

**UNITED STATES VOLLEYBALL ASSOCIATION**  
**MINUTES OF THE MEETING**  
**Of the**  
**BOARD OF DIRECTORS**  
 January 13-14, 2007  
 Colorado Springs, Colorado

**Presiding:** Albert Monaco

**Recorder:** Susan True

**Present:**

**Executive Committee:** Albert Monaco, President; Kevin Twohig, Executive Vice President; Rebecca Howard, Immediate Past President, Susan True, Secretary; Stewart McDole, Treasurer; Ken Cain, Board Representative to the Executive Committee; Kevin Barnett, Primary National Team Representative, Elaina Oden, International Player Representative, Sean Scott, Secondary Beach National Team Representative, Charlene Tagaloa, Tyra Turner, Primary Beach National Team Representative, Fred Wendelboe, Special Adviser (ex-officio, non-voting)

**Directors:** Gary Colberg, Chris Clauss, Harold Cranswick, Kathleen DeBoer, Mike Gibson, Carl Henkel, Donise King, Sue Mailhot, Becky Oakes, Joan Powell, Angela Rock, Joseph Sharpless, Susan Sinclair, Sinjin Smith, Jeffrey Stork, Chuck Stemm, Barb Viera and Elaine Youngs.

**Division Vice**

**Presidents:** Dave Gentile, Jonathan Lee, Cynthia Doyle Perkins, Glenn Sapp and Kevin Wendelboe (Chair of Championship Events Commission)

**Parliamentarian:** Karen Johnson

**National Staff:** Doug Beal, Brent Buzbee, Mike Chandler, Liz Cornella, BJ Evans, Carla Hall, Heath Hoke, Bill Kaufman, Stacie Kearns, John Kessel, June Lobeck, Margie Mara, Tom Pingel

**Guests:** Bob Gambardella, USOC, Eric Parthen, USOC, Andy Reif, AVP.

**Excused:** Elisabeth Bachman McCutcheon, Ellen Crandall, Roger Neppel

**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 the United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:05 am on Friday, May 26, 2006.

- A. Roll Call, Declaration of Quorum and Silent Roll Call.** Following the roll call, Susan True, Secretary, declared a quorum was present. She reminded the directors that a silent roll call is taken after each recess of the Board of Directors meeting.
- B. Special Rules of Order.** Karen Johnson, Parliamentarian, distributed the "Special Rules of Order," via email, and highlighted several rules at the beginning of the meeting.

**MOTION #1:** It was **M/S/C (Twohig/Howard)** to approve the Special Rules of Order for the 2007 Winter Meeting of the Board of Directors.

## II. ANNOUNCEMENTS

- A. Welcome to New Directors.** President Al Monaco welcomed new beach Player Directors Carl Henkel and Angela Rock; new beach player representatives to the Executive Committee Sean Scott and Tyra

Turner and new At-Large Director Elaine Youngs. He also welcomed Becky Oakes to her first Board meeting as the Director from the National High School Federation.

**B. Time-Specific Agenda.** Mr. Monaco announced the staff report will be given prior to lunch on Saturday with the discussion of the governance restructure proposal to begin immediately following lunch and continued after the social on Saturday evening.

### III. APPROVAL OF AGENDA

**MOTION #2:** It was M/S/C (Twohig/Mailhot) to approve the agenda as distributed with the provision for adjustments and additions as the President deems necessary.

### IV. APPROVAL OF MINUTES OF THE MAY 26-27, 2006 MEETING OF THE BOARD OF DIRECTORS

**MOTION #3** It was M/S/C (Colberg/Weydert) to approve the Minutes of the May 25- 26, 2006 meeting of the Board of Directors.

### V. OFFICERS' REPORTS

**A. President.** The following items were discussed.

1. Executive Committee Actions.
  - a. Archives Projects. The money for Archives projects will remain in the 2007 budget under staff. Hank VanArsdale is the Chair of the Archives Committee and he will work in an advisory capacity with staff.
  - b. Auditors. Approve Waugh & Goodwin, LLP, as the auditors for the 2006 USAV books.
  - c. 2007 Budget. The Executive Committee, at its December meeting, gave preliminary approval to the 2007 budget pending final Board action at this meeting.
2. Nominating Committee for the Board Representative to the Executive Committee. Mr. Monaco announced the following Nominating Committee: Barb Viera, Chair, Kathleen DeBoer, Sue Mailhot, Chuck Stemm and Jeff Stork. Those Directors wishing to run for this position must meet the following criteria: 1) have attended four (4) meetings of the Board of Directors/ 2) be willing to serve; and 3) place this Board responsibility as the highest priority within his/her volleyball responsibilities. Interested Directors should send Ms Viera their volleyball bio and a statement as to why he/she wants to serve in this position.
3. Governance Restructure. Mr. Monaco turned the meeting over to Doug Beal to make the presentation on the proposed restructure of USA Volleyball. Some of the major points made during the discussion were:
  - a. The finer details of the restructure will be developed by a Transition Commission and brought back to the Board of Directors at its May meeting.
  - b. The main responsibility of the Nominating and Governance Committee is to vet potential Directors (do they meet the establish criteria for the position, background screening, interview of nominees, do they understand the broad vision and that directors must maintain, etc.)
  - c. Bob Gambradella, USOC sports partner for USA Volleyball, gave a presentation on the restructure of Taekwondo placing an emphasis on the fact that the USOC believes all NGBs should be Board-governed and staff-managed. The size of the Board may vary some from sport to sport, but all boards should be vision-based vs constituent-based in its deliberations.

**MOTION # 4.** It was **M/ (Executive Committee)** that the Board of Directors of USA Volleyball approves the restructure of the Board effective subsequent to the conclusion of the 2008 Summer Olympic Games, such that there shall be sixteen (16) Directors with fifteen (15) votes originating from those constituencies specified in the table presented on Slide 5 of Mr. Beal's presentation. Appendix A

- d. Key issues raised during the discussion of the motion were: 1) endorsement by several directors of the concept of usefulness of independent directors; 2) questions about whether or not the proposed restructure would result in the dropping of the Article VIII; 3) questions about USOC approving the restructure as proposed; 4) concern by regions that the regional volleyball associations would only have two directors; 5) concern about the fifteen (15) years experience with USAV for the at-large or chair position, thinking it should be less than fifteen; and 6) endorsement by most directors that each of the four athlete directors to have a vote. Note: The Board was informed that the USOC would probably not approve a sixteen member board with the athletes having four votes, the chair elected from outside the board and the chair having a vote. The attorney for the AVP and the beach players who signed the Article VIII complaint said the restructure proposal from the Executive Committee would not result in them dropping the Complaint.

Following additional discussion of the motion on the floor, Kevin Twohig offered a friendly amendment, approved by the Executive Committee. The revised motion was

**MOTION #4.** It was **M/ (Executive Committee)** that the Board of Directors of USA Volleyball gives conceptual approval to the restructure of the Board effective subsequent to the conclusion of the Summer Olympic Games, such that there shall be sixteen (16) Directors with sixteen (16) votes originating from those constituencies specified in the table presented on Slide 5 of Mr. Beal's presentation.

Eric Parthen, USOC stated that he could support the Chair, elected from outside the Board but with no vote to provide continuity for the new Board for one or two years. The Board must also have 20% athlete representation and 20% independent directors. He suggested a two-thirds vote on budget and major policy issues to handle the "jam-down" concern of the AVP. In response to a question of dropping the chair position, elected from outside the Board to an at-large member, without vote, to the Board with major experience with USAV would make it satisfactory.

**MOTION #5.** It was **M/S/ (Claus/Sharpless)** to amend Motion #4 to replace the chair position with an at-large member without vote.

Following further discussion and a suggestion from Steve Smith, USAV legal counsel on the Article VIII Complaint that he and Mr. Parthen would talk with John Collins, the attorney for the AVP and the beach players and come back with further information following the dinner break, the following motion was made:

**MOTION #6.** It was **M/S/C (Twohig/Howard)** to table Motion #5 until after dinner.

Following the dinner break, Mr. Smith presented the essence of an email from Mr. Collins stating that if the Board passed the following motion, the AVP and the beach players would drop the Article VIII complaint. Mr. Parthen agreed to the restructure contained in the following motion:

**MOTION #7.** It was **M/C (Executive Committee)** to approve the restructure of the Board effective subsequent to the conclusion of the 2008 Summer Olympic Games, such that there shall be sixteen (16)

Directors with fifteen (15) votes originating from those constituencies specified in the table presented on Slide 5, as amended. (See Attachment A).

Further, for a four-year period beginning when the new Board is seated, it shall take 55% majority to adopt any Board resolution or for the Board to take any action.

At the conclusion of the aforementioned four-year period (after the end of the London Games), the At-Large, Non-Voting Board position and the 55% majority requirement shall be eliminated.

The initial Nominating and Governance Committee shall be structured as specified in Slide 13, as amended. (See Attachment B)

The "No Jam Down" rule will apply to the Transition Commission. For purposes of the Transition Commission, the "No-Jam Down" rule means that the number of individuals representing or potentially representing the indoor discipline shall not exceed the sum of individuals representing or potentially representing the beach discipline plus independents.

The Board agrees not to "jam down" actions relating uniquely to the beach discipline.

The Board actions referenced above are expressly conditioned on the dismissal/withdrawal of the Article VIII Complaint (filed January 6, 2006) by all filing parties.

**MOTION #8.** It was M/C (**Executive Committee**) to approve the establishment of a Transition Commission to bring recommendations to the Board in May 2007 that address some or all of the following: Board Committees, Corporate Substructures, procedures for the Nominating and Governance Committee, "USAV Congress," directors' selection criteria and other necessary clarifications on the new governance structure. The Commission shall reflect the constituencies of the USAV including a minimum of 20% USOC-defined athlete representation.

#### **B Treasurer.**

1. Audit Committee. Treasurer Stewart McDole introduced Scott Fortune, member of the Audit Committee who gave the report for the Committee. Other members of the Audit Committee are Sam Wells, Chair and Joan Powell. Mr. Wells owns an accounting firm in Colorado Springs. Part of the Committee's responsibility is to review the financial policies of USA Volleyball and to manage the auditors on a yearly basis. The Committee reviewed several audit firms and are recommending approval of the current firm Waugh and Goodwin. The Executive Committee approved that recommendation and directed Mr. Monaco to sign the engagement letter. Mr. Fortune asked for approval of the Audit Committee charter.

**Motion #9.** It was M/C (**Audit Committee**) to approve the charter of the Audit Committee.

2. Investment Report and Recommendation. Mr. Fortune also gave the report for Matt Shannon of Legacy. Mr. Shannon had a last-minute conflict and could not attend this meeting. The current allocation for the USAV investment portfolio is 70% in equities and a minimum of 30% in bonds. The portfolio has performed well this year with a 12.99% return on our money. The goal was 8% and limited risk, so almost 13% is a very good return on our investment. One recommendation from Legacy Management is to move 5% of USAV's investment funds to alternative investments, moving that up to 15% over time.

**MOTION # 10.** It was M/C (**Finance and Budget Committee**) that 5% of the USAV investment funds be moved to alternative investments with the percentage moving to 15% over time. (Appendix B)

3. Year-to-Date 2006 Budget. Mr. McDole thanked members of the Finance and Budget Committee (F & B) for their excellent work in 2006. Members of the Committee are Scott Fortune, player representative, Karen Gee, at-large, Niels Pedersen, at-large, Kevin Twohig, USAV Executive Vice President and Mr. McDole chairs the Committee.

- a. Present Status
  - Savings account – approximately \$100,000
  - Checking accounts – approximately \$50,000
  - 2008 Olympic account - \$237,000
  - Legacy Money Market account - \$175,000
  - Line of credit - continued access to \$400,000

Note: Given recent experience of F & B with Executive Committee support has recommended that Comptroller Kearns be given the option to transfer funds as appropriate to maximize return while maintaining reasonable access to funds necessary to manage cash flow variables.

  - The operating reserve goal for the Quad of \$1,350,000 has been met with \$1,530,129 in the USAV portfolio. In response to a question about the use of the fund, Mr. McDole stated that the money stays in the portfolio unless a specific use goes through the budget process and is approved.
- b. Year End – There is an anticipated bottom line surplus for 2006 of approximately \$200,000. Preliminary discussion was given to the disposition of such surplus dollar with the following priority list:
  - Initial funding of the Player’s Severance Fund
  - One-time capital purchases
  - Add to operating reserves
  - Allocation to the USAV investment portfolio (falling to corporation’s bottom line and net worth)
  - Fund the Transition Commission work

**MOTION #11.** It was **M/C (Finance and Budget Committee)** that the first application of any verified 2006 budget surplus be to capitalize the Player’s Severance Fund.

4. 2007 Budget. Mr. McDole reviewed the arduous process of establishing the budget for USA Volleyball. In viewing the 2007 budget, the Board was reminded that all Quad Goals have been accomplished. He then reviewed specific aspects of the budget that are still difficult to pinpoint the cost and/or income from each. The following motion was presented to the Board:

**MOTION #12.** It was **M/C (Executive Committee)** to approve the 2007 Budget.

Angela Rock asked if there was a sports medicine allocation for beach. Mr. Klostermann reported that RFPs were sent to sports medicine providers in southern California. Sports medicine will be available to beach athletes.

Carl Henkel stated his concern that the beach national team budget is just under 5% while the indoor national team budget is 23%. Mr. Monaco encouraged the beach players to meet with staff, go through the budget process and review concerning the amount allocated to the beach national team.

Jon Lee, Vice President, Regional Operation Division, requested that all changes should be provided to the Board for approval, specifically the increased cost for *USA Volleyball* to the regions. There was extensive discussion, but no consensus was reached at this time. This issue will be addressed prior to the Annual Meeting in May.

**C. Immediate Past President.** Rebecca Howard had no report except that there will be a Wilson Award presented at the Boyce Recognitions Banquet in May.

**D. Executive Vice President.** Kevin Twohig, Executive Vice President, reported on the following items:

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1. Corporate Ethics and Eligibility. Mr. Twohig is not aware of any Corporate Ethics and Eligibility issues that have risen to a level where they should be reported to the Board. He thanked the Regional Volleyball Associations (RVAs). Jon Lee, the Division Vice President and the Youth and Junior Olympic Division for working hard to resolve ethics and eligibility issues at the regional level.
2. Qualifiers and Bid Tournaments. All the Qualifiers and Bid Tournaments are under contract. The Bid Tournament season is just starting with events this weekend in Anaheim, Rochester, and St. Louis. USAV and its partners are operating events all over the continental US over the next four months to qualify and seed teams into the National Championships.
3. Event Arbitrators Program. Mr. Twohig acknowledged the individuals who agreed to serve as Arbitrators for the 2007 Boys Bid Tournaments, Qualifiers and National Championship Events. There are 35 events being worked by the Arbitrator Cadre over 137 event days. Anyone who is interested in serving should contact him. The Arbitrators Casebook and the Arbitrators Guidebook were completed in 2005 and will be updated in 2007. The Guidebook is the primary Arbitrator training tool. The annual cost of the Arbitrator program to the corporation is approximately \$32,000. The rationale for the expense is the direction from the Board to provide an initial hearing on ethics and eligibility issues in a timely manner and at the lowest effective level – which is at the events where the incidents occur.
4. Executive Council. The meeting of the Executive Council was held on Thursday January 12, 2007. The Executive Council consists of the Executive Committee, the Division Vice Presidents and the Chair of the Championship Events Commission. The agenda items included:
  - a. The ROD will be presenting a replacement motion on certification later in this meeting.
  - b. The procedure for reporting the completion of 990 Forms to the National Office will be worked out with the ROD and staff
  - c. The Growth Proposal from YJOVD was presented and discussed.
  - d. The new Junior Volleyball Directors Association was discussed.
  - e. The number of YJOVD meetings each year was discussed because the ROD had concerns about overlapping leadership between these divisions. The Vice Presidents will address this issue.
  - f. The status of Automated Qualifier Seeding will be presented as a part of the YJOVD report.
  - g. The Boyce Recognitions Banquet was discussed including how to include a necrology report during the banquet and how to involve local volleyball people in the banquet program.
  - h. Governance Restructure was discussed.
5. Championship Events Commission (CEC). Mr. Twohig is the liaison to the CEC. The purpose of the Commission is to assist the Events Department in improving championship events for the participants and the organization by providing a forum for lay input to the Department. The Commission is chaired by Kevin Wendelboe and has a sub-group called the Championship Directors Committee. The CDC is the Competition Directors of all of the National Championships. The CEC adds the voices of representatives of the Officials, Arbitrators, the YJOVD, the ROD and the Events Department. The group met in October and made a number of recommendations to the Events Department.
6. Policy and Procedure Manual. The Board has a Policy and Procedures Manual which includes actions that the Board has taken. Normally, we would spend some time at this meeting updating the Manual and asking for your approval of the overall document. With the focus on governance and the potential of a great deal of change, we will not spend time at this meeting updating the Manual. The Policy decisions that the Board has made are not impacted by this delay.

**E. Secretary.** Susan True reported on the following:

1. Board Directory Update. The Board Directory was distributed so the Directors could check the contact information, then initial if it is correct or initial changes and return it to the Secretary.

2. Conflict of Interest and Registration. Ms True reminded the Board to read the Conflict of Interest material, and then sign the Conflict of Interest. In addition, the Board must complete a registration form for information purposes only.
3. Directors Nominating Committees. Ms True reported that two candidates have been nominated for the, now one-year term, on the Board of Directors representing Multi-Sport Organizations. The nominees are Gino Grajeda, AAU and Barb Viera, AAHPERD/NAGWS.  
All player directors and player representatives to the Executive Committee will meet over lunch to identify potential candidates for the, now one-year term on the Board. Sinjin Smith plans to run again for the male player director so they will need one male player and two female players for the female player director positions.
4. Commendations. Ms True acknowledged the excellent work that Carla Hall and June Lobeck do for the secretary.

## VI. PROFESSIONAL STAFF REPORTS

### A. Chief Executive Officer. The following are highlights from Mr. Beal's staff report:

1. Regional Activities (Margie Mara).
  - a. Regional registrations totaled 210,000 for the 2005-2006 season.
  - b. Background screening is still a requirement for all adults working with juniors. At the advice of risk management, the screening criteria have been toughened since last season.
  - c. On-line registration is a very important program for USAV. We have made a significant investment in the program although it has not gone as smoothly as we had hoped. We think the problems have been addressed and add-on features (event information, coaches, etc.) will be slowly added to the program
2. Communications & Technology (Brent Buzbee).
  - a. Website traffic is at an all-time high, averaging 1 million page views per month and over 350,000 monthly visits which is up 50% from 2005. The website will be overhauled in 2007.
  - b. *Volleyball USA* circulation in 2006 averaged over 200,000 copies per issues (up 10,000 from last year)
  - c. Subscribers to the electronic newsletter *Rotations* are up 5,000 from 2005 to over 115,000.
3. Media Relations (Bill Kaufman). Mr. Kaufman was hired as the manager of media relations and publications in May, 2006.
  - a. The department is working to launch two online newsletters aimed at junior members – one for boys and one for girls – early this year.
  - b. While the website still has results posted, it is shifting from a results orientation to a people-orientation. There will be more detailed national team player biographies to include individual photo galleries and other features to showcase the athletes as real people as well as volleyball stars.
4. Disabled Programming (John Kessel). The USA teams are on track to qualify for the Paralympics.
  - a. The Paralympic Training Site at the University of Central Oklahoma is excellent. The local area has provided scholarships for any USA Sitting National Team member and apartments for any team member. Seven training camps were hosted in 2006 and there will be ten in 2007.
  - b. There is concern about the criteria for participation which drives able-bodied players into the program. This issue will continue to be discussed.
  - c. There were six National Paralympic Military Summits in 2006 and again in 2007.
  - d. The Colorado Crossroads event is hosting training for the women for the Para Pan American Games and the men for Brazil 2007.
5. Membership Development (John Kessel). Another critically important department which is still

- committed to MVP (Million Volleyball Participants)
- a. Customized CDs on disabled programming have been developed for NIRSA, YMCA, School Districts and After School Programs.
  - b. Colorado State Games has reinstated volleyball into its games. National State Games will have volleyball with USAV staffing it.
  - c. Continue to promote and assist the Starlings program including a custom MVP Starlings CD for all clubs at Nationals.
  - d. There will be a Native American Diversity Camp at Haskell University in Lawrence, Kansas in 2007.
6. Boys Scholastic Growth. There has been a 4.3% growth nationally in 2006. Fourteen (14) states have a sanctioned State Championship and nine (9) states have an unsanctioned State Championship. The USAV Boys Scholastic Grant Program is offered in New Hampshire, Ohio and Vermont where they are introducing high school volleyball for the first time in 2007-2008. The grant program includes matching funds from the RVA, and the school must make a three-year commitment to the program.
7. Men's Collegiate Grant Program. Thirty-six (36) institutions have received grants since 1991 with a total of \$222,000 allocated from various sources including USAV.
8. Events (Mike Chandler).
- a. 2006 Indoor Championships in New Orleans, 521 teams, estimated attendance: 6,000.
  - b. 2006 Girls JOs in Atlanta Georgia, 756 teams and attendance: 25,090.
  - c. 2006 Boys' JOs in Minneapolis, 396 teams, attendance: 12,688.
  - d. 2006 Girls' Invitational in Minneapolis, 192 teams, attendance: 5,528
  - e. 2006 USA Women's National Team vs. Poland in Chicago, attendance: 8,000
  - f. 2006 NORCECA Girls Youth Championship in Gainesville, attendance: 4,592 and USA took the Gold and qualified for World Championships
  - g. 2006 World League – Men's National Team finished 10<sup>th</sup>; estimated attendance per weekend: 3,628 (we must improve this). The men will compete in the World League again in 2007.
  - h. 2006 JO Beach Championships in Segundo, CA had 140 teams. The 2006 Junior Beach Tour consisted of 12 tournaments held in eight states with several stops paired with a High Performance Camp. The goal is to have twenty tournaments within two years.
  - i. It is the intention of the Events Department to support the YJOVD Growth Plan, Option A by developing additional championship-style events during the current Club season.
  - j. For 2008-2010, the Events Department plans a moratorium on expanding Girls JO Championships and will concentrate more on enhancements and quality of the USAV's largest event.
  - k. USA will host the NORCECA Senior Men's Championships, September 1-9 at a site to be determined.
  - l. JO Beach Championships – USAV will partner with Elevation Group to produce adult and junior beach events. The beach tour, developed by Denny Lennon will continue under Elevation Group direction.
9. Coaches Education (Diana Cole). Staff needs to work on making this very important program even more relevant, more affordable and easier to access.
- a. Eighteen CAP I courses were conducted, enrollment: 609; nine Cap II courses, enrollment: 177 and one Cap III course with six attendees.
  - b. Nine IMPACT clinics, enrollment: 260, and 4 IMPACT Instructors' Trainings with 9 attendees.
  - c. There were 5 VCAP Clinics with 48 attendees.
  - d. Pilot projects include offering CAP I at Girls JOs and at Volleyball Festival in Reno; CAP CEUs for Public School Teacher/Coaches; CAP Course Partnerships with State High School Associations and Coaches Associations.

- e. Partnering with DataProject.com to create a website where coaches can download information such as practice plans, drills, etc. by June 1<sup>st</sup> of this year.
10. High Performance (Tom Pingel).
- a. All four Youth and Junior National Teams qualified for the 2007 World Championships.
  - b. Twenty-three High Performance (HP) Camps were held in 2006. In addition, Holiday Camps were conducted. Over 900 girls and boys participated in these HP Camps.
  - c. HP Championships were conducted for girls and boys.
  - d. The USA Youth Team played in Europe from December 26 – January 6 with a 26-3 record.
  - e. There were 39 tryouts for Youth and Junior National Teams.
11. Beach Volleyball. Beach athletes continue to be challenged to handle the demands of the AVP and FIVB tours.
- a. Women's top results: May-Treanor/Walsh won 3 gold, 2 silver and 2 bronze medals in 2006; Branagh/Youngs took 4<sup>th</sup> in the Mexico Open with Youngs having six top 10 finishes with two different partners; Wacholder had two 4<sup>th</sup> place finishes, McPeak had on 5<sup>th</sup> place finishes and Tyra Turner and April Ross had strong rookie outings.
  - b. Men's top results: Rosenthal/Gibb won 1 gold and 2 silver with Rosenthal named FIVB Top Rookie; Dalhausser/Rogers won 1 gold, 1 silver and 1 bronze with Rogers named FIVB Best Defense and Dalhausser FIVB Best Blockers; Metzger/Lambert won 1 bronze and three 5<sup>th</sup> places; Sean Scott had three top 10 finishes with two partners.
  - c. FIVB Olympic Qualification begins with the first event of this year through the final event prior to the 2008 Olympics. Teams count the highest eight (8) finishes in the year and a half.
  - d. World University Beach Championships – Prosser/Mayer took the bronze in the men's and Haarbauer/Jackson finished 5<sup>th</sup> in the women's.
  - e. Increased level of support from USAV in 2006 – increased travel funding for 24 “National Team” athletes; launched videography program with USOC; initiated sports medicine support at select FIVB events; supported coaches' travel and held USOC Sports Science Seminar in Anaheim in September. Two beach player representatives were added to the USAV Executive Committee.
  - f. The 2007 Support Plan includes monthly stipends, increased travel support, year-round sports medicine program, dedicated video scouting website and scouting team and bi-annual OTC Sports Science camps.
  - g. Other projects include researching feasibility of a permanent beach volleyball venue; exploring 2008 FIVB event hosting; identifying/funding developmental teams to Challenger events, etc.
12. National Indoor Teams
- a. Men's – Very successful move to Anaheim with the only negative the disruption of training. The Men finished 3<sup>rd</sup> in its pool in the World League, finished 10<sup>th</sup> at the World Championships. The 2007 goals include qualifying for the Olympics, winning seven or more matches in the World League, qualifying for the World Cup and winning NORCECA Olympic Qualifying Tournament. The team begins 2007 ranked 8<sup>th</sup> in the world (down from 6<sup>th</sup> in 2006).
  - b. Women's – Qualified for 2007 World Grand Prix with a 4<sup>th</sup> place finish in the Pan Am Cup (Robyn Ah-Mow Santos named Best Setter of the Tournament), finished 9<sup>th</sup> in the World Championships, finished 7<sup>th</sup> in the 2006 Grand Prix with Heather Brown received Best Server and Best Blocker awards in the preliminary rounds and Lindsey Berg received Best Setter. The team begins 2007 with a World Ranking of 7<sup>th</sup> (down from 6<sup>th</sup> in 2006).
13. Travel Packages to the 2008 Olympics. Mr. Beal announced that JetSet Sports has given USA Volleyball a travel package to the 2008 Olympic Games which includes airfare, tickets and meals. It has not been decided yet how this packaged will be utilized. No specific trip packages have been developed yet for volleyball fans.

## VII. DIVISION REPORTS

- A. Disabled Division.** Roger Nepl, Division Vice President, was not able to attend the meeting and did not submit a written report.
- B. Member Relations Division (MRD).** Cynthia Doyle Perkins, Division Vice President, provided the following highlights in her electronic report:
1. Ms Perkins attended the Starling Annual Championship in San Diego, California in July. The Starlings program is selling a book containing poems by some of the Starlings as a fundraiser.
  2. NIRSA is anticipating twenty (20) teams over the 220 that played in the 2006 tournament to participate in the 2007 tournament. NIRSA will celebrate its 25<sup>th</sup> anniversary in 2009.
  3. Sharon Clark of Butler University has provided a clinic for minority coaches at the NCAA Division I Women's Championships for several years (all young coaches are invited to participate).
- C. Officials Division (OD).** Glenn Sapp, Division Vice President, submitted an electronic report and highlighted the following:
1. Officials Education. The educational programs such as the Training Camps were extremely successful.
  2. National Ranking System. In an attempt to streamline and create a more consistent level of officials, the OD, working with PAVO, has initiated plans for a National Ranking system for officials from top to bottom.
  3. Certification. We have certified 57 new National level referees and 20 new National level scorekeepers. Unfortunately, despite this growth, the needs for qualified officials are still outstripping the ability of the Division to identify, train and provide the number of officials needed.
  4. International Officials. The USA-International Referee Commission now includes fifteen (15) International Referees having accomplished the certification of all five remaining Candidates in 2006. The USA-International Scorekeeper Commissions added four (4) new certified scorekeepers raising the number of certified International Scorekeepers to fifteen (15). Currently, there are seven (7) International Beach Referees. The Officials Division is confident that should USA Volleyball host an international beach event, we will have adequate officials to support the event.
- D Regional Operations Division (ROD).** Jon Lee, Division Vice President, submitted an electronic report and highlighted the following activities:
1. Membership. Membership increased to a total of 210,090 in 2006 (28,694 male members and 181,396 female members). Junior membership had a total of 153,946 (9,006 male and 144,940 female). The Division's goal is to have all members subscribing to *Rotations* as a means of increased growth.
  2. Leadership. Judy Praska was elected Associate Vice President replacing Hank VanArsdale.
  3. Impact Certification Requirement. The Division made the following motions:

**MOTION #13.** It was M/C (**Regional Operations Division**) to rescind Motions 17 and 18 from the May, 2006 Board of Directors meeting concerning Impact certification requirements for junior coaches.

**MOTION #14.** It was M/C (**ROD**) to require IMPACT or equivalent certification approved by USA Volleyball within a reasonable amount of time after participation as a coach in junior level activities to be effective with the 2007-2008 season.

There was concern noted that a measurable amount of time would be preferred over “reasonable amount of time.”

4. Publication Costs to Regions. Mr. Lee indicated he would like a procedure for publication costs and related expenses impacting membership and divisions. Staff and volunteers will work on this between now and the May Board of Directors’ meeting.

**E. Youth and Junior Olympic Volleyball Division (YJOVD).** Dave Gentile, Division Vice-President, provided highlights of the YJOVD electronic report:

1. Junior-based website. The documents initially included were the YJOVD Administrative Manual, the Grassroots Grant procedure and application form, minutes of past meetings, the YJOV leadership directory and age-group documents.
2. Seeding at Qualifiers. Beginning with the 2006 season, Qualifiers were allowed to use computer-based seeding programs for the Open Divisions.
3. The Elite and Grassroots Commissions coordinated a series of education forums for YJOV representation during the 2006 season.
4. The Administrative Council will recommend to the General Forum to change meeting of the Division to coincide with the ROD meetings in October.
5. The Administrative Council approved a \$20,000 allocation of Development funds to support both the Boys and Girls Youth and Junior Teams participation in the 2007 World Championships with the understanding that a replenishment process for the fund will become effective in 2007 vis a vis the Qualifier structure and licensee fee payments to USA Volleyball.

**VIII. REPORTS FROM STANDING COMMITTEES AND COMMISSIONS  
OF THE BOARD OF DIRECTORS**

**A. Championship Events Commission.** Kevin Wendelboe, Chair of the Commission, submitted his report as electronically distributed. Some highlights from the report included:

1. Commission Meetings. The Commission decided to meet only once a year in the fall following all the Championship events.
2. The Commission’s Administrative Manual was finalized and approved at the October meeting.
3. The Commission made several recommendations to the Events Department for inclusion in the 2007 events – more radios for staff, USAV hire and supervise all support personnel and USAV runs all event-related meetings. The Commission also recommended to the Events Department that it explore a web-based participant feedback/survey portal.

**B. Structure and Function Committee (S & F).** Karen Johnson, Chair, submitted an electronic report, and reported that the February meeting of the Committee was canceled because it is difficult to know at this time what changes need to be made in the Bylaws and Operating Code.

1. Member Organization Access to JO Championships. Although not an action item yet, the Committee requests that the Board revise qualifying procedures for the Junior Olympic Volleyball Championships. Unfortunately the recommendation of the ROD changed the intent of the Board regarding access of Member Organizations, other than USAV Regional Volleyball Associations.
2. Article XI of the Bylaws. Efforts were made to revise Article XI of the Bylaws to cover concerns that emerged from the 2006 JO Volleyball Championships. The revised Article XI is not ready for consideration by the Board at this time. Hopefully, it can be brought to the Board in May.

**C. Diversity Commission.** Ms Johnson, Chair, submitted an electronic report which contained the following highlights:

1. Molten Grants.

- a. A grant of \$1,000 went to Barnabas Athletic Association in New York to purchase equipment for a youth volleyball clinic and league in the area. The program serves a diverse population.
  - b. A grant of \$1,200 for the All American Summer Volleyball Program and the All American Girl Volleyball Program in St Paul, MN for scholarship for additional minorities.
  - c. A \$1,200 grant to Vistamar School, El Segundo, CA, for scholarships to clinics and a camp for students from 23 very diverse communities.
  - d. A \$1,200 grant to SoCal Athletics, Volleyball Club in Oceanside, CA for t-shirts and a lead coach for "Heads Up Volleyball" which serves low-economic youth.
2. Most of the Molten grant money will be spent in 2007 for Diversity Workshops for the Board of Directors, Regional Operations Division and National staff.

**D. Sports Medicine and Performance Commission.** Dr. Bill Briner, Chair of the Commission, did not submit a report for this meeting. .

**E. Recognitions.** Dick Jones, Chair of the Recognitions Committee, reminded anyone with responsibility for an award that February 1 is the deadline for the following information to be into June Lobeck of the National Office: the name of the recipient as the recipient/family of recipient want it to appear on the award, biographical information and photographs/videos of the award recipient.

**E. Rules Testing Commission (RTC).** Mr. Ben Jordan, Chair of the Commission submitted an electronic report. There were no rule changes from FIVB. Additional review of the Commissions' Administrative Manual will take place at its meeting next month. The Commission continues its efforts to add clarity to the *Domestic Competition* (indoor and beach) and to provide the content in a format that is useful and relevant for all levels of volleyball participants.

**F. Membership Review Committee.** Mr. Dick Jones, Chair of the Committee, had no report at this time. The procedure for the Quad review of all Member Organizations other than Regional Volleyball Associations will begin shortly.

## IX. ADDITIONAL REPORTS

**A. USA Volleyball Hall of Fame.** Mr. Monaco "passed the hat" again for contributions to the USA Volleyball Hall of Fame. He will match the total from the Board and encouraged everyone to give something so he can assure the Hall of Fame that 100% of the Board contributed. The total counting Mr. Monaco's contribution was \$1,234. He reported that nominations for the Hall of Fame will be collected soon with induction in October. Everyone was encouraged to visit the Hall of Fame and/or attend the induction ceremony.

Mr. Klostermann reported that both the Volleyball Hall of Fame and USA Volleyball have signed an agreement to be a part of a sports museum in New York City. There will be thirty-forty sports involved in the museum.

**B. International Beach Commission.** Sinjin Smith, President of the Commission, reported that the FIVB World Tour will consist of thirty-seven (37) events. The 2007 World Championships will be in Switzerland. The AVP Tour schedule does not conflict with the major events on the FIVB World Tour schedule. In response to questions on where to find the schedules of all the volleyball programs, Mr. Smith suggested [bvbinfo.com](http://bvbinfo.com), a website that has beach events listed and [volleyballnet.net](http://volleyballnet.net) that has many different volleyball events listed. Margie Mara reported that much of this information is already on the USAV website.

- C. USA Volleyball Foundation.** Fred Wendelboe, Chair of the Foundation Board, reported that Steve Ducoff has been contracted to do development work for the Foundation and to coordinate activities with USA Volleyball. One grant application has been received and the evaluation of that grant is pending. Total assets of the Foundation as of January 12, 2007 are \$1,950,154 of which \$1,875,291.46 are unrestricted. Mr. Wendelboe encouraged members of the Board to support the USA Volleyball Foundation. Donations should be sent to the National Office.

#### **X. NEXT MEETING OF THE BOARD OF DIRECTORS.**

The next meeting of the Board of Directors will be in Austin Texas, May 25-26, 2007.

#### **XI. CLOSING REMARKS**

Dick Jones stated that USA Volleyball should be very proud of the leadership demonstrated by the athlete directors and representatives to the Executive Committee. The players received a round of applause.

Mr. Monaco thanked the members of the Board of Directors for making his last few years as President of USA Volleyball very enjoyable. He congratulated the Board on their professionalism and work in creating the restructure of USA Volleyball's governance. He urged everyone to attend the Boyce Recognitions Banquet at the Annual Meeting. One special section of the banquet will honor volleyball Texans.

#### **XII. ADJOURNMENT**

**MOTION #40:** It was **M/S/C (Rock/Henkel)** to adjourn the Winter Meeting of the USA Volleyball Board of Directors at approximately 10:35 am on Sunday, January 14, 2007.



**Governance Restructure**

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**RECOMMENDED BOARD STRUCTURE**

Athlete Directors	4 persons with	<b>4 votes</b>
Independent Directors	3 persons with	<b>3 votes</b>
RVA's	2 persons with	<b>2 votes</b>
Indoor High Performance (NCAA)	1 person with	<b>1 vote</b>
Junior Elite Indoor	1 person with	<b>1 vote</b>
National Beach Tour (AVP)	1 person with	<b>1 vote</b>
Elite / Development Beach	1 person with	<b>1 vote</b>
Coach	1 person with	<b>1 vote</b>
Official	1 person with	<b>1 vote</b>
At Large	1 person with	<b>0 vote</b>

**\*\*\* 16 Board Members with 15 Votes**  
**\*\*\* Chair Selected by the Board from within the seated board**



**ATTACHMENT A**  
*Governance Restructure*  
**RECOMMENDED BOARD STRUCTURE**

<b>Athlete Directors</b>	<b>4 persons with</b>	<b>4 votes</b>
<b>Independent Directors</b>	<b>3 persons with</b>	<b>3 votes</b>
<b>RVA's</b>	<b>2 persons with</b>	<b>2 votes</b>
<b>Indoor High Performance (NCAA)</b>	<b>1 person with</b>	<b>1 vote</b>
<b>Junior Elite Indoor</b>	<b>1 person with</b>	<b>1 vote</b>
<b>National Beach Tour (AVP)</b>	<b>1 person with</b>	<b>1 vote</b>
<b>Elite / Development Beach</b>	<b>1 person with</b>	<b>1 vote</b>
<b>Coach</b>	<b>1 person with</b>	<b>1 vote</b>
<b>Official</b>	<b>1 person with</b>	<b>1 vote</b>
<b>AT LARGE MEMBER</b>	<b>1 person with</b>	<b>0 vote</b>

\*\*\* 16 Directors and one at-large member with no vote  
 \*\*\* Chair Selected by the Board from within the Board

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*Governance Restructure*

**ATTACHMENT B**

**POSSIBLE 1<sup>st</sup> Nominating & Governance Committee**

<b>1 Individual</b>	<b>Elected by the currently seated Board of USAV</b>
<b>2 Athletes</b>	<b>One from Beach and one from Indoor elected by the Athlete representatives on the currently seated Board of USAV</b>
<b>1 Individual</b>	<b>Elected by the RVA representatives on the currently seated Board of USAV</b>
<b>1 Individual</b>	<b>Selected by the National Beach Tour (AVP)</b>
<b>1 "Independent"</b>	<b>Selected by the USOC</b>

\*\*\* The six (6) person Nominating and Governance Committee will select its own Chair from among its members.

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