's use of the gym. In a nutshell, after week 6 of play, we will only have Fashion in the afternoons after 3 PM. Seth prepared a schedule of when Fashion will and will not be available and the schedule was distributed to the Board members in person and via e-mail.

b. **O. Henry School** – Weekends at O. Henry are all set. However, an issue arose with weeknights. The school said the gyms may be used until 9 PM for a community program. Josh is trying to work out a compromise start time, since, if the gyms remain unavailable until 9 PM, we will likely have to cancel weekday night activities intended for O. Henry (two nights of open play, and Women's Team Power). O

c. **Rustin Educational Campus** – Permits for Rustin are all set. Manny asked which bathrooms we should use this season, because of continued

construction on the 6th Floor. Josh indicated that we can continue to use the 7th Floor bathrooms unless we hear otherwise from the school.

- d. **Generally** – Josh discussed with the Board his views of the frustrations caused by for-profit leagues competing with non-profit leagues like ours for gym space, especially where the permit regulations prohibit use of the schools for for-profit activities.
 - ii. **Executive Session** – Josh requested that the Board enter into executive session to discuss a sensitive member issue. **Motion (Josh Christensen, Seth Eichenholtz) – enter executive session – passed by acclamation.** The Board went into executive session at 7:50 PM and discussions were held. **Motion (Josh Christensen, Seth Eichenholtz) – return to open session – passed by acclamation.** The Board returned to open session at 8:13 PM.
 - iii. **Elections** – Josh reminded everyone that Division and Power Representatives are up for election. If running, send an e-mail e-mail elections@gothamvolleyball.org before the deadline set in the e-mails/tweets/Facebook messages/blog post. Josh also reminded Board members who are opening and closing to both post the sign advertising sign ups and take it down at opening and closing, respectively.
- B. Vice Commissioner – Clovis Thorn** – Given the success of Division 10 tryouts (more in tryouts recap) and the resulting 8 teams needing guidance and assistance, Clovis will be acting as Division 10 until a new one is elected in October.
- C. Secretary – Seth Eichenholtz** – Seth reminded Board members to send out e-mails about who is dropping out or being added to teams in the various divisions. E-mails should be sent to Seth, Lew, and John Wetsell. Josh added that if people are dropping out, he should be added to the e-mail as well, and Division Representatives should get an explanation as to why the member is dropping out so Josh can decide whether or not to ask the member to pay dues in advance next season.
- D. Treasurer – Lew Smith** – Payments are going well. Lew is going to send the Division Reps an update of what payments are still outstanding. Lew distributed the Financial Report for the First Quarter, incorporated into these minutes by reference. Lew reviewed the contents with the Board and there were several questions. Justin asked about the Fire Island balance and when the donations were being made. Josh said that the donations have not yet been made, but he intends to donate \$1000 to the FIPOA charity and \$1000 to the GLBTQ Center as discussed last meeting. Lew asked members to focus their questions on the League budget.¹ Justin asked some questions about why certain expenses were anticipated and not listed, and others were made and not anticipated. Clovis also asked why some revenue is reflected in August from earlier in the summer. Lew explained that there is certain amount of catch up each quarter from transactions that were not posted in the previous quarter. Lew also indicated that the report does not take into account the funds we have in our PayPal account, until it is transferred into our bank account. Josh asked if we can add PayPal as an asset account in QuickBooks. Pam said we should. Joe asked why we anticipated a school donation, but did not make one. Josh said that the school did not ask us for a donation this summer. Clovis asked why we don't list retained assets. Josh explained that would be an accrual based accounting system, and we do not use that system. Clovis asked that, if we have assets (such as rent credits), whether there is there a way to capture them in the budget. Because it doesn't happen every year, Josh said it is not worth it. Justin asked if we have an independent audit. Josh explained that we do not have an independent audit, but that any member of our organization has the right to inspect our records and request one.

V. Old Business

- A. Fall Friendship Tournaments** – Eric has agreed to manage the Friendship Tournaments this season. The schedule of the tournaments was passed around for Board review, and is posted on the website at www.gothamvolleyball.org/upcoming-friendship-tournaments.

¹ John and Brian left at this point (8:33 PM).

- B. Tryouts Wrap Up** – Josh said for the most part he has gotten good feedback about tryouts. Josh asks Board members, if they get written feedback, to pass it along to him, rather than just tell him about it through hearsay. Josh said that the top complaint seems to be that for Divisions 1 through 6, members felt that they did not get enough time in their tryouts, but obviously we can't, logistically, give each member a 20 minute tryout. Division 10 wound up with a full 8-team division, and Clovis did an amazing job of getting captains in place so that the teams could be selected through a draft process. Seth said that we had the highest ever registration for any season of Gotham play, with 876 people registered. Seth said that while Power is still slightly below last fall, it is on pace to exceed it by the time tryouts come this upcoming weekend. Seth said, as a result of the increased interest, some people did not get picked for the level they wanted and are frustrated and Seth thinks its because everything was unexpectedly competitive. Leah said that not getting picked and being disappointed is rite of passage in Gotham. Seth thanked Clovis for all of his help running the most recent tryouts. Clovis thanked Seth for keeping everything organized and running on schedule. Seth also extended a special thanks to Chris LaCap, Nick D'Andrea, and Arvin Rada for all of their assistance in running the drills-based tryouts for Divisions 7-9.

VI. New Business

- A. Women's Team Power** – Josh and Leah have worked to add a new section of Team Power using a women's height net. We have interest from 4 teams and the classes will be held on Monday nights at O. Henry. Leah is still looking for coaches. We are hopeful that we will be able to use O. Henry this season and keep the class.
- B. Open Plays** – Open Play for Divisions 7-10 will start next week on Wednesdays. Open Play for Divisions 4-6 will start next week on Thursdays. Joe asked if we are authorized to ask members who regularly do not help with the net set up and take down not to return for future open plays. Josh said that helping out with set up and take down is essential for the Open Plays to run, and Board members should encourage people to do so and report issues, but keeping track of who does and who does not help is hard to do. Joe asked if the Board would support a Board member who saw a member refusing to help. Eric suggested that taking that step may be necessary in some cases but it should be an escalating policy where the member is first warned. Clovis said that when he runs open play, he yells at people to set up and that usually works. Josh said that if a member doesn't help out with these sorts of things, there are repercussions under the Sportsmanship and Anti-Violence Policy, and he will support action being taken, but they need to be reported and do it more than once first. Seth recommended that Board members who are running open plays send out an e-mail and let everyone know that they are expected to help with net set up and take down. Josh pointed out that this only works when the open plays sell out.

VII. Reports

- A. Coaching** – Justin reported that a number of Division 10 captains still need coaches, but there is not a long list of those who are willing to coach. Leah said there are a lot of members who take Power who coach. Seth suggested that we ask the members in Power if they would be willing to help coaching. Josh said Jeff asks that already in Power A and we can ask the other coaches.
- B. League Manager** – Rich asked Board members to let him know when they will be out, so he does not schedule Board members to work while they are away. Someone asked whether we are making progress on the net set up video, and Clovis reported that we had not made any progress as yet.
- C. Power** – After many years of service to Gotham, Billy Bowden resigned as Power Manager to focus on other important things going on in his life. Josh explained that the position was created, even though we have Power Representatives who sit on the Board, to handle administrative issues. However, because of advances in the way we manage Power, including electronic submission of coaching hours, we do not have as strong of a need for an administrator. Therefore, Josh will not be replacing Billy, and will, instead, task the Power Representatives with taking on the remaining tasks that we handled by Billy. Seth said that as a result of this change, the Power@gothamvolleyball.org e-mail now goes to all 3 Power Representatives.
- D. Community/Social** -- Eric said that the Governor's Island picnic was a success, with 30-40 members from across the various divisions/Power classes in attendance. The second Gotham Night Out to see the New York Mets also looks like a success in the making, as there are only 25 out of 100 tickets left. Brendan's

article through Jeffrey's contact will be published online on Monday. On the Social end, there is no new report from Daryl, other than an indication that he still intended to do a Welcome Social. It was not clear on what date Daryl intended to do the social.

VIII. Announcements

Seth asked for everyone's help to find people to run for Board positions and get more folks involved. Clovis said that Mike Hess missing the meeting is causing a kerfluffle. Leah's cousin has a cat that needs a home. Brendan said he enjoyed working tryouts this past weekend, he got a tattoo, and he made a reservation to go to Puerto Rico in October. Justin asked if anyone was interested in coaching the lower divisions. Eric needs a coach. Sanjiv said tryout was an eye opener and was awed during his look at the hard work and administrative machine that goes to work to make Gotham happen. Pam got her CPA! Lew's new team, Honey Boo Boo did well in Boston. Josh wanted to thank Clovis and Seth for their hard work on this past weekend's tryouts.

IX. Adjournment

Motion (Rich Reid, Manny Ciccone) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:28 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, October 9, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Colin Drucker – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:31 p.m.

II. **Approval of Minutes – September 11, 2012**

Motion (Brendan Becker, Clovis Thorn) – to approve the minutes of the September 11, 2012 meeting -- passed by acclamation.

III. **Public Comment – None**

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

- i. Appointment of Power Saturday/Monday Representative - Josh explained that no candidate declared an interest in the Power Saturday/Monday Representative position by the deadline, rendering the position vacant. However, shortly after the deadline, Leah Hughey, who has served in the position for the past several years, signed up for the position. No one else has expressed interest and Leah has done an excellent job in the position the past few years. Josh recommends that the Board appoint her to the vacant position. **Motion (Sanjiv Jhaveri, John Wetsell) – Appoint Leah Hughey to the vacant Power Saturday/Monday Representative Position – passed by acclamation.**¹
- ii. Welcome to New Board Members – We just finished our annual election for Division and Power Representatives. These positions make up a bulk of the Board, and so several new members are joining us at this meeting. Josh asked all of the Board members to introduce themselves, and everyone did. A “welcome” e-mail message outlining Board procedures was sent out to all of these new representatives, but Josh reviewed these procedures with everyone.² As Josh reviewed with the Board the responsibility that we have a member of the Board “on duty” at all times during

¹ Leah Hughey, who was present for the entire meeting, acted as a voting member from this point forward.

² Pam Tong arrived at this point (7:35 PM).

Gotham play and activities, Joe asked whether other volleyball leagues (such as Urban and Big City) do this. If they do not, and Joe explained that it was his experience that they do not, Joe wondered how they handle having a responsible party present during activities and why we don't follow that model to take pressure off of the Board members. Josh explained that this system of having a responsible Board member present is how Gotham has operated for years. Leah said that Urban does put extra responsibilities on the referees, and the quality of the refereeing suffers as a result. Seth said that he felt it was value to membership to have the Board members present to take care of issues that arise and note problems, and it helps us be on top of our membership's concerns. Lew said that the referees have a lot of responsibility already and it is a bad idea to put the onus on the referees to manage the membership as well don't want onus on refs having to do. Mike pointed out that many of our referees are not sufficiently familiar with our bylaws and policies to do the sort of management that a Board member can do. Justin is sympathetic to Joe's point because some Board members are stuck working very late shifts very frequently. Josh continued his discussion of responsibilities. Brendan asked about how Board members who need keys should get keys. Josh said that any Board members who need keys should be in touch with him.

- iii. Permit Updates – All permits for all schools have been obtained and paid for, with the exception of Fashion HS, because Josh still needs to work with the Department of Education to obtain the correct amount due. Last meeting, we had anticipated that there might be an issue with using O. Henry on weekday nights, as the school had requested our permits start at 9 PM. Josh worked with the school administration and was able to negotiate a 7:30 PM start time that works for all parties involved. Sanjiv asked if that means that we can go into the gym at 7:30 PM or whether we should be staying outside of the building until 7:30 PM. Josh explained that we should be waiting outside until 7:30 PM. Josh will e-mail everyone what our permit times are so Board members will know when we should, and should not, be in the various spaces. Royce asked if people are going to Rustin before 6:30 PM on weekdays, when those permits start, should Board members talk to the members directly and tell them to wait or tell the captains to remind their players about the permit times them not to be there physically or tell captains. Josh said to remind individuals if you see them in the gyms early, but if there is a chronic issue, tell the captains.
- iv. Ongoing Member Issue -- Motion (Josh Christensen, Brendan Becker) – Move into Executive Session to Discuss a Member Issue – passed by acclamation. Whereupon, the Board went into Executive Session at 8:15 PM. **Motion (Josh Christensen, Seth Eichenholtz) – Leave Executive Session – passed by acclamation.** Whereupon, the Board left Executive Session at 8:34 PM.
- v. Health Notice Posting – We have had a request from the New York State Department of Health and Mental Hygiene to publish information about a meningitis outbreak affecting HIV-positive gay men. They made the request with the recognition that we have the ability to get in touch with a large number of gay men in the New York City area. Josh weighed the issues involved and decided to publish the information based on the vehement push from the medical professionals within our organization to do so. We posted the DOH's notice on our website, our Facebook page, and on our Twitter feed. We did not send out an e-mail blast because our e-mail list is only for Gotham information and activities. John raised concerns about the deliberative process and whether certain issues were addressed before taking action, and Josh explained that he tried to address all issues before making the decision. Clovis suggested that the guideline in these situations should be to defer to the experts.

B. Vice Commissioner – Clovis Thorn – Clovis is still working on a net set up tutorial video and will be asking Royce to help out with project.

C. Secretary – Seth Eichenholtz –

- i. Election Results – Seth said that Representative elections ran smoothly. We advertised these positions more times, and through all of our mediums, more frequently than we had in the past. Nevertheless, the only Board position with a contested race was Division 8 Representative, where David Fredericks was the winner. There were no issues with the elections.
- ii. Roster Updates – Seth reminded, and urged, all Division Representatives and Power Assistants to send their roster updated to him, Lew, John, and all other relevant parties as soon as possible so we can keep on top of our membership database.
- iii. Mentorship – Seth is still committed to provide mentorship to Board members who are interested in running for one of the four Executive Board positions in May. He's tried a more formal process that has not attracted much interest so far (and did not work well in the instance where someone expressed interest), but he is planning to set up a dinner where he can talk about the roles and challenges with interested Board members at some point in the future.

D. Treasurer – Lew Smith – Lew explained that we are on track to collect all payments for League Play but still have lots of outstanding payments in Powers C, E & F. Account balances are good right now. We have \$143,000 in the primary League account (with some payments still due for permits), \$13,000 in the Big Apple account, \$7,800 in the Fire Island account, and \$1,500 in the Gotham savings account.

V. Old Business

- A. Open Plays Issues** – A member from Division 7 requested that Division 7 be allowed to participate in the Thursday night Division 4 through 6 open play. His rationale was that the Wednesday night open play, which is designed to accommodate members from Divisions 7 through 10 sells out every week and has a wide range of skill levels. The member notes that the Division 4 through 6 open play does not sell out. The member's primary concern is that he believes that the level of play on Wednesday is too low to interest many Division 7 players, but allowing them to play on Thursdays will bring an increased challenge and more interest. Trevor noted that Division 4 and 5 players have an expectation that people will know various systems of play, and some in Division 7 do not have that knowledge. If we were to expand the Thursday open plays, Trevor thinks we should do it only for those who know the systems of play. Joe said that as the Division 4 Representative, he knows Division 4 would not want their open play to expand to include Division 7 players who do not know systems of play. Mike said that the Wednesday open plays are not selling out because of a heavy interest from Division 7, in fact, one week there was 8 or 9 members from D7, but the previous week, there were only 1 or 2. Mike suggested opening both nights to Division 7. Clovis asked whether knowledge of 6-2 was a requirement for Thursday night open play. Josh said the expectation is that the players who show up know those systems of play. Josh's hesitation with opening up Wednesday and Thursday to Division 7 is that members might do both nights, and that is not fair to other divisions that only have one night. Eric said if part of the issue is that one night caters to 3 divisions, and the other to 4, a solution might be opening up Thursdays to Division 3 as well. That will increase interest and have both nights cater to 4 different divisions. Seth is concerned because we are creating different groups and different standards for various activities, with different expectations. For example, we group Friendship Tournaments as C (7-10), B (4-6), and BB (1-3) with no systems of play requirement; our C-Level tournaments are open to Division 7 and lower; and now we are pondering a totally different grouping for Open Play that includes Division 7 in a higher open play level. Seth's concern is that this sends mixed and confusing messages to the membership. Brendan said people can learn 6-2 in a friendship tournament, so we do not need open play as a laboratory for people to learn systems of play. Royce said that he was wondering why there is no open play for Divisions 1 through 3 (someone explained it is because we lack space) and can see an open play for Divisions 3 through 6, but Divisions 4-7 does not seem to make sense. Royce said members can decide, for those who don't know the systems of play, to be nice and help them out and teach them (as many do in his experience) or decide not to teach them. Mike said it would be good to have another opportunity to learn systems of play. Joe said a lot of people moved to Division 3 who went to open plays and would probably welcome the opportunity to be included again. Josh proposed adding Division 3 to Thursday night Open Play and let Division 7 players who are looking for more challenging play opportunities know that they will be welcome in Friendship Tournaments. **The consensus was to move forward as Josh had proposed.** Daryl asked if we were mixing people up to create balanced teams. Mike pointed out that this is sometimes a

challenge because people request to play with their teammates and we honor those requests, but absent that, yes we are creating balanced teams. Eric said the level of Wednesday night open play has improved.

VI. New Business

- A. **Fall End of Season Tournament** – Josh heard from City College and learned that they do not have availability until February. He has been in touch with Queens College as a backup site. We are still hoping to hold the tournament on December 9 and December 16.
- B. **Gotham Challenge Tournament** – Josh explained that we are, again, sponsoring a Public School Athletic League (PSAL) tournament at Rustin Campus for the weekend of Green/Golden Apple. We provide referees, awards, etc. The schools who participate in the tournament are very thankful for our sponsorship.
- C. **Open/Close Schedule for Saturday** – We are running into issues scheduling Board members for Saturday duty shifts because there are so many duty spots. If you are coaching on Saturday, please let Rich know that you are available to help out. Also, if you want to help out in a given week, just let Rich know.
- D. **Golden/Green Apple Tournaments** – Lew reports that the Green/Golden Apple Tournaments are proceeding as scheduled. We have 24 teams confirmed for Golden Apple. One more in B-Level that is waitlisted. Green Apple has only 1 paid team so far. Please help get the word out. Players from Divisions 7-10 and Power D-F are eligible. (If you are higher than those levels in either Power or League, you are not eligible). This year will be having an Awards Banquet at Escuelita. If you are interested in helping out, please contact Leah.
- E. **Equipment purchase** -- Josh will be purchasing new Power and Game balls. Leah asked if we could use different color balls for Power to differentiate between Power and League. Justin asked if there are practice balls in O. Henry. Mike explained that, in O. Henry, there are 3 ball bags, Power balls are in collapsible round ones stored on the upper shelf, and asked to have people try to keep them in proper order. Joe asked if there was a ball bag with a lock on it. Josh said we could lock the ones we have. Trevor pointed out that some of our antennas are broken and Josh said that he is ordering a new set. Joe asked about the net mounted score flips and whether they should be used. Josh said that they are in working order and the referees should be using them. Daryl asked if whistles are stored in the bag. Josh said that there should be two whistles in every bag. There are alcohol swabs in the bag to clean the whistles. Joe suggested giving out whistles in a giveaway. Trevor said that the nets are missing the middle Velcro supports and Josh said he can order them. John asked about the tension string on the bottom of one of the nets being broken, and Josh confirmed that one of the parts is broken and needs to be replaced.

VII. Reports

- A. **League Issues** – Mike pointed out that for the past two weeks, Division 7 is running behind because Division 5 has been late setting up the nets. Josh said he would look into it.
- B. **Power** – Leah raised an issue of a lot of people dropping for Power this season because of “work reasons” and suggestions were made as to how we can discourage trying out and then dropping out in Power classes.
- C. **Grievance** – The Grievance Committee received two refund requests. The first was a refund request from a Division 3 player, who was injured during league play, found out he would no longer be able to play this season, and requested a refund for the remaining weeks.³ The Grievance Committee recommended granting the request. **Motion (John Wetsell, Brendan Becker) – Adopt the Grievance Committee’s recommendation – passed by acclamation.** Joe requested that Division Representatives be advised of injuries and refunds. The Grievance Committee received a request from a Division 9 player seeks a refund from Week 4 onward. The player played in either week 2 or 3. He tried out with a back injury that was not 100% healed. His doctor, prior to tryouts, had told him playing volleyball would not be a problem. But after the week he played, the doctor advised him not to play volleyball this season. The majority of committee voted to recommend a refund to the member because he had gotten a doctor’s clearance prior to tryouts. A minority of the committee said voted to recommend a denial of the refund because there was a known, pre-existing injury, even where the doctor cleared the member for participation. The final committee vote

³ Lew Smith left at this point (9:40 PM).

was 5 votes in favor of refund, 3 votes rejecting refund, and 1 vote in favor of granting half of the refund as a compromise. Since the majority of the Grievance Committee voted to grant the refund, Eric reported that as the recommendation of the Committee. **Motion (Josh Christensen, Clovis Thorn) – Adopt the Grievance Committee’s recommendation – passed by acclamation.**

- D. Tournaments** – Eric said that we need coverage for the BB tournaments. He has been trying to maximize the number of teams. Eric has been flexible with player eligibility but will need to enforce guidelines if people start to “double up” on tournaments and tournaments fill up.
- E. Social** – Daryl reported that our welcome social was attended by 7 or 8 of the divisions. Manny is working on a Weekender Social. If divisions want to hold their own social, they should contact Daryl and he will be glad to help out with that.
- F. Webmaster** – John is on-boarding Mark Canlas as an assistant webmaster to assist with making bug fixes to our website. He will be training him this month.

VIII. Announcements

Seth reminisced about his Juicy Fruits’ big win in the 2010 Green Apple, saying that, like Al Bundy in Married With Children, that was Seth’s “four touchdowns in a single game” moment. Brendan is excited to go to Puerto Rico in 11 days and glad that his team is in first place. Leah is happy with the way she’s been seeing the Power program and in her classes, and she is excited about the new Team Power Women’s Class. Clovis got back last night from a weekend in New Mexico with his mom and boyfriend and others, and it was really fun, encouraging all members to try the Balloon Festival. Royce said hello. Pam is topping her fantasy football team at work and she got a promotion. John bought his first indoor volleyball ever. Trevor said he’s excited to be part of the board and is coming back to Gotham with a vengeance this season, in Division 4, Power B, being a PA, being a coach in Division 7 and being part of board. Daryl his team is the Honey Boo Boos and GO OBAMA! Sanjiv might have interesting news at next meeting and had two people ask if he took steroids, which is odd, because he does not. Mike is excited about going to Germany in 10 days, but is sad that he will be missing 2 weeks of league play. Josh welcomes everyone to the Board and announced that he got a new promotion at work and his boss now reports to him. This was the longest meeting in Josh’s time as Commissioner. Lew had hoped it would go longer so that it was be near the average length of meetings under Lew, but it didn’t, so too bad.

IX. Adjournment

Motion (Brendan Becker, Leah Hughey) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:55 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Tuesday, November 13, 2012 Meeting of the Board of Directors

Location: Office of Davis & Gilbert, 1740 Broadway, 20th Fl., New York, New York

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Colin Drucker – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. Call to Order

Josh called the meeting to order at 7:36 p.m.

II. Approval of Minutes – October 9, 2012

Motion (Brendan Becker, Joe Sena) – to approve the minutes of the October 9, 2012 meeting -- passed by acclamation.

III. Public Comment – None

IV. Officers' Reports

A. Commissioner -- Josh Christensen – Josh wanted to thank everyone for their assistance in dealing with the scheduling changes necessitated when Hurricane Sandy hit the area. Josh gave special thanks to the other Executive Board members because, at the time of the storm, he was in Las Vegas and did not know exactly what the situation was in NYC. The other Executive Board members helped keep him apprised of events and communicate our scheduling changes. Royce was able to close the window in our closet in the Rustin Campus and there was no damage to any of our equipment.

B. Treasurer – Lew Smith – Lew will contact Division Reps who have members with outstanding payments.¹

V. Old Business

A. Open Plays Issues – Josh reviewed the recent changes to Open Play – Thursday nights have expanded to include members from Divisions 3 through 6. Wednesday remains a night for members from Divisions 7 through 10. Wednesday nights are selling out, but even with the expansion, Thursday nights are not well attended. Josh suggested this might be a cultural issue – members in Divisions 7 through 10 are used to having an open play, while it is a newer concept for members from Divisions 3 through 6. Josh asked the

¹ Manny Ciccone and Leah Hughey arrived at this point (7:38 PM).

Board to help educate members from Divisions 3 through 6 about the availability of open play. Those who do come get LOTS of playing time, and it is a lot of fun.

- B. **Green/Golden Apple Tournaments** – Lew had to cancel this year's Green and Golden Apple Tournaments because Queens College was needed a shelter for those displaced from their homes as a result of the hurricane. Refunds were issued for the teams that registered.
- C. **Fall End of Season Tournaments** – Our preferred site for Fall End of Season Tournaments, City College of New York, is unavailable until February. As a result, Josh reserved Queens College to host the end of season tournament. Because of the size of the facility, we will have all End of Season Tournaments on the same day, December 16. Josh will double check this week to make sure that Queens College will no longer be needed as a shelter by that point, but he expects that Queens College will be available and the Tournaments will move forward as scheduled.²

VI. New Business

- A. **Weather Related Schedule Changes** – All divisions and Power classes had one week of play postponed as a result of Hurricane Sandy. For the upcoming League matches, we skip over the postponed week and proceed to the matches previously scheduled for this week. The Board discussed the available dates for reschedule. We discussed the available dates for makeup weeks.
 - i. Divisions 1 through 4 -- There was already a “make up” week built into the schedule for the weekday night divisions, so that week will be used for Divisions 1 through 4. **Week 9 matches for Divisions 3 and 4 will be played on December 12 and Week 9 matches for Divisions 1 and 2 will be played on December 13.**
 - ii. Divisions 6 through 10 -- For weekend matches, our options were more limited, but we focused on holding the makeup matches on Sundays, in the place of scheduled friendship tournaments. However, that would require teams that normally play on Saturdays to play matches on Sunday. The general consensus of the Board was that it was preferable to schedule matches on Sunday, instead of cancelling the matches outright. Seth asked if we intended to propose the Sunday make up dates as an option for the captains, or if we were just going to decide now to schedule the matches. The consensus of the Board was that we should just schedule the makeup matches on the available Sundays. The two available Sundays were December 2 and December 9. The consensus was to schedule four divisions on December 9, over a previously scheduled C-Level Friendship Tournament, because the players who would participate in the tournament would get the benefit of league play and would not be available to play in the tournament anyway. The consensus was also to schedule two divisions on Sunday, December 2. The consensus was to schedule Divisions 7 and 8 on a different day than Divisions 5/6/9/10 to best accommodate the volunteer coaches. **Week 8 for Divisions 7 and 8 will be played on Sunday, December 2 starting at 9:30 AM, followed by a B/BB Friendship Tournament. Week 8 for Divisions 5, 6, 9, and 10 will be played on December 9, with Divisions 9 and 10 starting at 9:30 AM, and Divisions 5 and 6 starting at 1:30 PM.**
 - iii. Power Classes – Unlike League Play, we can extend Power classes into free weekends in January. We already have Power classes on November 17/18 (week 7), December 1/2 (Week 8), December 8/9 (Week 9). We do not have Power classes scheduled for December 15/16 because we have our End of Season Tournaments that week. After a break for the holidays, we will resume on January 5/6 (week 10) and then were supposed to conclude on January 12/13 (which is now Week 11). The easiest solution is to schedule an additional week on January 19/20, but that weekend is also the weekend of the popular NAGVA New Orleans tournament. Leah pointed out that this would affect both players and coaches. Leah suggested having the makeup classes on a weekday night, as an alternative. Josh said he was not sure if the membership would be ok with participating in a weekday night when they usually participate on a weekend. **The consensus was to table**

² Dave Fredericks arrived at this point (7:43 PM).

the rescheduling of Week 12 of Power until we got more information from the coaches and participants.

- iv. Division 7's Postponed First Week -- Trevor asked whether we could also schedule Division 7's first week of play. Josh reminded the Board that we lost our permit for the O. Henry School for week 1 of weekend League Play. As a result, Divisions 5 and 7, the affected divisions, were given the option of either playing their matches at 9:30 in the morning that same week at Rustin Campus, or have the week cancelled. The divisions were advised that if they decided to cancel play, the Board may be unable to schedule a makeup week. Division 5 played their matches that morning, and Division 7 decided to cancel their matches. At the time, Division 7 captains were warned that if they chose to cancel their matches that week, we would likely not be able to make them up. Mike said he agreed that the Board should make efforts to schedule a Division 7 make up week, as did Daryl. Mike suggested having Division 7 play their matches in O. Henry on December 12 or 13, preferable 2 matches on each night. Josh said that he was not inclined to cancel two nights of open play, at a great financial cost to the League and an opportunity cost to the members in other divisions, just to make up one week of Division 7 play. Daryl said that the Board should find a way to schedule the matches in fairness to the division. Eric said that it would be ideal to work it out, but the Board should not cancel activities and shift around its entire schedule to accommodate this extra week of play, because in this case, the Division's captains were offered the opportunity to play their matches already and they decided not to do so. Daryl felt that Eric was "casting judgment" on the captains decision and backed off his earlier statement, saying the league should only reschedule the division if it was "within reason." Seth said he was opposed to cancelling other activities to accommodate this rescheduling. Royce mentioned that we have had to cancel weeks of play in the past, it happens and captains are told that they may not get to reschedule if the league can't provide a rescheduled time. Josh explained that we would try our best to work something out, but we may not be able to accommodate a rescheduled week. Mike said he would explain that to his captains and Daryl said he would support what Mike had to say. **After a discussion later in the meeting, where Leah explained that the Women's Tournament scheduled for November 17 would not use both gyms, Eric suggested, and the Board agreed to reschedule Division 7's first week matches to November 17 from 9:30 AM – 1:30 PM.**

- B. Spring Season Tentative Dates** -- The Board set tentative dates for the Spring 2013 tryouts and start of League Play.
- i. Tryouts – Tryouts for Divisions 1 through 3 will be on Saturday, January 26. Tryouts for Divisions 4 through 6 will be on Sunday, January 27. Tryouts for Divisions 7 through 9 will be on Saturday, February 2. Division 10 will be formed on Sunday February 3. Tryouts for all individual Power classes will be held on Sunday, February 10.
 - ii. General Schedule – Divisions 3 and 4 will start on Wednesday, January 30. Divisions 1 and 2 will start on Thursday, January 31. Divisions 5 through 10 will start on Saturday, February 9. Individual Power Classes will start on February 17. There will be no play on March 20, 21, 23, and 24 because of Big Apple. Tentatively, we agreed to have play on Easter weekend in order to fit in a full schedule and also in anticipation of avoiding holding play or a tournament on Mother's Day in May.
- C. Fall 2012 End of Season Party** – The party will be held on Saturday January 5 or Saturday January 12. The consensus amongst the Board members was to hold it, if possible, on January 12. Josh was asked where the party would be held. Josh explained that we work with someone who makes the party arrangements for us, so we do not know for certain until he lets us know, but we are hopeful that the party will, again, be at XL this season.
- D. Fire Island Tournament** – Josh said it was getting to be that time of year again when everyone wants to know when the Fire Island Tournament will be held so they can make their arrangements to be on the island

that week. Josh asked to help remind the membership that the tournament is always held (if possible) on the third weekend of July. This year, the tournament is scheduled for July 20, 2013.

VII. Reports

- A. Power** – Josh ordered new Power balls, and they have arrived. The balls are currently in storage in our closet at the Rustin Campus, but there are 4 boxes of balls at Rustin that need to be moved to O. Henry and into our closet there. Joe asked about the quality of the ball carts and suggested that we might need new ones based on his observations. Josh said that he would order new ball carts. Josh asked the Power Reps to make sure that the Power classes are counting the balls when they put them away, so we know if and when any Power balls are disappearing. Josh also reminded the Board that we everyone to help make sure that Power balls only get used for Power classes. Josh said if anyone sees a member using a ball that says “GP2012” on it and they are not in the middle of a Power class, they should take the ball away and put it in the closet. Trevor asked if there were new game balls for league play as well. Josh explained that we now have 3 new game balls. They are a new style of Molten and are distinct because they have a swirl pattern on them.
- B. Tournaments** – Eric reports that started to get closing reports from those running the tournaments, and said feedback was very helpful. He asked people to continue to give detailed reports so he has a sense of what is going on. Leah & Eric will discuss the special rules for women’s tournaments moving forward in the future so they will be better organized. Leah explained that the Women’s Tournament did not need both gyms this upcoming Sunday. Eric suggested using extra gym space for Division 7’s Week 1 matches (see discussion in item VI,A,iv above). We also discussed holding a B/BB tournament on Sunday as well. Joe asked how we would do registration, since there is such short notice. Eric said that Josh will send out a blast and that is when registration will open.
- C. Social** – Daryl wants to have a Social Committee meeting on Wednesday, November 28. At the meeting, the committee will plan the 2013 calendar. Daryl said that we traditionally do a “weekender” social (a night at a bar specifically marketed to the members who play in weekend play), but he and Manny had a different idea for this season, which was to invite the members to attend a happy hour at the Rubin Museum in Chelsea on a Friday. It was unclear whether or not we would just be suggesting members attend the pre-arranged happy hour, or we will be organizing our own event on their site. Seth said the Rubin Museum had contacted the league before and he would forward to Manny any information he had.
- D. Community** – Jeffery is interested in doing a clothing drive to provide assistance to those affected by Hurricane Sandy. He plans to collect clothing and bring it to a shelter. Since we do not have storage to collect donations, Josh suggested setting up a point to drop off donations, rent a car, and donate it all in one day. Leah asked if anyone in the Gotham community has issues and needs assistance, and Josh said he hadn’t heard anyone in the community. Jeffrey will coordinate a Gotham response to any members in need. If anyone knows of Gotham members in need of assistance, they should contact Jeffrey.

VIII. Announcements

Brendan had a great time with his partner, Tony, in Puerto Rico. Jeffrey said his hotel flooded during Hurricane Sandy, but it is recovering, and his event company is now officially operating so contact him if need an event planner. Sanjiv announced that, in December, he will get to showcase a musical he co-wrote, Bumbug, a Indian retelling of the Christmas Carol. Mike is sad to report that his car was the victim of the drowning as a result of the Hurricane. While he lost power for a week, Seth ultimately survived Sandy and has heard rumors of a Daryl/Eric death match during the upcoming social event. Lew is looking forward to his NAGVA meeting in New Orleans. Trevor said looking forward to starting playing again and going away for the holidays. Daryl’s organization had its big event and he met RA Dickey, Jose Reyes and Jose Parillo of the New York Mets. Justin was reminded of the wonderful nature of the Gotham community at Kyle’s memorial service. Josh was stuck in Vegas during Sandy, but he got a medal at the tournament. Dave is going to visit his mom in northeast Tennessee. Brian is sporting a moustache for Movember and bought his tickets for the NAGVA tournament in New Orleans. Royce is going to Norfolk to do cooking for his family for Thanksgiving and will be doing a series of nude photo shoots this week. Eric is excited to announce he got a promotion at work.

IX. Adjournment

Motion (Rich Reid, Brendan Becker) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:12 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, December 11, 2012 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Colin Drucker – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh noted that without quorum, the meeting will be informal and informational. Therefore, there was no call to order. Josh started the meeting at 7:37 pm.

II. **Approval of Minutes – November 13, 2012**

Without quorum, we will postpone the approval of the November minutes until the January meeting.

III. **Public Comment – None**

IV. **Officers' Reports**

- A. Commissioner -- Josh Christensen** – Josh said that he didn't have any updates or reports outside of matters that would be covered elsewhere in the agenda, so he opened it up for questions. Mike asked if Josh saw any upcoming problems with permits, and Josh said nothing he could foresee. Mike asked whether the outdoors space at O. Henry will be available for practice soon now that it has been resurfaced. Josh said he doesn't know. Justin asked if we rented the court yard. Josh said no, it is a bonus that we are allowed to use it when it is open.
- B. Vice Commissioner – Clovis Thorn** – Clovis will work with Royce on the net set-up video.
- C. Secretary – Seth Eichenholtz** – Seth was not able to attend the meeting. These minutes were taken by Clovis and Seth sent an update by email to Josh, who reported it to the group.
- i. Captain sign-up deadline: The deadline is this upcoming Saturday at 9 pm. Sign-ups are looking good right now, in general. Most divisions have more than enough nominees. Divisions 1 and 10 need more nominees, but that is not unusual for those divisions, and for the first time we are carrying across seasons a Division 10 rep, which should help the process.
 - ii. Survey questions for EOS ballot: We are soliciting potential survey questions for the election ballot, so the floor was open to ideas. Mike suggested that reffing might be one issue for which we could solicit feedback from the membership. This was

followed by a short discussion about reffing. While it seems like a good idea to solicit feedback on the refs, the survey is probably not the best forum to do such. While reffing is certainly an area for the league to seek analysis and improvement, our membership might not be the best jury from which to solicit this feedback. Because reffing is a studied, learned, and trained skill, we should solicit feedback from people who are trained. The reffing IQ of our general membership is probably of the quality that would make survey input helpful.

If people have ideas for questions, they need to get them to Seth by tomorrow.

D. Treasurer – Lew Smith –

- i. Q2 Report: Nov. 30 was the end of the second quarter of the fiscal year. Lew presented a balance sheet, Q2 budget v. actuals, and half-year budget v. actuals. We are in good financial standing right now.

On revenue, we did not collect our fully budgeted dues in Q2 because of a combination of some people dropping out and a significant portion of the income being counted in the previous quarter because some tryouts were in August. Open Play payments were lower than budgeted because four Open Plays were cancelled due to the Hurricane Sandy. We collected lower dues than budgeted for regular Power because E and F are smaller classes than expected. Team Power brought in more revenue than expected because of the new Women's Team Power class.

On expenses, we are under on Coaching because of cancelled classes due to Hurricane Sandy, but those expenses will hit when classes are made up in the next period. We have a new line item, Dues & Subscriptions, which pays for Campaign Monitor, our bulk email tool, which is a subscription-based system.

Our surplus is largely because of deferred expenses that will be paid later when rescheduled league and Power expenses take place. When those expenses are paid we will be very close to and maybe a bit over budget.

Lew then presented the half-year financials. On the revenue side, League dues income was strong over this period, as was Open Play income. When carry-over from the Q1 to Q2 is counted, we collected a surplus in league dues, probably because we budgeted for each team across the league to have 8 players, when many have 9 and even 10 players. This is probably a good way to budget conservatively—but realistically—in the future.

On expenses, again, we are under on several key expense categories, mostly because of cancellations. Those expenses will be deferred to the next period when the cancellations are made up. At this point, we have a \$38,782 surplus for the fiscal year. Also of note, PayPal fees are now counted as a reduction in the individual income lines where they occur because of the new linkage between PayPal and Quickbooks, not in a separate PayPal fees expense line.

Discussion Justin points out that we might be a bit concerned that the beginner and novice Power classes are not filling up, as is apparent in the income. We budgeted for a full Power F class, but it is not full. In future seasons we might consider budgeting differently. Mike points out that there might be an additional fall-off over the season break, and we might want to do a little bit of marketing to get people interested in Power. Part of this marketing could be reviews and testimonials. We know that many members are passionate about the benefits of Power classes, and these testimonials will help interest novice players in the program. Clovis points out that the idea of inviting players in novice classes to watch the expert classes is a good idea because it will give people a good sense of where they are in the program

and to help get more buy-in from players. Power Technical Director Jeff Lipton did this during this season but no one came. It's probably worth trying again.

Clovis asks about the decrease in Open Play revenue. Lew pointed out that this is largely due to the cancelled sessions, and Josh pointed out that in the case where there has been concern about low attendance, especially on Thursday nights, we have already taken steps to remedy that, specifically by adding Division 3, and it is already helping.

Josh points out that we haven't spent our equipment budget. He suggests that we buy new game balls. It was also pointed out that we could use a new scoreboard and a net spindle at O. Henry.

Lew then walked the board through a summary of the facilities expenses. Our total facilities cost has been \$56,087. Our Security costs are now outpacing our Space rental costs, at \$29,780 to \$26,307. The board has asked in the past what we can do to decrease Security costs. The answer is, unfortunately, very little because it is required by the schools and there are no other alternatives.

Josh noted to the board that with the exception of Rustin all of our school permit providers have tried to overcharge us for our permit fees by adding on an additional cleaning fee. Josh has worked with the schools to remove this unnecessary fee, and they have done so, but it's something to be aware of. This fee is large, and can nearly double our rental fees.

V. Old Business

A. Open Plays

We will have Open Play this week and next. There will be no Open Plays between Dec. 21 and Jan. 4. We will resume Open Plays the second week of January.

B. End of Season Tournament

The tournaments will be held this Sunday. Josh has prepared packets for all of the Division Reps which will include the medals, all-star ballots, the bracket, tape, and a marker. If Division Reps have any questions about running your tournament, Josh welcomes them. Lew will not be there, so Josh will be in charge of refs and site director.

Josh mentioned that because he is playing in the morning, reffing in the afternoon, and the site director, if there is a protest, come find him, even if he is playing or reffing. Because the matches are not timed, play should stop and we can convene a protest committee on the spot to resolve the protest-able matter.

A discussion ensued about which calls can be protested and which cannot. In summary, it is the captain's responsibility to thoroughly know the Rules of League Play. Our EOS tournaments see fewer protests than other tournaments, such as NAGVA, because of the structure of our play, which does not involve substitutions or timed games, which are most often the game issues that are protested. Judgment calls involving game play, like carries and doubles, are by the rules not calls that can be protested. As such protests arise infrequently in Gotham EOS tournament play.

There was a reminder that if forfeits happen, the following matches are moved up. The Rep should recruit reffing teams from winning teams to help move the along, even if it means that winning teams ref. Our rules do not say that winners do not ref.

C. EOS Party

- i. The party has been confirmed for January 12. The location is TBD. Ben will get back to us soon.

VI. New Business

A. Game Balls

Lew: League players cannot choose the game ball. They must use the game ball we provide.

VII. Reports

A. Grievance No report

B. Coaching No report

C. League Manager

i. Reporting

ii. Division Reports

D. Power Manager No report. Josh mentioned that there is not a Power Manager right now as the position is not really needed. Billy's previous responsibilities are now largely automated by shared Google documents through which the Power coaches submit their hours for payment.

E. Tournaments Director

i. Eric sent in an update by email in which he suggested that we continue with "we ought to" feedback, so we can make changes for next season

F. Social

i. EOS Party Door List—We will be able to do this list at the next board meeting.

G. Community No report

VIII. Announcements

Clovis: His physical therapy for his sprained calf has been a success and he is now pain free.

Brendan: Starting physical therapy for his sprained calf. [Clovis and Brendan looked knowingly at each other]

Royce: Merry Christmas

Lew: Finally moved and settled.

Josh: Looking forward to seeing his mom over the holidays.

IX. Adjournment.

The meeting ended at 8:50 pm.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, January 8, 2013 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Colin Drucker – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. Call to Order

Josh called the meeting to order at 7:35 p.m.

II. Approval of Minutes

A. November 13, 2012 -- Motion (Brendan Becker, Rich Reid) – to approve the minutes of the November 13, 2012 meeting -- passed by acclamation.

B. December 11, 2012

No formal motion was made because the meeting lacked quorum. However, there were no objections to the accuracy of the minutes.

III. Public Comment – None

IV. Officers' Reports

A. Commissioner -- Josh Christensen – Josh advised the Board that some Executive Board members may not be running for re-election, so members of the Board should think about whether they want to run. Josh offered, along with the rest of the Executive Board, to meet with any member who is interested in running to further discuss the duties of the positions.

B. Vice Commissioner – Clovis Thorn – Royce and Clovis continue to work on a video regarding setting up the net.

C. Secretary – Seth Eichenholtz

- i. Tryouts sign up – Seth asked each Board member to sign up to work at least 3 of the upcoming Spring 2013 tryouts. He also asked everyone to let him know about their preferences for which duties they want to be assigned at the tryouts they work.
- ii. Election Issues – Seth advised the Board that two members from Division 9 e-mailed in to suggest that their e-mails for Division 9 captain were overlooked. Because the Elections Committee only received 8 e-mails, we did not run an election, and the 8 people who signed up were made captain for Spring 2013. While one of the

members, it appears, forgot to send his e-mail, the second member was asked to send proof of whether he sent in an e-mail, and the Elections Committee will decide how to handle the situation, if he did, in fact, send in an e-mail. The Elections Committee has no record of receiving an e-mail from either member.¹

- D. Treasurer – Lew Smith** – Our finances are in good shape, compared to last year. Because we had over \$50,000 in our checking account, Lew moved \$25,000 into our higher-interest-bearing savings account.

V. Old Business

- A. Open Plays** – We will be holding inter-season Open Plays. Josh could not develop a perfect schedule that would make everyone happy, but, based on past season attendance. Eric asked if we are having pre-tryout open plays. We decided to hold a pre-tryout open play for Divisions 4-6 on Wednesday, January 23 at Rustin; a pre-tryout open play for Divisions 1-3 on Thursday, January 24 at Rustin; and a pre-tryout open play for Divisions 7-8 on Thursday, January 24 at O. Henry. We will also have the usual C-Level Open Play on Wednesday, January 23 at O. Henry that week.
- B. EOS Tournament Wrap Up** – Josh got all results from the tournaments.² Clovis said that Queens College did not provide sufficient first aid and training services. Lew said that unless we ask in advance, or provide our own, Queens College does not provide those services. Dave F. said he heard great things and the tournament went smoothly, but he felt it seemed to run a bit late. To add on to Clovis's comments, Brendan suggested getting first aid kits and ice for future tournaments. Josh said while we usually do bring our supplies, he was under the impression that we were getting minimal first aid from Queens College.
- C. EOS Party** – Lew met with Ben to discuss location of the party, and we will be at Copacabana. said it's a great space. Lew made sure that we will have at least 4 bartenders. We are getting our usual deal with food, and an open bar from 7 PM – 10 PM. Royce asked if they could acknowledge a member's "retirement" during the party. Josh said that we usually do not because we can't fit additional items on the party agenda, but does not mind if the Division Reps made a quick comment or acknowledgement, time permitting. Josh said there are a lot of people who were in the league for a long time who didn't get acknowledged during their last season. Josh explained that we will be providing a list of award winners, but Division Reps should feel free to bring their own list in a larger font or some other form if they felt that it would be helpful.

VI. New Business

- A. Tryout Preparation** – Josh wanted to discuss tryout logistics, issues and suggestions since this is the last Board meeting before tryouts. Josh reiterated the need for Board members to be available for as many as many tryout sessions as possible. Josh reminded Division Reps to remind their captains to pay attention at tryouts, not talk, make jokes, etc. out of respect for all trying out. Joe said that the same feedback we get each year is that there is an excessive amount of callbacks, and asked how that should be managed. Seth said he thinks whoever is in charge of courts needs to use their discretion and push back at captains, or even say no, when/if someone with a lot of touches or who should be known is getting a callback. Josh said we should not be allowing players be called back just to play a different position, we give them the option of what position they want to play at tryouts and they should be bound by it. Rich said we need to be good at getting the members out of the gym, and not having them delayed by captains talking with them after tryout. Josh said that captains should not be talking with members after their tryouts. Daryl asked about whether captains can talk with the members during their skill base and Josh said he could not think of any reason not to talk during the skill based, while a member was waiting on line, etc. Daryl asked if the captains can be given

¹ **Post-Meeting Update** – Because the second member was able to provide what appeared to be a valid e-mail message asking to run for captain, and because no election was ever run, the Elections Committee ran an election with all members who had expressed interest at any point. The Elections Committee made clear to the Board that, had an election been run previously, they would not have so easily decided to run the election, but since there was no original election, running an election with these candidates made sense. Ultimately, with captains moving to higher divisions, there were fewer alternates than spaces that opened up, and all who expressed interest either moved up, or was able to serve as captain.

² Pam Tong arrived at this point (7:50 PM).

updated pre-draft lists at points during tryouts. Seth explained that we'd have to run whole new lists (at 90-100 sheets of paper and requiring a busy Board member to create, print, and distribute the list) just to capture about 1% of those trying out. Seth explained that, theoretically, and alternatively, we could compare lists and determine who signed up between lists, but that would be incredibly labor intensive and we have greater priorities during tryouts. Daryl said he did not care if the lists were even written out. Seth explained that people newly register in various ways – some add or delete divisions on site, others off site, some sign up on site, others off site, and having a “handwritten” list is impossible because there is no master list of where there are changes. Given the fact that we are talking about a handful of members who the captains will learn about 30 minutes or so later, and no “quick and easy” way to update the lists, Seth said it makes no sense to give the updated lists that Daryl proposes. Seth offered to send around sheet. Clovis reminded everyone that people should be serving twice during tryouts.

- B. Closet Cleanup** – Trevor has volunteered to work with Clovis on the closet clean up. Everything is going to be re-arranged and Trevor will create new signage. We need to be careful to make sure the Power balls are secured and not used for other activities. E-mail Trevor at poweratlarge@gothamvolleyball.org if you want to participate.
- C. Spring Practice Space Info/Reminder** – Josh passed around the written schedule for practice space. We have practice space at Fashion High School every Saturday, except April 13, starting at 1:30 PM.³ Discussed other practice space areas, and to remind captains/members that we have no right to be in the outdoors playground areas and, when there, to be courteous and deferential to community members with children who are using those spaces.

VII. Reports

- A. Tournaments** – Josh distributed a proposed friendship tournament schedule for the Spring. Once it is finalized, it will be posted on the website. Eric asked for Board members to sign up to run the various tournaments. Manny asked if the Spring Fling dates were set, because the London Rockets want to come back for Spring Fling. Eric said it was going to be the weekend before or the weekend of Memorial Day.
- B. Social** – Daryl said he and Manny had tried to do an event at the Rubin Museum but could not get a response from them. No one showed up to social committee meeting. Daryl is planning a welcome social in mid-February.
- C. Community** – Jeffrey is not here but sent Josh an e-mail saying he is in the process of registering us for AIDS walk in the spring and is putting together some fundraisers for the Spring.

VIII. Announcements

Clovis said AIDS walk is on May 19th. Royce is about to celebrate his birthday on Saturday, and announced that his billboard is on 25th Street and 10th Avenue. Sanjiv said the production of his musical went very well. Daryl just celebrated his 40th birthday.

IX. Adjournment

Motion (Brendan Becker, David Manty) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 8:43 PM.

³ **Post-Meeting Update:** Shortly after the meeting, we were advised by Fashion High School staff that we would only have the space starting at 3:30 PM, not 1:30 PM, as they had originally indicated.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, February 12, 2013 Meeting of the Board of Directors

Location: New York University, 25 West 4 Street, 4th Floor, New York, NY 10012

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Vacant – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:31 p.m.

II. **Approval of Minutes -- Motion (Brendan Becker, Dave Fredericks) – to approve the minutes of the January 8, 2013 meeting -- passed by acclamation.**

III. **Public Comment – None.**

IV. **Officers' Reports**

A. Commissioner -- Josh Christensen –

- i. Tryout Recap – Josh thanked everyone for their work at tryouts, and thinks we have gotten really good at implementing our system. The feedback Josh received from the membership (although, as always some were disappointed by the divisions they did not make) was positive.¹ Trevor said that he thought it was helpful that we had Board members serving as “referees” in the practice space, because it allowed everyone to have more practice time. Justin asked how many people turned away. Josh said that everyone who was willing to play in Division 10 (and showed up) made a team, but there were a good number of people who did not make teams because they selected only some divisions. It is difficult to pinpoint exactly how many people fall into that category. Trevor raised the issue of a Board member’s personal laptop being stolen from the Rustin closet. Josh said that it was a concern, and a possible solution would be to purchase a new printer that works with all different laptops, so we don’t need to use a particular Board member’s laptop over and over.
- ii. Meeting with the Athletic Director (AD) of the Rustin Campus (BREC) – This past Wednesday, Josh met with the AD of BREC and Nicole (the custodial secretary). He dropped off the school supplies that were donated by the membership. Josh had a wonderful conversation with them where the AD assured us that they wanted us to

¹ Royce Bugarin, Manny Ciccone, and Pam Tong arrived at this point (7:34 PM).

be a part of the school community. Josh discussed a lot of facilities issues facing Gotham, and was encouraged by the tone of the meeting. Trevor asked who can talk to about bathroom access and conditions. Josh said that would go through the custodians, so bring issues to his attention and he will relay them.

- iii. Agenda Items – Josh reiterated that all Board members can request to add items to the agenda – just let him know in advance and he will add it to the agenda. Josh also said that he would prefer that all items added to the agenda be thought/planned out and not brainstorming type ideas.
- iv. O. Henry – Josh learned through Women’s Team Power members that the new order of volleyballs never got to O. Henry, but he has coordinated with Rich, Cheena, and Sanjiv to get the balls over to O. Henry from Rustin. Also, O. Henry security officers have started to ask for ID, and for all members to sign in. Josh said we should comply with their requests. Josh also explained that we should be using the hallway bathrooms at O. Henry, not the locker rooms. We actually only pay for the bathrooms, not the locker rooms, which cost extra. Mike asked if we can use the courtyard at O. Henry, and Josh said he will confirm that we will be able to use it.
- v. Division 9 Vacancy – Because former Division 9 Rep Colin Drucker moved up, (congratulations Colin!) the Division 9 spot on the Board is vacant. Josh asked Board members to spread the word, and provide him with the names and e-mail addresses of anyone who is interested. Because this is a mid-year vacancy, it is filled by a vote of the Board.

B. Vice Commissioner – Clovis Thorn -- Clovis was not able to make the meeting, but sent his report by e-mail.

- i. Work Schedule – Clovis has sent out the duty schedule, and will tweak it once the new Division 9 Representative is appointed. If a Board member can’t make his/her shift, Clovis asks that they work it out with other Board members. If something can’t be worked out, a Board member should then bring the issue to his or Josh’s attention.
- ii. Equipment Storage – Clovis thanked Trevor and Brendan for helping with the closet organization. He asked all Board members to encourage all members to read the signs in the closet and put equipment back in the correct spots. He reminded everyone that closing board members need to make sure that people are doing the work to close and putting equipment away properly. Trevor asked if we are responsible for picking up trash in the gym. Josh explained that we are responsible for that. Josh also reminded everyone to send closing and opening reports to Clovis and him, and if it involves a report of injury, to Seth as well.²

C. Secretary – Seth Eichenholtz – Seth updated the Board on an issue with the Division 9 captain election, reflected in an addendum to the previous meeting’s minutes. Originally, no Captains election was run in that division, because our records showed only 8 candidates signed up. However, two additional candidates claimed to have submitted timely e-mails. While we were not able to verify whether or not these e-mails were actually submitted, we ran the election with these two additional candidates. By the time tryouts were over, because of those who moved up, everyone who wanted to be a captain was given the opportunity to do so anyway. There was one objection to running the election, but that person withdrew his objection when we explained that we weren’t “re-running” the election, but running it in the first instance. Seth reiterated that if we had actually run an election for Division 9, the Elections Committee would not have necessarily re-run the election under these circumstances.

D. Treasurer – Lew Smith -- Lew reported that dues collections are going well, and we are in good financial shape. Josh said there was a question of, if someone misses the first couple of weeks, and has not yet paid dues, if they are entitled to pay the pro-rated dues amount based on the formula in the Rules of League Play. Josh said they are not, and the formula is only used for those who are picked up mid-season, and would not have had the opportunity to play in earlier weeks. Otherwise, members owe the full amount of dues. Lew reminded the Board that he, Josh, and

² Leah Hughey arrived at this point (8:03 PM).

Seth need to know about any changes to the rosters, including those in Power. Leah pointed out that we need to set forth, in written form, the responsibilities of the Power Assistants, so we can make sure that they are fulfilling those responsibilities in order to get their partial dues waiver. Trevor said he would help out with creating those written expectations. Justin asked if people are supposed to be told they cannot play in Power class if they haven't paid and Josh confirmed that is correct.

V. Old Business

- A. **Open Play Updates** – Josh reported that both open plays are selling out, and the Wednesday Night (Divisions 7-10) open plays are selling out within 30 minutes. Josh thinks that open plays sold out quickly this week in part because of “volleyblueballs” from the lost weekend of play this past weekend. John asked if we have space for additional open plays because Power F is eliminated. Josh explained that we do have open space from 5 PM – 8 PM at O. Henry, but because of various factors, that is not a desired time by those who go to the Wednesday night Open Play.
- B. **Spring Practice Space** – Josh said there was confusion that caused a kerfuffle and wasted time for Mike. Our permits at fashion end at 8 PM, which allows all of the late afternoon divisions practice before their matches (since the last match starts at 7:40 PM). Josh reminded everyone to spread the word that we do not have permits for outdoor playgrounds and if members do use those areas to practice, they should be respectful of community members with their children.
- C. **Big Apple** – Lew reported that the tournament, held on March 23-24, 2013, is almost 6 weeks away. We currently have 64 teams entered and confirmed, with 5 more teams on the waitlist. There will not be a AA level this year. Instead, Lew is aiming to move teams from the waitlist to the tournament, and cap the tournament at 70 teams. Lew reminded the Board that we need lots of volunteers, and since there are no league activities that weekend, please come and help out. Leah asked for New York teams to register on Wednesday or Thursday, or Friday so we aren't overwhelmed when the out of town teams come. Lew said the tournament party is a surprise, and will be better than XL or Copacabana.
- D. **Member Issue – Motion (Seth Eichenholtz, Lew Smith) – to go into executive session to discuss a confidential member issue – passed by acclamation.** Whereupon, the Board went into executive session at 8:38 PM. **Motion (Brendan Becker, Manny Ciccone) – to return to open session – passed by acclamation.** Whereupon, the Board continued in open session at 8:52 PM.

VI. New Business

- A. **Blue Heron/Gotham Store** – The Board discussed a decline in service from Blue Heron, the company that maintains the Gotham store on our website. Generally, it appears that service has declined so much that none of our captains use the store for their team t-shirt orders anymore. As a result, we are considering disabling the store and looking for another vendor who can provide us with a similar service. Josh asked the Board members to bring any suggestions to him. The ideal situation is a local company with the technological ability to maintain an online venue like the current Gotham store. Clovis suggested Café Press to replace them. Royce asked how the store worked, and Josh explained that the orders go to Blue Heron and we get a commission on orders made through the store. Royce said he thought a good fundraising idea would be to order Gotham apparel in bulk and sell it at Gotham events. Mike asked if we are officially ending our relationship with Blue Heron or if we should follow up with a letter asking them to explain their lack of service. Josh said he has already tried to discuss these issues with them, and has not received a response. Josh said he will disable the link to the store, and we will search for a new vendor.

VII. Reports

- A. **Coaching** – Justin thanked those who signed up to be coaches. He has been able to connect all Division 10 captains with coaches, but some still need coaches to sub from time to time. Trevor asked if we should try to get Power class members interested in coaching. Leah said she would say something to the coaches and to her Power classes.

B. League Report – Josh reviewed on duty responsibilities and reminded Board members to make sure that equipment gets replaced properly.

C. Power Report –

- i. Women's Team Power Update – After our first season of Women's Team Power, there was a lot of feedback that the class would be more successful as an individual Power class, so the class has transformed into Women's Power. Leah said that the class practices at an intermediate level.
- ii. Power E & F Update – At tryouts, there was insufficient interest in Power F to justify a full Power F class, so Power F was combined with Power E to form Power E/F. Power E/F plays at the time of Power E (2 PM – 5 PM at the O. Henry School) and has a sufficient number of coaches to handle the array of skill levels in the class.
- iii. End of Fall Season Class Lockout (Power C & D) – During the last two Sundays of the Fall season of Power, held in January, Power C & D were locked out of the Rustin School. During the first of these two weeks, they combined classes with Power F at O. Henry. Given attendance, this created a coachable 30-person class. The next weekend, when the same scenario arose, both coaches and students were not interested in combining classes, and classes for that second week was cancelled. We received feedback from the players requesting what, if anything, the organization will do in recognition of this lost week of classes. They specifically suggested a credit toward the upcoming season. Sanjiv and Trevor e-mailed the classes and told them that the Board would discuss the situation. Seth reiterated that our policy that Gotham is not responsible for cancellations of classes beyond our control. That being said, Seth suggested that, in this particular circumstance, we consider a refund. Seth initially suggested \$25 for both classes, but when Leah pointed out that during the first week, the participants were able to attend classes, Seth said that the refund should be in consideration of the second week only, and that, in that case, \$25 is too high and sets a bad precedent. Trevor pointed out that one of the issues involved was communication, and that with better communication, we might have avoided the closure. The consensus of the Board was that some credit of some sort should be issued, and limited to the players who attended that second week. John suggested we give players a credit for Open Play, and Brian suggested a plus 1 to the party. Seth noted that a plus 1 to the party is a \$25 value and still seems way too high for one week of class. Brian asked if we could consider what other leagues do in this situation, and Leah noted that the other volleyball leagues usually try to reschedule at an undesirable time, but there is no monetary refund and if the team doesn't want to play at the inconvenient time, nothing else is done. John asked if it was possible to do an individualized PayPal coupon that they can use on any Gotham activity. Seth thought that was a great idea, and thought that \$15 is a fair amount for one power class. Brian asked if we were going to pay the Power coaches for the time. Lew suggested that they should be paid for the time they spent there. The consensus was an appropriate time is one hour. **Motion (Seth Eichenholtz, Manny Ciccone) – provide a \$15 credit to those members who attended that final week of Power C & D, the details of which will be administered by Josh, Lew, John and Trevor, and pay one hour to the coaches who attended that day – passed by acclamation.**

D. Tournaments – Eric thanked those who responded to his e-mails seeking Board members to run tournaments. We still have a large need and if we can't find coverage, we will have to cancel tournaments. Tournaments have been filling up so far this season.

E. Social – Daryl sent an e-mail report saying the Welcome Social is in the works, but that he has not yet heard back from his usual contact at Gym Bar. Manny got in touch with someone at the Rubin museum so looking to have the Weekender there this season, likely the Friday after Big Apple. Daryl is also looking into the volleyball schedules at NYU and Baruch to see if we can do a Gotham night there.

F. Community – Jeffrey registered the Gotham team for the AIDS walk. Jeffrey said we need 25 people to register to get the full benefits of being a team. Seth encouraged all Board members to sign up, and asked

Jeffrey to push out the information as to how to join the Gotham team. Trevor asked if we have a dollar amount as a fundraising goal. Jeffrey said people raise funds individually. Josh noted in the past we did not have a goal, but that in our first year doing the event, we raised over \$20,000. We don't know if the AIDS Walk will conflict with the Spring Fling again this year, but it might. Seth suggested that people can sign up and raise money either way, and said it is actually the most fun Gotham social event he does each year. Jeffrey is also working on Mets tickets.

- G. Webmaster** – John is working on two major projects – integrating PayPal with the site for easier open play signups and creating the ability to migrate members' duplicate accounts together. John also put a referral link to our web hosting provider.

VIII. Announcements

Lew is taking real first vacation to Turkey, then comes back to New York and travels, again, to Los Angeles. Pam is back in the league this season again and is very happy about it. Jeffrey asked that people book events with his company, Rainbow Gig. Brendan wished positive vibes for Tony who has an interview this week. Trevor welcomed us to NYU. Dave F. wished everyone a happy Valentine's Day. John went to the Philippines for 18 days, found it educational, interesting, and enjoyable. Royce said that Lent starts tomorrow and he's giving up abstinence. Seth is looking forward to playing with his team this season and once again having John as his coach. Josh is looking forward to playing in St Louis.

IX. Adjournment

Motion (Brendan Becker, Jeffrey Reich-Hale) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:52 PM.



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, May 14, 2013 Meeting of the Board of Directors

Location: Drug Policy Alliance, 131 West 33rd Street, 15th Floor, New York, NY 10011

Meeting Attendance

Josh Christensen – Commissioner
Clovis Thorn – Vice Commissioner
Seth Eichenholtz – Secretary
Lew Smith – Treasurer
Rich Reid – Division 1 Rep
Brian Carroll – Division 2 Rep
Royce Bugarin – Division 3 Rep
Joe Sena – Division 4 Rep
Manny Ciccone – Division 5 Rep
Brendan Becker – Division 6 Rep
Mike Hess – Division 7 Rep

Dave Fredericks – Division 8 Rep
Vacant – Division 9 Rep
David Manty – Division 10 Rep
Trevor Cano – Power At-Large Rep
Leah Hughey – Power Saturday/Monday Rep
Sanjiv Jhaveri – Power Sunday Rep
Justin Hill – Member-At-Large/Coaching Coordinator
Jeffrey Reich-Hale – Member-At-Large/Community
Pam Tong – Member-At-Large/Asst. Treasurer
John Wetsell – Member-At-Large/Webmaster
Daryl Cochrane -- Social Committee (Non-Voting)
Eric Eichenholtz – Grievance Chair (Non-Voting)

Bold = Present

I. **Call to Order**

Josh called the meeting to order at 7:33 p.m.

II. **Approval of Minutes**

- i. **Motion (Rich Reid, Trevor Cano) – Approve the March 12, 2013 minutes – passed by acclamation.**
- ii. **Motion (Brendan Becker, Manny Ciccone) – Approve the April 16, 2013 minutes – passed by acclamation.**

III. **Public Comment – None**

IV. **Officers' Reports**

- A. **Commissioner -- Josh Christensen** – As it is his last meeting as Commissioner, Josh wanted to give thanks to everyone on the Board and a special thank you to the Executive Board. Josh said he could not have done it without everyone's help and support. Josh noted that being on the Board is thankless, and being on the Executive Board is most thankless of the thankless jobs, and he appreciates everyone's efforts.
- B. **Vice Commissioner – Clovis Thorn** – Clovis wants to make sure there is an election for Division 2 captains. Seth said he would work with Clovis to make it happen. Clovis also announced that he founds someone who is interested in Division 9 Rep and hopes to present that person at the next meeting. Finally, Clovis asked if anyone knew of someone who was interested in Division 5 Rep. Manny said he thought one of the captains was interested. Seth suggested putting out notice to Division 5 that the position is open in case there is any other interest. Seth did not think this was necessary for Division 9 because we've had the position vacant for a full season.

C. **Secretary – Seth Eichenholtz** – Seth presented the results of the Gotham elections, incorporated by reference and attached to these minutes. Seth said there were no concerns and no issues. Without objection, the Board ratified the election results. The results for Gotham officer positions and bylaws amendment results are summarized as follows:

- i. Commissioner – Lewis Smith¹ was duly elected Commissioner for 2013-14 by a vote of 506 to 1.
- ii. Vice Commissioner – Clovis Thorn was duly elected Vice Commissioner for 2013-14 by a vote of 503 to 0.
- iii. Treasurer – Pamela Tong² was duly elected Treasurer for 2013-14 by a vote of 503 to 3.
- iv. Secretary – Emanuel Collado³ was duly elected Secretary for 2013-14 by a vote of 488 to 4.
- v. Bylaws Amendment – The Bylaws Amendment was duly ratified by a vote of 491 to 30.

D. **Treasurer – Lew Smith** –

- i. FY 2013-14 Budget – Lew presented the budget, incorporated by reference and attached to these minutes. Lew said that there are only two substantive changes. The first is that the budget anticipates revenue from 5 individual weekend Power classes, instead of 6. This is because Power E & F have been combined over the past 2 Spring seasons. As a result, Lew discussed the matter with Jeff Lipton, Power's Technical Director, and they believe it is safer to anticipate 5 classes in the fall. There is also revenue for an individual Power class with 20 people, and that is for our Power W (Women's Power) program. The other substantive change is adding \$5,000 to the professional development line, which Lew intends to use to resume our long term strategic planning retreat next season. Josh asked how many coaches Lew budgeted for Power E/F, which currently has 3. Lew said that he budgeted for only 2 coaches. Seth asked if we were committing to holding E/F as one joint class, or whether we were just budgeting that way because it is the more conservative approach. Seth said, while he agrees with budgeting this way, he does not want that vote to be construed as approval of consolidating the class because we don't know what turnout will be and he does not believe Jeff has done enough questioning, thinking or planning to figure out how we can better serve members at a beginning level of volleyball who want training. A discussion ensued about the average attendance of a typical individual Power Class, and its between 17 and 21. We would need 24. Eric said that the feedback he has gotten is that newer players would be more receptive to stand alone clinics, as many go to Big City for those. Clovis said that we seem to pay very high fees to PayPal and was wondering if there was a cheaper cost. Josh provided a very lengthy and detailed explanation of his exploration of alternative systems and, put simply, none are priced competitively that would also provide the functionality we need. Trevor asked how often we buy new Power Balls, and Lew said we usually place an order when we need to.⁴ Lew said it's smart but usually the process had been we place an order out. Lew asked, before the vote, whether there were any more comments on the Power class issue. Josh noted that we still budgeted the facility cost at a loss, and Eric noted that it meant all we'd need to do to hold the extra Power class is cover the cost of coaches. Seth said he thought it was appropriate to budget conservatively, but wants the Board to revisit the greater issue at another time. Lew said we would need at least 24 enrollees to break even. Clovis liked the idea of discussing the Power class issue outside of the budget. Clovis said he didn't know what Power was when he first joined Gotham and found it daunting, and said maybe if it was called something different or presented differently to new members, it would attract more participation.

¹ Referred to elsewhere in these minutes and on the vote tabulation sheet by his nickname, Lew Smith.

² Referred to elsewhere in these minutes and on the vote tabulation sheet by her nickname, Pam Tong.

³ Referred to elsewhere in these minutes and on the vote tabulation sheet by his nickname, Manny Ciccone.

⁴ Leah Hughey arrived at this point (7:57 PM).

Jeffrey said he agreed, and Power scared him at first, so maybe remarket it to get the beginners. **Motion (Seth Eichenholtz, Leah Hughey) – Approve the Fiscal Year 2014 Budget – passed by acclamation.**

- ii. Use of Credit Card Points – Lew is using the credit card points to get us a new laptop and Home Depot cards to replace our broken cabinet.
- iii. Current Financial State – Lew reviewed our account balances.

V. Old Business

- A. EOS Tournament Wrap Up** – Josh thanked everyone for the quick responses on the results of the tournaments. He apologized again at least for an issue with the medals that affected Divisions 1-5. We have corrected plaques for the medals will hand them out at the EOS Party. Everyone seemed happy with City College. Manny said everything went well but a captain asked why Division 5 always played on the outer courts and not the better courts in the middle. Josh explained that it would take 3 seasons for all divisions to play on the middle court, and Division 5 will get the chance next season. Clovis mentioned that we discovered some Gotham balls that had been kidnapped by members and reappeared at the tournament. Josh encouraged Board members to take back Gotham balls when they turn up.⁵ Board members were also asked, when they a member taking a ball, report it because we do not tolerate theft in the league. Royce said he thinks the D3 tournament ran smoothly and thanked his captains because he made different teams ref, some of whom were not scheduled to ref. During both tournaments, we had issues with CCNY setting up nets on time, but all we can do is keep in mind this potential delay in the future and arrive early to help expedite the set up.

VI. New Business

- A. Anti-Violence Project Presentation** – Gotham Member Scott Hernandez came to speak to the Board about the Anti-Violence Project. Scott is a Board member at AVP. His colleague, Andrea, explained some of the outreach programming that AVP does. Scott explained that, in his mind, the most important information provided by AVP is its phone number, so people can report verbal abuse directed against gays and lesbians. Through greater reporting and greater awareness, Scott believes it will help prevent violence that occurs against members of the LGBT community. He asked whether AVP can set up a table at our end of season party. Jeffrey also said he would like to work with Scott to do a fundraiser for AVP. As noted later in the minutes, the Board subsequently agreed to allow AVP to set up a table at the EOS Party.⁶
- B. Thanks to Outgoing Executive Board Members** -- We had cake to celebrate the service of Josh and Seth, who are both stepping down from the Executive Board. Clovis gave a short speech about thanking Josh and Seth for their years of service to Gotham.
- C. Summer Schedule** – Josh proposed the summer schedule, which was ultimately adopted by the Board. There are no Gotham activities over Memorial Day weekend or the subsequent week. The Summer Programming Schedule is as follows:
- i. Summer League – **Summer League tryouts** will be held on **Saturday, June 1. Play will begin on Monday, June 3.** There will be play on Monday, July 1, even though that is during the week of Fourth of July. However, there will be no play on Monday, July 22, which is the Monday following the Fire Island Tournament. The **final week of play** of the 10-week Summer League will be on **Monday, August 12. Tournaments** will be held on **Wednesday, August 14 & Thursday, August 15.** Mike asked whether or not we will have practice space, and Josh said that if we have O. Henry on Monday nights, we will use that facility as practice space. Eric asked how the captains will be selected, and Josh explained that, as with recent years, elected captains will be offered the opportunity to volunteer and, if there are still spots available, we will ask other level-appropriate members. Lew suggested that there is a possibility that we can offer an End of Season Party over the summer, but it is still too early to know if this will work out.

⁵ Gotham member Scott Hernandez and his colleague Andrea from the Anti-Violence Project arrived at this point (8:18 PM).

⁶ Scott and Andrea left at this point (8:30 PM).

- ii. Summer Open Plays – Starting on Wednesday June 5 and Thursday June 6, we will start Summer Open Plays at the Rustin Campus. **Wednesday nights will be for players from Divisions 4-6 and Thursday nights will be for Divisions 1-3.**
- iii. Summer Clinics/Power Classes -- We will be using the gym on **Wednesday & Thursday nights at O. Henry** for either clinics or summer Power classes, depending on interest and coaching availability. We will try to keep advanced clinics/classes on Wednesday, so those players can still enjoy Thursday Open Plays at Rustin, and intermediate clinics on Thursday, so those players can still enjoy Wednesday Open Plays at Rustin. The details and schedule for these activities have not yet been finalized.

D. End of Season Party – The party will be held at Stage 48 on Saturday, May 18 at the usual time, 7:00-10:00. Board members are asked to arrive early. Daryl will coordinate who is covering the door and will also collect the names of Board members' guests. The Board agreed to allow AVP to set up a table because they are not selling anything and their purpose is to raise community awareness. Under those circumstances, the Board felt it was appropriate to allow them to set up a table at our event. Someone asked about the Community Service Award proposed during the March 2013 meeting. Rich pointed out that its intended recipient did not actually perform the extent of the services we expected of her. Seth said he really wanted to see this award implemented, but should be realistic about whether it is ready to do so at this party. Josh said we are not ready to present the award at this party. The Board agreed not to present the award this season. Seth asked the Board if they felt he should do the table sheets that list the top finishing teams from each division. The consensus was that the sheets were not necessary. However, Clovis wanted to work on publicizing this information in other ways, including e-mail or posting it on the web.

VII. Reports

- A. Power** – Josh read a proposal from Leah, seeking to reorganize the distribution of responsibilities between Power Representatives. Leah also asked for (1) a survey to be conducted amongst Power members, (2) a system to be implemented to allow automated registration of teams in Team Power, and (3) a system designed to handle registrations for members of Power W. As to the reorganization, Seth explained that the Bylaws require that Power Representatives be elected from constituencies so that each Power member gets approximately equal representation, and that is why currently there are two, plus one at-large member. Seth suggested, and Josh also suggested, that the redistribution of responsibilities occur as an administrative matter amongst those representatives, instead of changing their titles and constituencies. Eric suggested that we break down the numbers and make sure the constituencies still work. Trevor said he believed the administrative responsibilities can be worked out between the representatives. Leah said her priority is the registration issues, and it is very important that those changes occur. Power W will already be entered as a class next season, so that issue is resolved. John will work on developing a Team Power registration application. Leah also spoke of issues with the lock of the cage in the closet, and reminded Board members that the combination to the lock should remain amongst Board members.
- B. Tournaments** – Spring Fling IV is happening this weekend. Eric reported that we have 8 teams. He expects to donate a few hundred dollars to Gotham's AIDS Walk team. Eric still needs help, and if anyone is interested in helping out, they should let him know. Lew is giving a refereeing clinic on Thursday at Eric's apartment.
- C. Social** – Daryl thanked everyone who signed up to help out at the party and reminded people to send him their preferences as discussed earlier.
- D. Community** – Jeffrey has a lot of upcoming programming. Our AIDS Walk team is large enough to have a group meeting space. It appears that t-shirts for the event slipped through the cracks, but we will see if we can get them. Jeffrey said the recent Mets game was a lot of fun. He is also working on the Pride March and thanks Rich for letting Gotham use his car. Jeffrey recently joined the Board of the YMCA in Long Island City and will be helping them to organize a Gotham tournament and would like to get Gotham participation. John Wetsell put together a bar night fundraiser for AIDS Walk that raised a few hundred dollars for the Gotham AIDS Walk team, and Jeffrey would like to do another one benefiting AVP. Jeffrey is also anticipating organizing the 3rd Annual Governor's Island Picnic in September, and would like to

fundraise to buy a net for the event so Mike doesn't have to use his. Mike said he doesn't mind using his net and got a rolling case to hold it in.

E. Webmaster – John said the website is running well, and will work on the Power project over the summer.

VIII. Announcements

Lew thanked everyone for a good year and for asking questions on the budget, which he thinks it is important. He thanked Josh for doing a great job and said he is looking forward to being, but can't believe he will be, Commissioner again. He also said we would be bidding for NAGVA Championships in the northeast. Brendan thanked everyone for the past two years on the Board, and enjoyed running the Division 6 tournament. Sanjiv shaved his beard. Manny is excited to be Secretary, and promised that he won't Capitalize Every Word In The Minutes Next Year. John is looking forward to Championships with his team, Shoot to Thrill. Daryl is proud that his Division 7 team was the only team to beat the double-gold winning team. Jeffrey got double bronze for his Mean Girls, and thanked Clovis for his work to get a new Division 9 Rep. Eric is proud that his team was the only Division 8 team to beat that division's double gold team, and Eric's team took bronze in the tournament. Mike said his 7th seeded team took bronze in the tournament after making bacon out of Daryl's Ball Hogs. Leah thanked the Executive Board, and is looking forward to playing in Championships with Shoot to Thrill. Trevor had great team in Division 3 and enjoyed coaching his teams in Divisions 6 & 7; he is looking forward to a light summer and taking 4-5 day weekends all summer long. Clovis said it was a good season for his team, not so good results wise but the team supported each other all the way through. Clovis thought the results for his team were bad, but then saw Royce's team's record. Clovis won't be here next month, so Trevor will host the Board meeting at NYU. Royce announced that he got double "aluminum" this season, and he is going to Vegas and then to the Philippines. Seth thanked everyone and reflected on his 6 year stint on the Executive Board, which has now come to an end. He said he looked forward to stopping by meetings next season and watching Manny try to take minutes. Josh said he was the most effective middle on my team, and Josh thanked everyone again who made it possible for him to succeed as Commissioner, which is a job that is impossible to do alone. Josh said that the position is difficult, but very rewarding when you hear people from out of town talk about our league and the community that we build. Josh also announced that he has a new roommate – Omar.

IX. Adjournment

Motion (Rich Reid, Jeffrey Reich-Hale) – to adjourn the meeting – passed by acclamation.

Meeting adjourned at 9:34 PM.

Gotham-Wide Election Results	Division 1	Division 2	Division 3	Division 4	Division 5	Division 6	Division 7	Division 8	Division 9	Division 10	NL Power	Total	Percentage
Commissioner													
Lew Smith	45	47	44	53	56	54	54	51	45	40	17	506	99.8%
Write-In	0	0	0	0	0	0	1	0	0	0	0	1	0.2%
Vice-Commissioner													
Clovis Thorn	42	47	44	55	58	52	53	53	44	39	16	503	100.0%
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Treasurer													
Pamela Tong	43	46	41	57	55	52	58	51	45	40	15	503	99.4%
Write-In	0	0	0	0	1	1	0	1	0	0	0	3	0.6%
Secretary													
Manny Ciccone	41	47	41	52	53	51	53	49	45	40	16	488	99.2%
Write-In	0	0	0	1	0	1	0	1	0	1	0	4	0.8%
Bylaws Amendment													
Yes	40	41	47	55	50	50	53	50	49	39	17	491	94.2%
No	0	5	0	4	5	2	3	5	2	4	0	30	5.8%
Total Votes	46	48	50	60	60	59	63	59	53	43	17	558	

MISC ADDITIONAL INFO

<u>Commissioner Write Ins</u>	<u>VC Write Ins</u>	<u>Treasurer Write Ins</u>	<u>Secretary Write Ins</u>	<i>Write ins are only noted if they are members of Gotham otherwise they are counted as abstentions</i>
Clovis Thorn		Seth Eichenholtz (2) Lenny Randazzo	Scott Hernandez Mike Hess Seth Eichenholtz (2)	

Previous Resposne Rates	Fall 2010	Spring 2011	Fall 2011	Spring 2012	Fall 2012
Spring 2010	504	529	542	530	536
				546	

	Jun 2013 Budget	Jul 2013 Budget	Aug 2013 Budget	Sep 2013 Budget	Oct 2013 Budget	Nov 2013 Budget	Dec 2013 Budget	Jan 2014 Budget	Feb 2014 Budget	Mar 2014 Budget	Apr 2014 Budget	May 2014 Budget	Total Budget
Income													
Friendship Tournament													0.00
Tournament Fee	0.00	0.00	0.00	0.00	3,500.00	3,500.00	1,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	18,000.00
Women's Open Play/Tournament	0.00	0.00	0.00	0.00	450.00	450.00	0.00	450.00	450.00	450.00	450.00	0.00	2,700.00
Total Friendship Tournament	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,950.00	\$ 3,950.00	\$ 1,000.00	\$ 2,450.00	\$ 2,450.00	\$ 2,450.00	\$ 2,450.00	\$ 2,000.00	\$ 20,700.00
League Dues													0.00
Board Members' Fee waived	-650.00	0.00	0.00	-3,450.00	0.00	0.00	0.00	0.00	-3,450.00	0.00	0.00	0.00	-7,550.00
Season Dues - League at \$150	0.00	0.00	0.00	96,000.00	0.00	0.00	0.00	0.00	96,000.00	0.00	0.00	0.00	192,000.00
Season Dues Summer League at \$130	18,720.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,720.00
Total League Dues	\$ 18,070.00	\$ 0.00	\$ 0.00	\$ 92,550.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 92,550.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 203,170.00
Misc income													0.00
Clinics	0.00	0.00	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00
Tournament party guest fee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	1,000.00	2,000.00
Total Misc income	\$ 0.00	\$ 0.00	\$ 1,500.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,000.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,000.00	\$ 3,500.00
Open Play Fees at \$15	4,000.00	4,000.00	4,000.00	2,800.00	4,000.00	3,000.00	1,200.00	1,800.00	4,000.00	4,000.00	4,000.00	1,800.00	38,600.00
Power Revenue													0.00
Board members' Fee waived	0.00	0.00	0.00	0.00	-1,920.00	0.00	0.00	0.00	-1,920.00	0.00	0.00	0.00	-3,840.00
Season Dues - Power - at \$240 per person	0.00	0.00	0.00	0.00	38,600.00	0.00	0.00	0.00	38,600.00	0.00	0.00	0.00	77,200.00
Season Dues - Team Power at \$1400/team	0.00	0.00	0.00	0.00	9,800.00	0.00	0.00	0.00	9,800.00	0.00	0.00	0.00	19,600.00
Total Power Revenue	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 46,480.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 46,480.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 92,960.00
Spring Filing Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,320.00	3,320.00
Uncategorized Income													0.00
Non-Member Revenue (ex T-Shirts)													0.00
Total Uncategorized Income	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Total Income	\$ 22,070.00	\$ 4,000.00	\$ 5,500.00	\$ 95,350.00	\$ 54,430.00	\$ 6,950.00	\$ 2,200.00	\$ 5,250.00	\$ 145,480.00	\$ 6,450.00	\$ 6,450.00	\$ 8,120.00	\$ 362,250.00
Expenses													
Awards	0.00	0.00	2,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	1,000.00	4,000.00
Bank Charges	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	300.00
Coaching													0.00
Coaching (Clinic)	0.00	0.00	840.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	840.00
Coaching (Power)	0.00	0.00	0.00	10,000.00	7,020.00	7,020.00	2,520.00	4,500.00	4,500.00	7,020.00	7,020.00	2,520.00	52,120.00
Total Coaching	\$ 0.00	\$ 0.00	\$ 840.00	\$ 10,000.00	\$ 7,020.00	\$ 7,020.00	\$ 2,520.00	\$ 4,500.00	\$ 4,500.00	\$ 7,020.00	\$ 7,020.00	\$ 2,520.00	\$ 52,960.00
Community Donations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00	1,000.00
Community Events	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	1,500.00
Equipment													0.00
Equipment Power	0.00	0.00	0.00	2,500.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	3,000.00
Equipment-lease	1,000.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	2,000.00
Total Equipment	\$ 1,000.00	\$ 0.00	\$ 0.00	\$ 3,000.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 500.00	\$ 500.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,000.00
Facilities (Rent)	2,088.00	2,610.00	2,088.00	7,530.00	6,024.00	6,024.00	7,530.00	6,024.00	6,024.00	7,530.00	6,024.00	6,024.00	65,520.00
Insurance													0.00
General Liability Insurance	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00
Total Insurance	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 6,000.00
Meeting Expenses - Meals	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	3,000.00
Office Supplies	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	300.00
Dues & Subscriptions	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	960.00
PO Box Rental	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.00
Total Office Supplies	\$ 105.00	\$ 180.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 1,335.00						
PayPal Fees	655.00	162.00	108.00	3,765.00	236.00	236.00	182.00	156.00	3,892.00	236.00	236.00	267.00	10,131.00
Professional & Development Fees	50.00	50.00	50.00	50.00	5,000.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	5,550.00
Referee Expense	2,340.00	1,780.00	1,780.00	4,620.00	4,620.00	3,490.00	4,970.00	1,230.00	3,490.00	4,620.00	3,490.00	5,970.00	42,400.00
School Donation	0.00	0.00	0.00	500.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	1,000.00
Tournament Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	0.00	0.00	0.00	10,000.00	20,000.00
Tournament party expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,000.00	0.00	0.00	0.00	25,000.00	50,000.00
Tryout Expense	150.00	0.00	0.00	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	2,150.00
Website Development	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Website Regular Expenses	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	1,200.00
Total Expenses	\$ 11,854.00	\$ 8,896.00	\$ 10,437.00	\$ 41,034.00	\$ 31,951.00	\$ 25,471.00	\$ 27,321.00	\$ 57,611.00	\$ 27,107.00	\$ 30,025.00	\$ 25,471.00	\$ 60,982.00	\$ 357,780.00
Net Operating Income	\$ 10,216.00	\$ 4,896.00	\$ 4,937.00	\$ 54,316.00	\$ 22,879.00	\$ 18,521.00	\$ 25,121.00	\$ 52,361.00	\$ 118,373.00	\$ 23,575.00	\$ 19,021.00	\$ 52,862.00	\$ 4,490.00
Other Income													
Interest Earned													0.00
Total Other Income	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other Expenses													
Miscellaneous	0.00	0.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
Reconciliation Discrepancies													0.00
Total Other Expenses	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 500.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 500.00
Net Other Income	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 500.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 500.00
Net Income	\$ 10,216.00	\$ 4,896.00	\$ 4,937.00	\$ 54,316.00	\$ 22,879.00	\$ 19,021.00	\$ 25,121.00	\$ 52,361.00	\$ 118,373.00	\$ 23,575.00	\$ 19,021.00	\$ 52,862.00	\$ 3,990.00