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**USA VOLLEYBALL REGIONAL  
VOLLEYBALL ASSOCIATION  
ASSEMBLY MINUTES**

October 11 - 12, 2025

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Virtual meetings \* usavregions.org for call-information

Saturday, October 11 2025

**I. RVAA/JA JOINT SESSION #1**

**a) WELCOME**

**Steve Mueth**

*Call to order 8:00am*

*Online meetings will continue*

All motions, reports, and other materials to be included on the agenda must be submitted via email in PDF format. Please ensure they are sent to the designated address before the submission deadline.

**b) STAFF REPORTS**

**Michelle Goodall**

*i) Introduced new staff members*

*ii) SafeSport – Christiaan Knapp recently sent reminders about quality control*

*iii) Indoor Events team – requests being taken to work USAV events*

*iv) NTDP Indoor – Town Hall Power Point, and Tuesday tips – Kris Berzons*

**c) COO Updated**

**Steve Bishop**

*i) Recap from September 15*

*ii) May launched the national wide officials recruiting – 2500 signed up to become an official – helped them with event coverage but more work on regions to get them on the stand.*

*iii) Prototype of the new outdoor molten – Ball that was easier to track with your eye, away from traditional red/white/blue, available soon*

*iv) USAV Opens – trying to add 80 new adult teams in the Open Division – key collaboration with VLA. Goal of over 600 total teams*

*v) USYVL – Discussion on collaboration opportunities to introduce new grassroots volleyball programming on grass courts. Further conversations will continue.*

*vi) Sport Development – Grass Roots, Deaf Volleyball, Beach para volley, YMCA starlings, try volleyball, USYVL, continues to be an important area what programs will look like and make it a turnkey. Have a budget request for programming, waiting for approval. Vint and Speraw working on a new Athlete Development Model gear at training athletes 14 and under.*

*vii) Adding New Events*

*(a) Girls Junior Club Championships in Columbus*

*(b) Boston Qualifier 3 weekends with 2200 teams*

*(c) Irvine Boys Qualifier in January*

*(d) Anaheim Girls Qualifier in April*

*(e) US Open in Orlando – between waves – players party every night – future tier one teams party with the pros*

- (f) *Researching National Tournament over a 19 day, 4 days play break paring up 11-13, 14-15, 16-17 ideally for 2029-2032*
  - *This is to streamline modules for the future Larger Cities Tier one*
    - (i) *8 cities currently that fit this model*
- (g) *Boys Master plan*
  - *Regional bids to USA division*
  - *2026- Boys July 8-11 Phoenix Az – Renegotiated contracts to get off of the AAU dates.*
  - *2027 and 2028 – 750 registered for the January event in Phoenix*
  - *If you win the open bid national qualifier you get to participate for free in the National Championship*
- (h) *Short court*
  - *Discussion was noted that when the 11's division was introduced, the short court proposal was approved by both the RVAA and JA. At the time the events department denied the use of short court at Nationals. Question was asked whether the short court will now be used for 10's division.*
    - (i) *Recommendation deferring this to the Competition Committee for guidance, and developmental rules may differ from standard competition rules.*
- (i) *Grass*
  - *Meeting with Park and Sun – working on USAV branded grass net system – heading into 2026 – marking presentation USA national grass tour – feed to USAV grass national end of October – beginning November*
- (j) *Adult expansion plan Run tournaments 3 levels*
  1. *Operate Grass events – No bids no membership just listed on Tournament Schedule*
  2. *Level 2 give out bids, sponsor exchanges event branding flags*
  3. *Level 3 the full boat – balls ball bags apparel, flags and banners Membership based and bids*

## **II. OUTSIDE SPEAKERS**

### **a) EPIC**

**Jennifer Rains/Sean Lankie**

Please refer to presentation document on the RVAA website.

Hardening of the market and a lot of carriers who don't want to write an NGB and also take on the abuse claims. Some key carriers no longer write NGBs or offer abuse coverages. Hot topic and trending in the wrong way as they see the cases that come up. Our carrier has been generous in continuing to be doing this. Historical losses haven't been great with claims paid out. Annual membership went up. Anticipated \$6.35 as expiring and \$6.63 as renewal. Actuals came in lower. \$6.29 renewal rate.

Insurance Claim Reporting - Spectators are handled differently. No benefits available so it would be a liability conversation, so send that to Jennifer as it's a different path.

EPIC has a specific plan for trainer (LAT) coverage for a specific event.

**b) MMS 2.0 Demonstration – Sports Capital**

**Anton Brams**

Technology – the software is owned by USAV.

1. CDP - Customer Data Platform
2. MMS - Member management system
  - a. Regions and Club Directors to trouble shoot eligibility
  - b. Duplicate merge
  - c. Regions and members will start fresh in the system, but they will import certificates that are needed.
  - d. Parents will request the club, and club will need to accept the member, but can also send out link for membership
3. APP - USAV consumer facing app – to serve 300 million Americans
  - a. Combined with the MMS and CDP- will add more value to our members

Sandbox will be communicated by zonal rep's pleaser use [mmsfeedback@usav.org](mailto:mmsfeedback@usav.org) to send questions and feedback

**c) NCSI**

**Cile Fisher**

Please refer to presentation document on the RVAA website.

1. NCSI and USAV have a contract
2. USOPC rolled some updates with the international screens
  - a. Replacing International screening with Homeland Security Screen (HSS)
  - b. HSS for this is a government id 3-5 business days costing \$25
  - c. Canadian screen \$35 transfer to HSS
  - d. Lived abroad for over 6 months but resided in US housing
  - e. US via holders – exempt from HSS
3. Florida (June) and California are requiring fingerprints, but NCSI is working with a vendor that will partner with the applicant, the applicant results will be sent to the applicant they will then need to share that with you.

**d) AVCA**

**Jaime Gordon**

**III. USAV EVENTS PRESENTATION**

**Molly Crockett/Miranda Rivera**

Key updates

- Championship manuals were sent out October 10<sup>th</sup>
- Please review and provide feedback by October 22<sup>nd</sup>
- Final drafts are targeted to be published in November

Share point file Management

- Child on bench documentation
- Final finishes
- Head-to-head results
- Rosters
- Bid acceptance forms
- Bid winner list

Bid Acceptance process

- Strong recommendation for mandatory Bid Acceptance Form

- Standardization reduces confusion and helps with sanctioning
- Hold teams accountable and

#### 2027 National Championship Locations

- All Star Championships - Arizona
- Boys - Saint Louis
- Girls 10-13 – Chicago
- Girls 14-17 – Las Vegas
- 18's – Minneapolis
- Club championships – No location at this time
- Adults – Chicago

#### IV. EDUCATION PRESENTATION *Jenny Johnson/Dr. Lauren Walker*

Body Confident Sports Club Contest – 2-year grant to implement the BSC program

What is the contest

- Participating teams will conduct the BCS program with their team and create fun, creative and impactful ways to incorporate the values of this program into their team culture

What is the “contest” component

- “Thank you” awards for the first 80 teams to sign up and complete all requirements of the program
- 5 best practice awards for the teams who most creatively implemented the values of the BCS values.

Registration will be opened 10/06-11/7 final contest will end February 14

#### V. COMMITTEE AND ZONAL INSTRUCTIONS

- Service awards
- Executive team initiatives
- May Meeting Planning
- Membership Questions
- SCVA requesting their portion or their contingency fund
- LAO
- How regions elected/appointed their board members
- Officials policing end of the bench
- AVCA Plans

#### VI. RVAA Committee Meetings

- Competition
- Beach/Outdoor
- Education
- Marketing and Branding

#### VII. RVAA Zonal Meetings

- Atlantic
- Border
- Central
- Pacific

#### VIII. SE/NCSI Social

**Sunday, Oct 12, 2025**

## I. RVAA BUSINESS MEETING

### a) Call to Order

The meeting was called to order by 8:35 am by Steve Mueth

Present: Alaska, Sarah Callis ; Aloha, Kent Ma; Arizona, Harold Cranswick; Badger, Jen Armson-Dyer; Carolina, Kevin Wendelboe; Chesapeake, Lisa DiGiacinto; Columbia Empire, Cody March; Delta, Joe Williams; Evergreen, Meredith Coupland; Excelsior Empire, Scott Wihelm; Florida, Kurt Esser; Garden Empire, Kevin DesLauriers; Gateway, Steve Mueth; Great Lakes, Dan Ames; Heart of America, Lisa Madsen; Hoosier, Terry Sweasy; Intermountain, Jason Badell; Iowa, Brett Myres; Keystone, Valerie Podczasy; Lonestar, Will Vick; New England, Dave Peixoto; North Country, Laura Bush; North Texas, Steve Carrera; Northern California, Donna Donaghy; Ohio Valley, Brian Hofman; Oklahoma, Shawn McCarty; Old Dominion, Skip Weston; Palmetto, Jimmy Peden; Pioneer, Nancy Funk; Puget Sound, Cindy Compac; Rocky Mountain, Keith Murlless; Southern, Steve Kenyon; Southern California, Ki Yi; Sun Country, Natasha Campbell; Western Empire, Rocco Lucci;

Proxy Holders: Bayou, Angelle Simms, Brett Myers, Great Plains, Craig Wiedel, Lindsay Smith, Gulf Coast, Phillip Bryant, Joe Williams; Lakeshore, Eric Lazowski, Jason Badell, Moku O Keawe, Angie Andrade-Morioka, Donna Donaghy,

Board Reps Present: Bob Baker and Andy Reitingner

Athlete Representation: Erin Aldrich-Shean; Kawika Shoji

Quorum is present

### b) Rules of Order

**Steve Mueth**

### c) May Meeting Minutes Approval

Approved by an online vote

### d) Assembly Chair Report

**Steve Mueth**

### e) Associate Chair Report

**Lisa Madsen**

Report is online.

**Motion to approve agenda (Armson-Dyer/March)**

## II. RVAA BUSINESS MEETING

### a) CEO welcome and Update

**John Speraw**

Strategic initiatives

- Modernize Premium brand and expression and culture relevance
- Phased 'Geographic Unlock' and Territory Alignment (Regions)
- Innovate National team and NTDP Opportunities/Experiences
- Expansion of Qualifiers and Premium Events
- Holistic Youth Access/Quality Membership Growth
- Broadening Commercial Scope and Rights Aggregation
- Maximize WWC27 and LA28 – Create Legacy

Capabilities

- Build Quality Operational Strengths/Partnerships
- Pursuit of purposeful Re-Investment in USAV

#### Our team wins

- Re-Imagine the Mission Statement
- Hires of Kiraly, Sullivan and Ross
- Refresh Design Language and Branding framework
- Restructure direct athlete support for beach
- Reset of the foundation and board activation
- Transition from SCVA to SCSN
- Re-engagement of Boys clubs (Townhall, Southwest Boys Classic)
- Additional USAV Junior events and Referee Pool
- Partnership of Eagle Four (NB Elite 16) and JMI
- Secure Bid for 2027 Women's World Championships

#### Our Learnings

- Capabilities – Core Competencies
  - (i) Governance
  - (ii) Tournaments
  - (iii) NT, NTDP and Coaching
  - (iv) USAV Foundation
- Growth Areas – Needs to improve
  - (i) Synergies between USAV and Regions
  - (ii) Modern Story Telling
  - (iii) Commercial Investment an aggregation
  - (iv) Partnership Management
  - (v) Member's Services and Customer service
  - (vi) Education

Location of 2027 - not for release yet, Chris Vadala will follow up with dates.

- All-Star - Phoenix
- BJNC - St. Louis
- GJNC 10-13s - Chicago
- GJNC 14-17 - Las Vegas
- GJNC 18 - Minnesota
- Club Championships - still negotiating
- Opens / Meetings - Chicago

#### Regional Conversation

- Improve Communication
  - (i) Administrative Council
  - (ii) Regional Leaders
  - (iii) Leadership Connectivity
- Shared Principles
  - (i) Safety
  - (ii) Governance
  - (iii) Access
  - (iv) Reinvestment

- (v) Respect
- (vi) Customer Service

QUESTIONS:

**Q: What does geographic alignment and territory unlock?**

A: It is where the regions are aligned and how do we improve. Trying to use social media to unlock full potential for storytelling.

**Q: There have been requests for fast social marketing turn-round and the regions were told that they were book out for over six months. How can we get what we need in a timely manner?**

A: We are learning a lot of lessons. At this time, there are too many requests for our education team, grassroots and national teams. USAV will be transiting into a hub and spoke model to have a different handle and developing an internship model.

**Q: With the situation dissolving SVCA, social media was used against us, how do we respond/deal with the situation?**

A: This is a tough call on all the hours you could spend – Let's get through this process and get through it. Are we going to be the voice of volleyball or just the new – processing who we are going to be moving forward and how we are going to speak to the sport.

**Q: Can we get an update on the transition from SVCA to SCSN?**

A: Ki Yi is here as the regional operator working for USAV. We have had a great transition and club directors have handled it well. Ki communicates with John weekly, USAV is in charge of the financials and HR.

**Q: Where do you see USAV giving back to the regions in the next five years? Grassroots, staffing, social media, etc.?**

A: The big picture is to understand that the World Championship is going to be a large part of our commercial partnership and volleyball world. If we want to grow it will be a top down/ bottom-up approach. USAV will expand on coaching education with the YouTube rollout along with the American Development Model that will help coaches and club directors train kids ages 8-12.

**Q: Do you see a plan with communication with the national office improving to get messages out?**

A: This is a big challenge during events time of the year and during the grind that is tournament season. USAV will try and invest some money here to address customer service.

**Q: Is there a way to have USAV set up a grant program maybe specific to helping regions that don't have funds or volunteers? Looking for ways to build funds to serve underserved areas and then regions apply for those.**

A: USAV foundation has been completely rebuilt. Please reach out to Wade to discuss building out a program/system. RVAA will get a group together to create a grant policy.

**Q: Are there discussions around NIL and are there discussions about expanding men's volleyball though NIL?**

A: We first combined First point into USAV Foundation because there were people who wanted to donate more. The current model is not substantiable. We

have invested in the first NIL game at the Honda Center in mid-February to grow this sport as these players are going to be paid. The goal is to do the same on the women's side.

**Comment: We appreciate the opportunity to have this conversation with the CEO and the contact time that he is offering with the RVAA.**

CEO – We just need to continue to think about how to modernize but that doesn't mean I am taking your job. He believes that the local voice is imperative and your voice is impactful. This is our time to look into the future and how we can do better. If it doesn't work, then we need to act.

**b) USAV Board of Director Report**

***Bob Baker***

Please refer to document on RVAA Website. By-law changes will be completed before the May voting cycle. We suggested that the RVA rep must be a principal rep at the time of the election.

**c) LAO Agreement**

***Andy Reitinger***

- Not an agreement, it is a guideline
- USAV Board has supported this document in concept and has not seen the final version.
- Once this agreement is done, a compliance council is a second set of due process that will be added, but timelines have not been set yet.
- Discussion about if this document will have to be signed. Likely this will have to be signed that says to be a region you will need to have to follow by-laws, Operation Code, ROAS, and LAO.
- There was uncertainty of what "good governance" means. Make sure the boards are elected in a democratic manner and not more than 50% are appointed.

Timeline guideline

- a. October 9<sup>th</sup>, internal discussion happened with staff and attorneys.
- b. October 17<sup>th</sup>, staff will expand their ground and discuss internally.
- c. October 22, staff board reps and RVAA chair and outside counsel will discuss.
- d. November 4<sup>th</sup> –RVA Admin council will discuss the counsel
- e. November 11<sup>th</sup> – RVAA read and go over the document
- f. November 18<sup>th</sup> - work group RVAA feedback
- g. December 2<sup>nd</sup> – The RVAA final read
- h. December 18<sup>th</sup> – USAV Board of Directors meeting and possible action

**III. COMMITTEE REPORTS**

**a) USAV committee reports**

**i) Compliance**

***Jen Armson-Dyer***

Please refer to document on the RVAA website. Wait with the LAO complacence commission

ii) **Insurance** **Dave Peixoto**

Please refer to document on the RVAA website. Electronic incident report is in the works and work on that getting it on the app.

iii) **SafeSport** **Cody March**

Please refer to document on RVAA website.

- There will no longer be suspended members on the website.
- If you would like some items – please reach out to Cody since he is purchasing a bulk order in the end of October.

iv) **Structure and Function** **Steve Kenyon**

Waiting for items and there will be more coming out soon.

b) **RVAA Committee Reports**

i) **Outdoor** **Keith Murlless**

Expansion of USAV into grass and outdoor is growing but worried on how they will maintain. Since Beach is being played year around how do we incorporate grass. Locking down sponsors outside is challenging since outdoor space is very privatized.

ii) **Competition** **Joe Williams**

Conversation about how the new rule of audio and recording made it into the rule book. Volleystation will be in use at all national qualifiers, so will there be educational training provided for clubs.

iii) **Education** **Brett Myers**

- NFHS Update the plan has been approved
- AOC/Gold Medal Squared links will be available soon.
- YouTube distribution will have two videos going up on Friday October 17<sup>th</sup>.

iv) **Marketing and Branding** **Jimmy Peden**

A Survey was sent out about the weighted value of what USAV should be putting their focus on the help social media accounts. The RVA hired Jen Barber social media and did a lot of posts every week.

Steve Mueth Appointed Kurt Esser to take over Marketing with Lisa Madsen assisting – 36 Favor, 0 opposed, 3 abstain

c) **Sports Imports**

Please refer to presentation document on the RVAA website.

IV. **REVIEW OF ZONAL TOPICS**

a) **Service Awards**

b) **MMS**

(a) **Central**

Will follow back on timeline

(b) **Border**

Will there be a live help chat?

(c) **Atlantic**

- Would like the verbiage to be clearer about you are tied to the club for the season

- Under the Disability drop down can there be more data to grow para volley
  - Can the App only show USAV clubs
  - Recommendation that live scoring should be for free not extra cost for members
  - Is there a backup plan but just in case?
- (d) **Pacific**
- c) **App**
- (a) **Pacific**
  - (b) **Atlantic**
  - (c) **Border**
  - (d) **Central**
- d) **Membership Model Review**
- (a) **Central**
  - (b) **Border**
  - (c) **Atlantic**
  - (d) **Pacific**
- e) **Boys Master Plan**
- i) **Pacific**  
Would like more data to analyze the one event, previous customer or new.
  - ii) **Atlantic**
  - iii) **Border**  
Right direction communication with all clubs not just large clubs.
  - iv) **Central**
- f) **Indoor Ranking system –**
- i) **Central**  
Are there any elements to appeal the rankings? Are all events and teams being considered, that is if 2 USAV teams play at a JVA event?
  - ii) **Border**  
Can there be weight of the events between regions
  - iii) **Atlantic**
  - iv) **Pacific**  
Would recommend transparency to help explain documentation to our members on how they computed the ranking.
- g) **Events Recap**
- i) **Pacific**  
Great
  - ii) **Atlantic**
  - iii) **Border**
  - iv) **Central**  
We would like the communication on how many actual bids as we move into our regional event. Suggestion for not adding an 11 open until 12 open is added.
- h) **Sport Development Plan**
- i) **Central**

- Like and get approved
- ii) **Border**
  - iii) **Atlantic**
  - iv) **Pacific**
- i) **Key Collaborations**
- i) **Pacific**
  - ii) **Atlantic**
    - More information about what we are working for and framework.
    - Expectation from regional, Outdoor event how do we do this?
  - iii) **Border**
  - iv) **Central**
    - Hard as it is to get High School support in this area.
- j) **May Meeting Planning**
- i) **Central**
    - All day Sunday session Tuesday afternoon officials
  - ii) **Border**
  - iii) **Atlantic**
    - Afternoon with no overlap
    - Suggestion that Zones meeting with MMS teams
    - When is USAV sharing we are leaving Sports Engine since some clubs have websites through them.
  - iv) **Pacific**
- k) **Membership Questions**
- i) **Pacific –**
    - In favor to pass along fees
  - ii) **Atlantic**
    - Not in favor of passing CC fees on
    - ACH option
  - iii) **Border**
    - Regions would absorb fees
  - iv) **Central**
    - In favor of passing along fees, however Pricing transparency laws we would need exact amount if we do pass that along.
- l) **One Event Membership**
- i) **Central**
  - ii) **Border**
    - For one time only then upgrade too full
  - iii) **Atlantic**
  - iv) **Pacific**
    - Cost \$10-\$15 uses not concerned about how many boys side but girl's different situation
- m) **How much/what type of access should Region Admins have to other region's member profiles**
- i) **Pacific**
    - Would like a notes section for only region administration to share.

- ii) **Atlantic**  
Name, DOB, region, club affiliation, phone or email
- iii) **Border**  
Eligibility
- iv) **Central**  
Email address, name, phone, Guidelines to those who have different levels of access.
- n) **SCVA requiring their portion of the contingency fund – Executive Discussion.**
  - i) **Central**
  - ii) **Border**
  - iii) **Atlantic**
  - iv) **Pacific**
- o) **AVCA Plans**
  - i) **Central**
  - ii) **Border**
  - iii) **Atlantic**
  - iv) **Pacific**
- p) **How do regions elect their board members**
  - i) **Central**
  - ii) **Border**  
Every state is different
  - iii) **Atlantic**  
Different proceeds how they pick
  - iv) **Pacific**  
State Non-Profit Laws
- q) **Suggested Official**
  - i) **Pacific**
  - ii) **Atlantic**
  - iii) **Border**
  - iv) **Central**  
Motion will be coming forward to vote to have the rules commission to take a look at that and many issues for that 20.3

## **VOTING + FLOOR MOTIONS**

- r) **Floor Motion 1 – Service Pins – Motion Carries**  
To continue recognition of RVAA Commissioner or Principal Representative years. Year five of RVAA Commissioner/Principal Representative service is the initial point of recognition and will be recognized with a pin given to the RVAA Commissioner/Principal Representative who has completed the five years. Year 10 and year 15 of service will also be recognized with a pin. Year 20 and each five years after 20 years will be recognized with the award being individualized.  
41 Favor (including athletes), 0 Opposed, 0 abstained
- s) **Floor Motion 2 – Social Media Contractor – Motion Carries**  
To allocate \$12,000 from the RVAA Insurance fund to pay the RVAA Social Media contractor for the 2025-2026 season.  
29 Favor, 8 Opposed, 4 abstained (including athletes)

**t) Central Zone – Microphone Rule Clarification - Motion 1 – Motion Carries**

To classify the new Rule 20.3 allowing microphones on the bench as a trial rule and request that the Rules Commission reevaluate this rule for the 2026-27 season.

33 Favor 3 Opposed 5 Abstained (including athletes)

**Discussion:**

How did this rule end up in the rule book? This did not go through Rules of the game, RVA or JA. There is a recording that Pati Rolf shared with the RVA principal reps that said it will clear up where this rule came from. This rule will be sent back to the rules of commission to discuss.

**v. RVAA BUSINESS MEETING**

**a) IVHF**

**Steve Bishop**

Every exhibit in the museum has been updated with many being expanded to share more and new artifacts. Introduction will be live streamed by Volleyball World on YouTube.

**b) Pro League Update/Partnership conversation**

**Brian Hofman**

With the current trend LOVB is purchasing clubs and courts but is still having a positive relationship with USAV. At this time, USAV is just supporting the new and staying away from marketing and promotional contracts.

**c) All Star Championship Update**

**Jen Armson-Dyer**

The 2025 event went well. Hoffman gave an update on the 2026 event. Kenyon announced 2027 event will be in Phoenix Arizona, details to follow.

**d) AVCA Convention Meeting/Gathering** **Steve Mueth/Michelle Goodall**

Please fill out the survey for the Social on Wednesday night that would include the board of directors Friday late afternoon -

**e) RVAA Website Update**

**Jen Armson-Dyer**

Please contact Cody March if you have any information to update the website. The Website will be transforming from WIX converting to a WordPress based in December.

**f) October 2026 Meeting Location Proposal**

**Kevin Wendelboe**

Presentation will be on the share drive

**Motion to have Carolina Region host (Charlotte, NC) October 10-11, 2026, meeting (Vick, Marsh)**

38 Favor 0 opposed 1 abstained (athletes abstained)

**g) SLACK Discussing**

**Jen Armson-Dyer/Wendelboe**

SLACK will be sent out to all RVA

**h) Seats up for Election in May**

**Steve Mueth**

Scott and Donna are co-chairs for nominating committee

USAV BOD Rep – Dave Pexito (termed out)

RVA Assoc Chair – Lisa Madsen

RVA Indoor Rep to the Rules Commission – Kevin Wendelboe

RVA Rep to the USAV Admin Council – Lisa DiGiacinto

**i) New Business**

**Steve Mueth**

No New Business

**j) Next Meeting**

May 17-19 in Orlando starts @ 2:00 pm on Sunday. Full days Monday and Tuesday.

**Motion to go into executive session (Madsen/Armson Dryer)**

**k) Announcements**

**vi. General Session Adjournment**

**Motion to adjourn (March/Vick)**

***Steve Mueth***

***Steve Mueth***