





The mission of Gotham Volleyball is to improve the quality of life for GLBTQIA+ individuals by building community through the sport of volleyball.

LETTER FROM THE PRESIDENT OF GOTHAM VOLLEYBALL

Dear Members of our Gotham Volleyball Community,

It is my pleasure to present Gotham Volleyball's 2020 Annual Report. This report is our first and is part of our effort to affirm our commitment to keeping our members updated about Gotham's mission to build LGBTQ+ community through the sport of volleyball as we grow into a 501(c)(3) charitable organization.

The past year was one of tremendous progress for the Gotham Volleyball League. Last June, we hosted an expanded summer program including a larger summer league and more open plays than ever before. In the Fall, we held the inaugural season of Division 11 to help meet the drastically increased demand of people wanting to join our Gotham Community. As a result of this new division, for the first time in years, all members who were willing to play at any level of Gotham found a place in the league. This is a huge step forward for our organization, as ensuring space for all who are interested to participate is a critical part of fulfilling our mission.

Through the hard work of our leadership team, we were also able to increase other volleyball offerings at all levels, including Friday Open Play at Howe School, expanded Team Power, and new tournament offerings. I'm particularly proud of events like our Women's Tournament and Trans and Allies Tournament, which highlight parts of the LGBTQ+ community that have not been properly represented in our community. I'm also gratified by the work our Diversity and Inclusion working group has been doing to tackle issues of fairness and equity in order to ensure that Gotham makes even greater strides toward inclusion and representation in all aspects of our League.

Of course, this report comes during a time of unprecedented challenge. The COVID-19 pandemic caused an abrupt halt to our Spring 2020 season and, as of this writing, we are still uncertain as to when we will see each other on the volleyball court again. Despite this uncertainty, we have been holding virtual events with teams, Divisions and Power classes, as well as Gotham-wide events and fundraisers to ensure that we remain united as a community.

On behalf of Gotham, I want to extend our sincerest gratitude to our dedicated volunteer leaders as well as those healthcare workers, first responders, and other essential employees in our community that bravely do the necessary work each day to allow all of us, as a community and society, to help us all during this challenging time.

Please stay healthy and safe. I look forward to seeing all of you back on the court as soon as we are able!

Sincerely,



Eric Eichenholtz
President, Gotham Volleyball League



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2020 Gotham Leadership Frost Valley Retreat

GOTHAM VOLLEYBALL BOARD OF DIRECTORS

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Vice President for Training

Zack Vojt

Vice President for Activities and Outreach

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Josh Christensen

Seth Eichenholtz

Lew Smith

Grievance Officer

Clovis Thorn

Webmaster

John Wetsell

SECRETARY'S REPORT

Contributed by Erik Johnson, Secretary

This year, my activities were focused on taking Board meeting minutes, answering the general league email address (info@gothamvolleyball.org), assisting members who needed to submit medical claims under our Gotham insurance policy, maintaining the Gotham P.O. Box, and participating on the following committees and working groups: Elections & Nominations, Communications, and Diversity & Inclusion. I also devoted significant time to organizing leader help with Tryouts and worked with the Division Play and Training Leadership Groups to implement ways to improve the tryout process. Each season, we continue to tweak the tryout process based on feedback we collect from the leaders who run each part of Tryouts, as well as from the tryout participants themselves. I am proud of the way this league comes together to make the tryout process as efficient, effective, fair, and fun as possible.

COMMUNICATIONS COMMITTEE

Contributed by Erik Johnson, Secretary

This committee focused on the different methods Gotham uses to stay in touch with its membership: the website, weekly newsletter, and social media accounts (Facebook, Twitter, and Instagram). In addition to keeping communications current and informative, members of this committee brought energy and enthusiasm for bigger projects that may extend beyond this leadership year: improving our website homepage postings, adding more “personality” to our social media posts, and performing a content audit of our website, to ensure information posted on different pages is internally consistent. The committee worked most closely with Activities & Outreach, Tournaments & Open Plays, Division Play, and Training Leadership Groups to ensure content was properly communicated to the membership. The committee also partnered with the Diversity & Inclusion Working Group in an effort to ensure that going forward, as we change or improve our communication style, the message of inclusivity and diversity within our league is embedded within our “voice.”

DIVERSITY AND INCLUSION WORKING GROUP

Contributed by Amy Santiago,
Director and Chair of the Diversity and Inclusion Working Group

Diversity and Inclusion Working Group Mission Statement:

Our goal is to build and nurture a community that welcomes and celebrates different backgrounds, perspectives, and experiences through the sport of volleyball. We are committed to foster an environment in all activities where individuals feel respected, are treated fairly, and are provided with equal opportunities and resources.

The Diversity and Inclusion Working Group was created in 2018 to ensure we are truly fulfilling Gotham's mission statement and creating a diverse, inclusive and welcoming community to all. During the 2019-2020 year, we created D&I's mission statement and set short term and long-term objectives. In Spring 2019 we collaborated with the Elections and Nominations Committee to collect data to help Gotham improve its diversity. The information was valuable and emphasized the importance of having a D&I group in this organization as some groups with less representation show Gotham can do more to become a welcoming and inclusive place. We also worked with Activities and Outreach Group to help improve and create specialized tournaments, to highlight some of our unrepresented groups while keeping participation open to all of Gotham members. We are currently working to improve Gotham's structure by obtaining more regular and useful data to shed greater light on how to increase the number of underrepresented members within Gotham, including within leadership. In Fall 2019, the Working Group held a D&I Panel at the Captains Orientation with different members from leadership as well as new and veteran captains, answering questions on how diversity and inclusion plays a role when selecting a team. With the positive feedback we look to include this panel in future Captain's Orientations, since we believe that captains are on the front lines of helping to make Gotham a more diverse organization. Looking ahead, we expect to continue to identify ways to gather data and help Gotham tackle the ongoing challenge of becoming more diverse and inclusive, as well as take advantage of new opportunities that will continue to progress Gotham.

VOLUNTEER COACHING COMMITTEE

Contributed by Kyle Williams

Director and Chair of the Volunteer Coaching Committee

First off, A special “**THANK YOU!!!**” to the over **70 Gotham Members** who volunteer their time to coaching teams during division play. Your time and energy is invaluable not only to Division Play but to the overall Gotham experience! For the Fall '19-Spring '20 seasons, the bulk of the Volunteer Coaching Committee’s focus was on facilitating pairings between captains and volunteer coaches. In the future, we will be looking to add a seasonal volunteer coaching clinic to our schedule in the hopes of providing additional materials and knowledge for those who volunteer coach.

DIVISION PLAY

DIVISION PLAY LEADERSHIP GROUP

Vice President for Division Play

Patrick So

Division 1 Representative

Douglas Christian

Division 2 Representative

Ron Medina

Division 3 Representative

Royce Bugarin

Division 4 Representative

Peter Meyers

Division 5 Representative

Eric Ma

Division 6 Representative

Brady Ginn

Division 7 Representative

John Cafarelli

Division 8 Representative

Anthony Fontanello

Division 9 Representative

Patrick Callahan

Division 10 Representative

Michael Wei

Division 11 Representative

Kevin Park

Referee Coordinator

John Rappaport

DIVISION PLAY LEADERSHIP GROUP

Contributed by Patrick So, Vice President of Division Play

The 2019-2020 season saw a few key updates for Division Play programming: division expansion; season-play schedule amendment; facility exploration.

With the ever-growing membership and demand for programming, we expanded Division Play with the addition of Division 11, launching fall 2019. The current capacity only allowed for accommodating a 6-team division but other than that slight adjustment, Division 11 followed the same schedule and format as the other ten divisions in Division Play.

Another key change to the structure of Division Play was the move to a 10-week season (for the fall and spring playing seasons). This was deemed more optimal not only to accommodate increased programming (e.g., the aforementioned addition of Division 11), but to account for facility availability and scheduling challenges that had historically posed issues across all Gotham programming. The 10-week season schedule is typical and in line with other recreational and community-based sports leagues in NYC, and was coordinated and implemented for all scheduled Gotham programming (i.e., Power programming). The inaugural 10-week season was also in fall 2019.

Procuring facilities for the End of Season (EOS) tournaments is always a separate season-to-season task. Fall 2019 was affected by lack of availability of our typical EOS facilities. This necessitated creative solutions for scheduling the EOS for the individual divisions, but also presented the opportunity to embark with alternate facilities that the league had been exploring: a few divisions had their play at the indoor volleyball courts at Riverbank Park, a relationship we can potentially continue to grow to afford us additional playing space.

The spring 2020 season was of course also impacted by COVID-19 and the league following NYC regulations on group and social gatherings, with programming halted roughly half-way through the season. We are to date still determining final outcome and management of closure to the spring 2020 season.

TRAINING

TRAINING LEADERSHIP GROUP

Vice President for Training

Zack Vojt

Power Director

Leah Hughey

Power A Representative

Kyle Alexander

Power B Representative

Matt Keller

Power C Representative

Donna Kong

Power D Representative

Andrew Dowdye

Power E Representative

Mike Vallecoccia

Power W Representative

Sonia Parada

Team Power A Representative

Alisa Jaganjac

Team Power B Monday Representative

Abishek SM

Team Power B Tuesday Representative

Ricardo Matsumoto

TRAINING LEADERSHIP GROUP

The Training Leadership Group accomplished much this year. Vice President for Training Zachary Vojt and Power Director Leah Hughey hired several new coaches and overhauled the coaching assignments to improve the experience for participants in the Power program. The Power program was successfully supported by a team of new and returning power representatives who have done an amazing job. This past year, the Leadership Group standardized many of the procedures and work of the representatives including weekly emails to all players and coaches, attendance and general leadership expectations. The member calendar on the Gotham Website was continually updated so that all participants had a ready reference as to Power events' times and locations. The group was faced with unexpected cancellations prior to the COVID-19 emergency, but were able to organize events such as a Power A/B mixer which was extremely well-received and successful based on these concerns. The Leadership Group also administered a Power participant survey and responded to feedback, including restructuring the Power tryout process and reinforcing the integrity of the tryout process by limitations on section without tryout attendance. This past Spring, the Leadership Group worked to revitalize the Team Power BB program, which was not held in the Fall due to lack of interest.

Moving forward, the Leadership Group will continue to identify ways to accommodate and encourage high interest in the Power program, while streamlining programming and protocols as well as ensure everyone is provided timely and relevant information about our training programs.

ACTIVITIES AND OUTREACH

TRAINING LEADERSHIP GROUP

Vice President for Activities and Outreach

Max Szadek

Members

Juan Arevalo
Andrew Dowdye
Evan Henke
Keith Kemery
Brian Mateo
Doug Morris
Joey Osio
Vincenzo Paulino Badia
Rafael Perez-Figueroa
Bleron Samarkhiu

ACTIVITIES AND OUTREACH LEADERSHIP GROUP

Contributed by Max Szadek, Vice President of Activities and Outreach

Our first outreach event was the Blind Date Mixer Tournament presented in partnership with Tournaments & Open Plays held at Rustin Gym on February 9, 2020. During the tournament, we presented a panel discussion featuring a special 'Healthy Relationships' Panel with guest panelists including Seth Eichenholtz, Michael Chia, Vanessa Polanchek, Cari Sobolewski and Scott Percelay MSEd, MHC-LP.

Gotham raised \$500 for Gotham's AIDS Walk Team at our Winter/Spring Season Welcome Social held at Industry Bar on Tuesday, February 18, 2020. Guest Speakers included Gotham President Eric Eichenholtz, Gay Men's Health Crisis (GMHC) Community Relations Director, Krishna Stone, Division 4 Captain Jason Shaw. Special Performances by: Inmaculada Von Palker and Sabrina. AIDS Walk Raffle Prizes compliments of 5=TEN Underwear, Wild Angel Treats, 305 Fitness (5 Class Pack and Private Party), volleyball kneepads, 'Come From Away' Broadway Tickets, and a One-of-A-Kind Evan Presto Balloon Sculpture! This event was hosted by Matthew and Sandi.

Unfortunately we were not able to present the 2nd Annual Trans & Allies Tournament in partnership with Gotham's Diversity & Inclusion Committee at Rustin Gym on Sunday, March 22, 2020 to celebrate transgender people and raise awareness of discrimination faced by transgender people worldwide. Panelists included Maya, Onri, Jazmine, JohJoh and Selena.

TOURNAMENTS AND OPEN PLAY



TOURNAMENTS AND OPEN PLAY LEADERSHIP GROUP

Vice President for Tournaments and Open Play

Joe Hemsing

Big Apple, Golden Apple and Green Apple Tournaments Director

Lew Smith

Spring Fling Director

Eric Eichenholtz

Fire Island Tournament Director

Josh Christensen

Members

Jonathan Cordero

Andrew Dowdye

Richard Dworkin

Evan Henke

Zachary Hickey

Bryan Hobgood

Will Schwartz

Bleron Samarkhiu

Nick Sullivan

Cory Thompson

Alec Troxell

Wacey Turner

TOURNAMENTS AND OPEN PLAY LEADERSHIP GROUP

Contributed by Joe Hemsing, Vice President of Tournaments and Open Play

In the past year, we have definitely seen many exciting things happening in the Tournaments and Open Play Leadership Group. First of all, I can't speak highly enough about the group of leaders who returned to leadership and those who were new to the group. We had an excellent team of hard workers who kept programs running smoothly and contributed to making changes that made improvements in many areas. Within our group of 12 leaders, something new we did this year was create smaller working teams that focused on specific areas of work. These included, of course, the Open Play admins and Friendship Tournament admin teams (those who did "behind the scenes logistics" ... adding Friendship Tournaments into the registration system, getting Open Play rosters ready for GLODs, etc), but we also added an e-mail team, 2 website admins, a scheduling team, and project managers and planning teams for our larger events, such as our popular Drag, Gotham Cares, and Fire Island Tournaments, as well as our newly created Pride Weekend Open Gym events.

One of the things we were most excited about was the newly added access to the Howe gym on Friday nights. This came at a great time, for two reasons: First, with the addition of an 11th Division to our Division Play program, we essentially added 60 new potential "Open Play Customers" to accommodate and mix into our eligibility matrix. Second, in our member feedback surveys, we saw a lot of people asking for more "Mixed" Open Plays. Creating an additional weekly Open Play, and deciding to designate these Fridays as alternating Mixed Open Plays addressed both of those needs. Starting out slow at first, they gradually built over time and became a loved end-of-the-week "volleyball happy hour" bookend for many people's Friday evenings.

FINANCIAL SUMMARY



FINANCIAL SUMMARY

Contributed by Mike Hess, Treasurer

Current Cash Position

As of Tuesday, 5/26/20, Gotham Volleyball has approximately \$367,900 on hand in cash. At this time last year, the cash balance was approximately \$309,700.

FY2020 Budget

As of Tuesday, 5/26/2020, the Gotham Volleyball budget for FY2020 (ending 5/31/2020) is as follows:

| | Budget | Actual | Difference |
|-----------------|------------------|-----------------|-------------------|
| Income | \$478,930 | \$468,488 | -\$10,442 |
| Expenses | \$560,040 | \$399,690 | \$160,350 |
| Total | -\$81,110 | \$68,798 | \$149,908 |

The Board of Directors approved the FY2020 with a shortfall of \$81,110. This budget shortfall reflected the Board's desire to use the league's cash reserve for certain exceptional budget items anticipated for the FY2020 fiscal year that were carried over from prior fiscal years. These items included \$25,000 for the website redesign, \$10,000 for a part-time administrative employee, and \$20,000 for the strategic planning professional services.

Since some of these exceptional expenses were not fully realized during the fiscal year, the FY2020 budget is currently favorable by approximately \$150,000 with less than a week remaining in the fiscal year.

FINANCIAL SUMMARY

Contributed by Mike Hess, Treasurer

FY2021 Budget

At the May Board of Directors meeting held on Thursday, 5/14/2020, the Board approved the following budget for FY2021 (which runs from 6/1/2020 through 5/31/2021):

| Budget | |
|---------------|-------------------|
| Income | \$433,530 |
| Expenses | \$530,240 |
| Total | -\$ 96,710 |

Again, the Board of Directors approved the FY2021 with a shortfall of \$96,710 which reflects some of the same exceptional items as noted above.

We are estimating facility permit credits from the Spring 2020 season in the amount of \$23,900, which will go towards offsetting the FY2021 budget shortfall.

COVID-19 Impact – FY2020 & FY2021

In April and May, the Board reviewed the budgetary impact of the COVID-19 situation on both the FY2020 and FY2021 budgets. The net result of the analysis was that the COVID-19 situation should have minimal impact on Gotham's overall financial health. This is due to the fact that for any lost income due to the pandemic, there is a corresponding offset in expenses.

Conclusion

The League continues to be in good financial health overall.

Given the trend of budgeting a deficit for the last few fiscal years (even though the League has ended up favorable to budget), the Board should review what we are charging for all programming to make sure we are positioned in such a way that our core programming (Division Play, Power, and Team Power) is not running at a deficit offset by our other programming (Friendship Tournaments and Open Plays).

Report Designed by
Brady William Ginn, Division 6 Representative