

**USA VOLLEYBALL**  
**MINUTES OF THE MEETING**  
**of the**  
**BOARD OF DIRECTORS**  
October 11, 2010  
Denver, CO



- Presiding:** David Schreff, Chair
- Directors:** William Barnum, Ken Cain, Mike Carter, Kathy DeBoer, Joy McKenzie-Fuerbringer, Jon Lee, Ted Leland, Sarah Noriega, Andy Reitingger, Adam Rymer, Sean Scott, David Schreff, Kerri Walsh Jennings and Kevin Twohig.
- Treasurer:** Stewart McDole
- Staff:** Doug Beal, Kerry Klostermann, Margie Mara; Tim McCune, June Sander and Stacie Kearns
- Guests:** Al Lau, Nancy Funk, Scott Fortune
- Absent:** Reid Priddy; the National Beach Tour Rep position is vacant.
- Recorder:** Fred Wendelboe, Recording Secretary

**NOTE:** Information is reported according to topic and not necessarily in the chronological order of discussion.

**I. CALL TO ORDER/INTRODUCTIONS**

The meeting of the Board of Directors of USA Volleyball was called to order by Chair David Schreff at approximately 8:06 am MST on Sunday October 11, 2010. Mr. Schreff welcomed the new Board members and congratulated them on their election.

- A.** Roll Call: Mr. Klostermann called the roll.
- B.** Declaration of Quorum: Mr. Klostermann declared a quorum was present. A fifty-five percent “super” majority vote is required to pass any motion of the Board of Directors. Since there are **fourteen** votes present, it will take **eight (57%)** votes to pass a motion.
- C.** Conflict of interest forms need to be submitted for all those who have not, as well as contact information updated. The conflict of interest affirmation is in place for each Director’s term once signed unless a director’s situation changes. Directors are reminded that they need to renew their registration with the Corporation either through their RVA or the national office.

**II. ANNOUNCEMENTS**

Mr. Schreff made some opening remarks. He commented on the USOC reorganization of their Board and the inclusion of increased NGB representation as positive steps. Mr. Schreff congratulated Mr. Beal on his election as the President of ACES, the Association of Chief Executives of Sport. He commented on the excellent results of our teams at all levels, the status of our finances and the excellent job Dave Williams is doing in the

beach arena. He thanked the NGC for their service over the past few months. Mr. Beal briefly reviewed the documents that had been distributed in advance of the meeting which will be covered in more detail throughout the meeting.

### III. APPROVAL OF MINUTES

**MOTION #1:** It was **M/S/C (DeBoer/Lee)** to approve the minutes of the May 28, 2010 meeting of the Board as corrected.

### IV. APPROVAL OF AGENDA

The agenda was reviewed and approved.

### V. BYLAWS and GOVERNANCE

- A. There were no Bylaws/Op Code Revisions for consideration.
- B. Gender Determination Policy - the current policy considered at the last meeting was rewritten and presented for approval. The question was considered on whether the committee for gender review would be a committee of the Board. The decision was that it need not be and would be convened as needed. This policy would clear up the confusion between two current policies, one referring to gender of birth and one referring to the gender on a driver's license. The Policy is attached as an appendix.
- C. Prohibited Sponsorship Categories – Mr. Klostermann raised the issue of whether there is a need for a written policy restricting certain sponsorship categories that would limit the use of certain products and categories for certain events. Staff is charged to create a policy for consideration.
- D. Special Commission on Governance Alignment – Mr. Klostermann reviewed the highlights of the written document. There will be recommendations forthcoming at the next meeting from the Commission and the RVA Assembly. These will be Bylaws modifications presented for approval. The Policy is attached as an appendix.

**MOTION #3:** It was **M/S/C (Lee/Reitinger)** to approve the revised Gender Determination Policy as distributed.

### VI. COMMITTEE REPORTS

- A. Audit, Finance & Budget Committee – Mr. Rymer thanked the staff and members of the committee for their excellent service. 2010 is currently tracking at a \$250,000 surplus. There is no indication that membership is dropping off. Discussion has begun on the 2011 budget. Ms Kearns discussed the status of a grant from the state of Texas. We will submit receipts for the grant and are hopeful the entire \$282,000 will be approved by the end of the year. Mr. Beal explained that up to 50% of the increase in revenue from the fee increase to RVA registrants will be utilized based on recommendations from the RVA's. That has been a positive process.

- B.** Ethics & Eligibility: Mr. Twohig discussed the current state of the program. An updated and revised due process procedure for each of the Assemblies has been distributed for review and adoption by the Assemblies to bring consistency across the spectrum.
- C.** Nominating and Governance Committee – Al Lau noted that Ms Walsh has taken her seat. He noted the absence of a representative from the National Beach Tour and the uncertainty of any quick resolution to the problem. Discussion around the possibility of either waiting for a resolution of the tour situation or perhaps restructuring the Board position to a more broad based representation reached no conclusion. The Board decided to wait and see the resolution of the AVP Chapter 11 proceedings. There may also need to be a better policy for the replacement of members who resign. Staff and the NGC are charged to look into a revision of these policies. It was decided that the names of candidates who fail background screen will go to the Chair of the NGC.
- D.** Administrative Council: - Margie Mara reported on the latest meeting of the Council. Jon Bryant has replaced Joe Williams as the Chair of the RVA assembly and Larry Dolvig has replaced Glenn Sapp as Chair of the Official's Assembly. Becky Oakes has agreed to accept the chair of the Member Relations Commission.

## **VII. CEO REPORT**

- A.** Marketing – M. Klostermann reported on marketing activities. Subsequent to the Sponsor Summit meeting in Reno, several sponsors have developed discount offers which are now available to RVA members. Mizuno, Molten, Clubspaces, Volleyball Recruits.com, Data Project, 24 Hour Fitness are all participating. New sponsorship agreements have been reached with Entertainment Publications a Club Fundraising coupon book; also with Energizer Corporation and Ludus Tours as our official Olympic Tour and Hospitality Partner. We are close to signing a beach sponsorship agreement with a Chinese company. Discussions are ongoing with Proctor & Gamble and their "Hello Mom" program.
- B.** Fee Increase Update: the December budget should have a good picture of where some of that funding will be allocated. A motion was passed by the RVA Assembly asking the Board and AFB committee to report to the RVA Assembly on the allocation of these funds. The staff commits to cooperate with this effort.
- C.** Olympic Trials RFP Update: the RFP went out to approximately 30 entities. Initial deadline was 10/15/10, but it will be extended because some information wasn't available as soon as planned. The proposed dates are the last weekend in June of 2012 and the first weekend of July. The selection process is still undetermined, but there is a very small range of criteria that will be considered by the USOC and IOC. It will be a blend of international and national results, weighted towards international results.
- D.** Qualifier Collaboration Update: discussions are ongoing.
- E.** National Beach Tour Discussion: USAV is working on producing a series of four events to take up the space created by the demise of the AVP and also to enhance the US Open Beach Championships.

- F. Special Commission on Athlete Safeguards – Mr. Beal briefly discussed the written report and recommended close study for all board members. He asked the Board to endorse the report and implement the recommendations as soon as possible. Mr. Leland suggested that this may be an area where we may want to look at joining the USOC and other sport organizations as a whole rather than go on our own. Mr. Beal agreed but also said there may be areas where we want to set higher standards and practices.
- G. National Teams Report: Mr. Beal reported on the remarkable success of many of our senior, junior and youth teams both indoor and beach over the past few months.
- H. Strategic plan: as distributed the staff is open and eager for input from the Board.
- I. Haiti initiative: USAV is involved in an effort to promote donations to relief efforts in Haiti. We have been able to coordinate the donation of a soft-structured gym to the Haitian Olympic Committee and Volleyball Federation.
- J. The National Team Center in Anaheim has been significantly upgraded by the USOC. The relationship with the USOC has been very positive.
- K. The FIVB Congress in Rome did not result in any dramatic changes. Men's World Championships in Italy was a successful event with good attendance. We are going to be very involved in the World League next year and are still negotiating to host an international women's event here next year. We are looking at a beach event either next year or more probably 2012.
- L. The Olympic Assembly went well. New USOC leadership is doing well. The Volleyball Hall of Fame induction is coming up; the FIVB President will be in attendance along with other FIVB members. The FIVB is interested in raising awareness and participation of female coaches in the sport and is joining the USAV and the AVCA are exploring options for a coaching clinic for women that may also include Beach.
- M. Revised Background Screen Policy and consent form: Mr. Klostermann described the additions for Board fiduciary responsibility and asked the Board to complete and submit the consent form.
  - 1. Added Disqualifier: felony acts of dishonesty
  - 2. Added Disqualifier: misdemeanor acts of dishonesty

**MOTION #4:** It was **M/S/C (Lee/DeBoer)** to endorse the Special Commission on Athlete Safeguards report and begin the process of implementing the recommendations in the report with a target date for final implementation as the beginning of the 2012-13 season.

### **VIII. USAV FOUNDATION:**

Mr. Leland presented a report on the Foundation's recent meeting. Mr. Wendelboe has resigned as Chair and Mr. Leland will serve out the remainder of his term. Mr. Wendelboe remains as a Director. Assets are slightly over \$3.4 M. The Foundation will co-support collegiate men's grants with USAV. The foundation has three main challenges which are to steward the assets, give grants in support of USAV programs and grow the assets. Goals continue to be to build an infrastructure, build an annual giving program, and build a major gift program and a deferred giving program. The Foundation needs help identifying volleyball loving people with significant assets and full participation of the USAV and USAVF Boards as donors.

### **IX. BOARD PRESENTATIONS**

- A.** NCAA Sand Volleyball update: Kathy DeBoer cited her written report to the Board and emphasized the following points: (Report attached)
1. As an emerging sport, it will take 40 schools participating to establish a championship.
  2. It is called sand rather than beach for clarity in the NCAA environment.
  3. Team sport, somewhat modeled after tennis doubles, with 5 doubles teams per school. In tournaments, teams are flighted.
  4. It has been approved as an emerging sport in DI, DII, and DIII.
  5. It will probably start at most schools with indoor athletes playing both sports.
  6. In 2008 survey girls picked volleyball as favorite sport (13%); in 22 states volleyball is the top team sport; 7 states have more volleyball players than basketball; volleyball has the 3<sup>rd</sup> most NCAA scholarship money after basketball and soccer.

### **X. Other Business**

- A.** Mr. Klostermann described the agreement with Ludus Tours as our official travel partner for the 2012 Olympics. Mr. Schreff proposed that the Corporation pay for all Board members to attend the Olympics in 2012 to ensure that Board members understand how their actions affect the highest level performances of our sport disciplines, and to meet wherever appropriate with other national volleyball federations and current and potential business partners in support of national staff. The package is proposed to include travel, hotel and tickets. If including business meetings with other Federations, most Directors were interested in participating if financially feasible. More discussion is needed before a final decision will be made.

### **XI. BOARD STRATEGIC DISCUSSION**

- A.** Membership development – Regional and club: Mr. Schreff opened the floor for a broad based discussion of membership growth. Mr. Beal introduced the concept of certifying clubs at varying levels of compliance with standards of performance/compliance. A couple of regions have a certification process for clubs that may be models for this. He cited the Florida Region as an example. It is important to be able to monitor compliance and not do anything we can't be

sure of being able to enforce and supervise. There are both financial and manpower costs associated with vetting these standards. Mr. Cain mentioned that Regions have been legally advised to stay away from intervening in financial and service/contract disputes between players and clubs which should be a consideration in this matter. The fact remains that association with USAV means parents and players hold us to a certain standard and level of accountability.

**XII. NEXT MEETINGS OF THE BOARD OF DIRECTORS:**

The Board will meet in January in Orlando in on 23<sup>rd</sup> and out on 24<sup>th</sup>.  
The Board will meet in May in Dallas in on 26<sup>th</sup>, meet 27<sup>th</sup>, out on 28th.

**XIII. ADJOURNMENT**

No further business being offered, Mr. Schreff declared the meeting adjourned at approximately 4:00 pm.

Respectfully submitted,

Fred N. Wendelboe  
Recording Secretary