

**UNITED STATES VOLLEYBALL ASSOCIATION
APPROVED MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
January 17-18, 2004
Colorado Springs, CO**

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

Executive Committee: Albert M. Monaco, Jr., President; Rebecca Howard, Past President and Interim Executive Director; Kevin Twohig, Executive Vice President; Karen M. Johnson, Secretary; Stewart McDole, Treasurer; Gary Colberg, Board Representative to the Executive Committee; Paula Weishoff, International Player Representative, Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Dick Jones, Gary Colberg, Ellen Crandall, Cynthia Doyle Perkins, Susan Sinclair, Brenda Williams, Katherine McConnell, Gino Grajeda, Joe Sharpless, Jerry Weydert, Michael O’Hara, Ken Cain, Allan Chinn, Ann Davenport, Jonathan Lee, Chuck Stemm, Jim Webber, Chris Clauss, Sinjin Smith, Jeff Stork, Charlene Tagaloa, Ethan Watts, Paula Weishoff

Division Vice Presidents: Pete Dunn, Dave Gentile, Roger Neppl, Joe Sharpless, Fred Wendelboe

Parliamentarian: Karen M. Johnson (Acting)

National Staff: Doug Beal, Brent Buzbee, Mike Chandler, Diana Cole, Carla Hall, Rebecca Howard, John Kessel, Kerry Klostermann, Catherine Janney, Jennifer Joseph, June Lobeck, Margie Mara, Tom Pingel, Paul Soriano, Toshi Yoshida

Guests: John Armuth, Jenny Hahn, Bill Hamiter, Glen Lietzke, Joan Powell, Louis Puissegur, Hank Van Arsdale

Excused Absence: Wally Hendricks, Bob Krimmel, Liz Masakayan, Eric Sullivan, Stacy Sykora

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 8:35 am on Saturday, January 17, 2004.

A. Roll Call, Declaration of Quorum and Silent Roll Call. Following self-introductions, Mr. Monaco indicated that several members of the Board of Directors were excused: Wally Hendricks, Bob Krimmel, Liz Masakayan, Eric Sullivan and Stacy Sykora. Karen M. Johnson, Secretary, declared a quorum was present.

B. Special Rules of Order. Ms Johnson, Acting Parliamentarian, informed the Board that she was acting in this capacity due to the resignation of Dave Lockwood. She referred to the proposed “Special Rules of Order,” distributed via email, and highlighted several rules. Special rules will govern debate at this meeting; i.e., a person is recognized only once to discuss an action item, unless no one new is requesting the floor. Debate will be limited to 10 minutes but a motion to extend with the amount of time may be made. She reminded the Education-Based Multisport Directors that each had .8 of a vote when balloting or when raising their hands. She also pointed out the addendum on conflicts of interest and noted that, if a potential conflict exists, the Director should so state in the discussion. If a conflict exists when the vote is taken, a Director should abstain and ask that such abstention be recorded in the minutes.

MOTION #1 It was M/S/C (Howard/O'Hara) to approve the Special Rules of Order for the 2004 Winter Meeting of the Board of Directors.

- C. Annual Signing of Conflict of Interest Forms. Ms Johnson stated that Conflict of Interest forms, which were distributed at the meeting, are to be signed annually. She highlighted the section on General Duty of the policy and again stressed the need for members of the Board of Directors to avoid a conflict of interest in their deliberations. She also noted that Directors are to vote in the best interest of the Corporation.
- D. Registration with USVBA. Ms Johnson reported that all members of the Board of Directors must be registered with the Corporation. All Board members who were not registered with a Regional Volleyball Association registered with the Administrative Region of the Corporation.

II. ANNOUNCEMENTS

- A. USVBA Accomplishments. Mr. Monaco noted the numerous accomplishments of the USVBA, including the qualification of both indoor and outdoor teams for the 2004 Olympic Games. He stated that the USVBA is considered one of the best national governing bodies (NGBs) by the USOC. Roger Nepl, Vice President, Disabled Sports Division, also noted that both the men's and women's sitting teams had qualified for the Paralympic Games.
- B. New Members of the Board of Directors. Mr. Monaco welcomed new members to the Board: Chris Clauss, Ken Cain, Ellen Crandall, Dave Gentile and Ethan Watts.
- C. Procedural Items. Ms Johnson indicated that hard copies of various approved minutes and action items of the Executive Committee and Executive Council had been distributed. References to these items will occur later in this meeting. She noted that a roster of the Board was being circulated and asked that it be updated.
- D. Team Leaders. Mr. Monaco announced the following team leaders for the 2004 Olympic and Paralympic Games: Tom Pingel, Women's Indoor; Al Monaco, Men's Indoor; Al Lau, Men's and Women's Beach; Roger Nepl, Men's Sitting; , John Kessel, Women's Sitting.

III. APPROVAL OF AGENDA

MOTION #2 It was M/S/C (Twohig/Sharpless) to approve the agenda with the addition of a time certain for the National Teams and Coaching Staff and a report from the Membership Review Committee, and with the provision for flexibility for adjustments and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE MAY 23-24, 2003 MEETING OF THE BOARD OF DIRECTORS

MOTION #3 It was M/S/C (Sharpless/Twohig) to approve the Minutes of the May 23-24, 2003 Meeting of the Board of Directors as distributed.

V. REPORT OF THE TREASURER AND FINANCE/BUDGET (F/B) COMMITTEE

Stewart McDole, Treasurer, distributed a written report and recognized the members of the F/B Committee (Scott Fortune, Karen Gee, Neils Pedersen and Kevin Twohig). He then highlighted the following:

- A. Quadrennial Objectives. Mr. McDole listed the 3 primary objectives for this Quadrennium: (1) achieve a \$700,000 cumulative surplus in operations; (2) generate a \$200,000 Olympic fund during first three years dedicated to Olympic year expenses; and (3) achieve an investment account balance of

\$1,088,770. Goals set for the first year were not achieved. During the second year, the first two goals were met but the investment portfolio continued to decrease in value. Preliminary review of 2003 indicated that the first two goals will be achieved and the investment portfolio goal may be realized as well.

- B. FY 2003. Although the final 2003 performance will not be known until the audit, it appears that the \$400,000 surplus may be exceeded by as much as \$100,000. The \$200,000 for Olympic participation is in a savings account and it might be that only \$155,000 of that amount will be needed. Mr. McDole congratulated lay leaders and professional staff for their excellent performance in achieving these results.
- C. Investment Portfolio. The investment portfolio increased in value from c. \$555,000 to \$681,000 during the fiscal year, representing a 22.89% growth. In addition, the Executive Committee approved moving approximately \$471,000 to a short term bond account, bringing the total to \$1,152,420 as of December 31, 2003. Thus the goal of recovering the portfolio to its initial value of \$1.28 million is very close to being achieved. Despite the positive returns, the performance has consistently fallen behind the market comparison benchmarks of the S&P 500, the Russell Index and the NASDAQ. The F/B Committee asked Mr. Fortune to pursue other management options and he identified Legacy Strategic Asset Management, which is willing to take this task on at no cost for the first year. The Executive Committee approved a plan for proceeding with this and the following timelines were established:

- Jan. 12 Complete a risk posture assessment: USAV
(F&B and EC completed risk surveys during December meetings in COS. A call for participation by completion of surveys went to BOD members in mid-December.)
- Jan. 6 Compile surveys and submit a "corporate risk profile" to Legacy: USAV
- Jan. 27 Develop a policy and asset allocation proposal: Legacy
- Feb. 3 Respond to suggested policy and asset allocation proposal, make changes, and ultimately gain agreement: USAV
- Feb. 6 Fund manager search -narrow to 2-3 choices: Legacy
- Feb. 8 Final manager selection: USAV
- Feb. 10 Formal agreements signed and fund transfer authorized: USAV
- Feb. 29 Complete transfer of funding: USAV

In response to questions, Mr. McDole reported on the risk survey results and indicated that the F/B Committee has been committed to not using any assets of the portfolio during this Quadrennium and might make the same recommendation for the 2008 Quadrennium. He also responded that Legacy anticipates that the management fees would not exceed 1% after the first year, compared to the current charge of approximately 2%. The Board of Directors was asked to approve the authorization of a relationship and move forward on this plan.

MOTION #4 It was M/C (Finance/Budget Committee) to authorize initiation of a relationship for supervision of the USVBA investment portfolio assets with Legacy Strategic Asset Management.

Mr. McDole recognized the efforts of Mr. Fortune in this process.

- D. Present Financial Status. The F/B Committee reviewed the banking relationship with Bank One. It is improving greatly and professional staff has already found a way to save over \$7000 per year in bank fees. The 403B options for professional staff are also being reviewed. It was noted that the line of credit is \$400,000 but has not been used for the past year.
- E. FY 2004 Budget. The approved goals for this Quadrennium include increasing net surplus by \$200,000, rebuilding net worth and the investment account and covering deferred expenses for 2003. The following influenced the development of the budget and minor revisions to what was sent out to the Board previously.
1. *World League Participation*. The League was cut from 16 to 12 teams so the USVBA could not be added. In response to a question, Mr. Klostermann thought the reasons were due to the cost to the FIVB and the overall quality of the 16 teams. He also noted that CS Television will be an acceptable

form of coverage. Ms Howard indicated the FIVB decided that all zones will be represented in the future league and NORCECA will be granted two slots. She also suggested that the annual cost might reach the \$1 million mark, more than the \$700,000 predicted in previous discussions. In order to assist the men's team in Olympic preparation, a four-nation event is being planned.

2. *Picower Grant.* Mr. Klostermann is very confident that a grant of \$50,000 will be received from the Picower Foundation. Thus the Executive Committee took action on January 15 to recommend the following to the Board of Directors:

MOTION #5 It was M/C (Executive Committee) to approve an adjustment of the FY 2004 budget to permit a maximum transfer of \$25,000 from the line item "Athlete Support Women's National Team" to be used for a women's national team competition in April 2004 subject to receipt of a \$50,000 grant from the Picower Foundation earmarked for use by the Women's National Team.

3. *Beach Teams to World University Games.* Monies were needed to fund preparation of beach teams to the World University Games. This was accomplished through internal budget reallocation.
4. *Men's Collegiate Grants.* Funding of these programs continues at \$16,000.
5. *Disabled Programs.* The United States Paralympic Corporation (USPC) recently allocated \$90,000 to the men's sitting team and \$85,000 to the women's sitting team for preparation for the Paralympics. The budget also includes \$15,000 for each team for international travel, if the teams can subsidize the remaining costs. An intern for grant-seeking has been included in the budget as well.
6. *Archives.* Funding was increased to \$2500 through an internal budget reallocation.
7. *Contingency Funds.* Due to many unforeseen situations, especially for staff hiring, contingency funds have been added to several key departments.
8. *CEO/Executive Director Search.* Funds have been allocated for the search.
9. *Boyce Banquet.* It is clear that the Boyce Banquet can not be conducted on a break even basis. A \$7000 loss is projected.
10. *Per Diem.* The F/B Committee reviewed the current per diem policy and suggested that it be increased. The Executive Committee supported this recommendation to the Board of Directors.

MOTION #6 It was M/C (Executive Committee) to approve the following revision to the Policies and Procedures Handbook, Section K, D:

D. Food: (reimbursable under the following conditions)

1) A per diem allowance of ~~\$25.00~~ (\$35.00 beginning in 2004) per twenty-four (24) hour day, with no receipts required. (Any daily expenditure over ~~\$25.00~~ \$35.00 per day (~~\$30.00 beginning in 2004~~) will require receipts.) The maximum food reimbursement \$40.00-50.00 per person per day (\$50.00 beginning in 2004) is considered one hundred percent (100%) reimbursement with receipts is \$50.00. (PPM 1995)

2) Meal reimbursement for partial days shall be prorated and capped as follows (to include tax and tip):

	thru 2003	<u>beginning January 1, 2004</u>
Breakfast	\$ 8.00	\$10.00
Lunch	\$12.00	\$15.00
Dinner	\$20.00	\$25.00

Note: The ~~M~~maximum food allowance reimbursement per person, per day ~~will be \$40.00~~ is \$50.00 (\$50.00 beginning in 2004) (PPM 1995).

3) Individuals receiving honoraria for budget positions will receive a per diem of \$35.00 per day and are not eligible for the maximum food reimbursement.

11. *Revision of the Budget after Board of Directors Approval.* The F/B Committee recommended some parameters for revising the budget after approval by the Board of Directors. It was noted that a general guideline will be any change that is \$5000 or more or 2% of the operating income or expense will require formal revision.

MOTION # 7 It was M/C (Executive Committee) to revise the Policies and Procedures Manual, Section G, 10 to read:

10. Budget Implementation and Revisions

The budget is a roadmap to accomplish departmental and program objectives. Budgets are developed using a coordinated effort of staff with budget authority and the Finance/Budget Committee of the Board of Directors.

Each income and expense line item in the budget must be justified and accompanied by narrative that substantiates the proposed figures. It is recognized that budget figures, however well researched and substantiated, are projections subject to variations encountered during implementation.

Persons with budget authority are accountable for generating budgeted income and managing budgeted expense. In the case where expenditure decisions need to be made during events, the person with budget authority must establish appropriate controls to assure that expenses remain within budget.

The following procedure shall address variations:

1) In cases where budgeted income is exceeded, the excess income shall not be utilized to offset unbudgeted expenses. Excess income will apply to the bottom line of the corporation unless otherwise approved through the Budget Revision Procedure.

2) In cases where there is a shortfall in budgeted income, the responsible person shall submit to the CEO (staff) or the Treasurer (lay) a written proposal to reduce expense line items in the same department to offset the income shortfall. Upon CEO or Treasurer approval, the revisions shall be forwarded to the Finance/Budget Committee in compliance with the Budget Revision Procedure.

3) In the event there is an overage in an expense line item approved within the Budget Revision Policy, the responsible person shall submit to the CEO (staff) or the Treasurer (lay) a written proposal to reduce other expense line items in the same department to offset the increased expense.

4) In the event there is a savings in an expense line item, such savings may not be used for other purposes except as provided for in #3.

5) Budget Revision Procedure: ~~In an effort to~~ To fully support and integrate fiscal awareness and performance against budget

A. a) new initiatives that arise during the budget year, and

B. b) fiscal exceptions to performance against budget,

must be approved in advance by the CEO (staff) or the Treasurer (lay) and forwarded to the Finance and Budget Committee for integration into the budget by specific revision.

12. *Approval of Budget.*

MOTION #8 It was M/C (Executive Committee) that the FY 2004 budget be approved as submitted to the Board of Directors.

- F. Final Comments. Mr. McDole concluded by indicating that the current committee will draft a proposed fiscal plan for the next Quadrennium and present that to the Board in May 2004. He also requested all structures and substructures that give honoraria to include job descriptions for these lay staff in their administrative manuals.

VI. OFFICERS' REPORTS

A. President. The following items were discussed.

1. *Proposed Bylaws Change: Eligibility of Officers to be Re-Elected*. Ms Johnson explained the parliamentary procedures that would be used to address the question of revising the bylaws to permit officers to succeed themselves.

MOTION #9 It was M/S/C (Tagalao/Colberg) that MOTION #20 from the May 23-24, 2003 Meeting of the Board of Directors to amend Bylaws Article VI, Section 6.03 B by deleting the last sentence: "No officer may succeed himself or herself." be taken from the table.

The following motion was then on the floor:

MOTION #10 It was M/S/ [passed as amended below] (Tagalao/Colberg) to amend Bylaws Article VI, Section 6.03 B by deleting the last sentence: "No officer may succeed himself or herself."

Charlene Tagalao was given the opportunity to speak to the motion and placed an amendment on the floor:

MOTION #11 It was M/S [Amended] (Tagalao/Chinn) to amend MOTION #10 to read: "No officer may succeed himself or herself more than once."

Ms Howard expressed the opinion that the Secretary and Treasurer should be permitted to serve for more than two terms, as these positions require special skills to perform their responsibilities.

MOTION # 12 It was M/S/C (Sharpless/Second) to amend MOTION #11 to read "~~No officer~~ Individuals serving in the offices of President and Executive Vice President may succeed himself or herself no more than once." and adding a new sentence to read "The Secretary and Treasurer may succeed himself or herself unlimited times."

Abstentions: Rebecca Howard, Stew McDole, Kevin Twohig

Debate was held on the original motion as amended. Time was extended for two minutes. Action was then taken on the main motion as amended.

MOTION #10 It was M/S/C (Tagalao/Colberg) to amend Bylaws Article VI, Section 6.03 B by revising the last sentence to read "Individuals serving in the offices of President and Executive Vice President may succeed himself or herself no more than once." and adding a new sentence to read "The Secretary and Treasurer may succeed himself or herself unlimited times."

Abstentions: Rebecca Howard, Stew McDole, Kevin Twohig

Debate of retroactive application of this action to the current officers was held and the following motion was approved:

MOTION #13 It was M/S/C (Tagalao/Stemm) that the prior motion permitting succession be applied to the incumbent officers.

Abstentions: Rebecca Howard, Stew McDole, Al Monaco, Kevin Twohig

2. *Action Items by the Executive Committee.* Mr. Monaco reviewed the action items from the September 27-28, 2003 and December 13-14, 2003 Meetings of the Executive Committee. Discussion was held on the following items:
 - a. *Transfer of Endowment Funds to the USA Volleyball Foundation (USAVF).* Mr. Klostermann is attempting to reactivate the USAVF. It was incorporated in the late 1990s to hold annuities and investments of the USVBA, as, at that time, there was concern about the non-profit status being jeopardized. The USVBA is the sole stock holder of the USAVF. In order to use the Foundation as a fund-raising entity, it needs to have some assets. The Executive Committee approved the transfer of various junior volleyball endowment funds (approximately \$31,000) to the Foundation; however, it was determined that only the Board of Directors can do this. Ms Howard agreed that this is conceptually a positive move; however, it should not be approved until the Board knows who new officers and directors will be. Mr. Monaco agreed and will place it on the agenda for the May 2004 Board meeting. At the request of Mr. Cain, Mr. Monaco will send information about the Foundation as well as the US Volleyball Educational Foundation and USA Volleyball, Inc.
 - b. *Change of Title for Executive Director.* The Executive Committee recommended changing the title of the Executive Director to Chief Executive Officer. Mr. Monaco asked if there were any objections and none was raised.
 - c. *Organization of Beach Volleyball.* Mr. Monaco requested Mr. Sharpless to draft a document for a conceptual model of organization for beach volleyball that would meet NGB responsibilities. The document was well done; however, the Executive Committee determined that no change should be made at this time as the AVP and other Member Organizations (e.g., Amateur Athletic Union [AAU]) are covering all these areas.
3. *Appointments.* President Monaco requested approval of the members for the Nominating Committee for the Election of the Board of Directors' Representative to the Executive Committee.

<p>MOTION #14 It was M/S/C (Twohig/Sharpless) to approve the following members of the Nominating Committee for the Election of the Board of Directors' Representative to the Executive Committee: Brenda Williams, Chair, Katherine McConnell, Jeff Stork and Jim Webber.</p>

4. *Chief Executive Officer Search Committee.* Mr. Monaco indicated that the decision to convince Ms Howard to serve as the Interim CEO was a good one. As she is willing to serve through the end of this fiscal year, the Executive Committee determined to begin the search in late spring. An announcement will be approved and then will be posted on the website and sent to other sources for distribution. If anyone has questions or comments about the announcement or search, he or should contact Mr. Monaco directly. Sinjin Smith recommended that the person be selected in time for attendance at the Olympic Games in Athens, so the individual can take advantage of the Games. Mr. Monaco disagreed as he felt this individual needed to learn about the USVBA first.
- B. Past President. Rebecca Howard, Past President, reported on the following:
1. *FIVB.* The FIVB Executive Committee and Board of Administration will be meeting in Acapulco, Mexico January 21-30. Previous meetings were held in Lausanne (twice) and Japan (1 day). It was noted that Mr. Acosta is doing better and indicated he would be available for the next Quadrennium.
 2. *NORCECA.* The Congress was hosted by the USVBA in October and 28 nations were represented. The USVBA has representatives on all 7 commissions and continues to play an increasing role in the activities of NORCECA. The next meetings of the commissions will be in Santa Domingo in February. The Board of Administration/Executive Committee will meet in April.
- C. Executive Vice President. Kevin Twohig, Executive Vice President, reported on the following items:

1. *Corporation Ethics and Eligibility (E&E)*. A request for full reinstatement has been received from Rick Butler, along with letters of support from the RVA. The Executive Committee discussed the request and asked Mr. Twohig to do some research and bring back some specific information to the next meeting of the Executive Committee, April 2004. Ann Davenport requested a clarification about what Mr. Butler can do. It was clarified that he is prohibited from coaching junior girls at junior events. Mr. Twohig noted that a letter had been sent to Mr. Butler reporting observations that he was coaching. Legal Counsel also sent Webster's definition of coaching to him. Following misconduct at last summer's USA Boy's Junior Olympic Volleyball Championships, a Long Beach Volleyball Club team representative and the coach of the U-15 team refused to go through the USVBA ethics and eligibility hearing and instead sued USVBA and the Southern California Volleyball Association (SCVA). The attorneys for both parties met and negotiated sanctions acceptable to USVBA and the parties. Specifically, Team Representative Darrick Lucero will have a two (2) year probationary registration, suspension from coaching at all 2004 USVBA national sanctioned events, including all Junior National Qualifiers and Championships. In addition, he must complete eighty (80) hours of community service and ten (10) hours of "Positive Coaching" counseling. He is allowed to register for and participate in all SCVA events this season. Coach Beau Peters received the following sanctions: a one (1) year suspension from any activities, followed by one (1) year of probation, completion of ten (10) hours community service and ten (10) hours of "Positive Coaching" counseling. The LBC Volleyball Club will be on probation for one year. The cost of legal counsel was shared equally between USVBA and SCVA. Mr. Twohig thanked the E&E Committee: Dave Lockwood, Kim Oden and Chuck Stemm.
2. *Arbitrator Program*. The Arbitrator program is very active and is serving the corporation very well. Most of this year's positions have been filled, but those interested in working at the summer championships were asked to contact Mr. Twohig. Appreciation was extended to the confirmed 2004 Event Arbitrators: Bill Jones, Allan Chinn, Karen Gee, Dick Powell, Jon Lee, Buz Bohmeyer, Bob Jackson, Chris Clauss, Russ Poage, Doug Wilson, Chip Reiley, Joe Sharpless, Lea Wagner and Fred Wendelboe.
Based on suggestions from the Executive Committee, an event evaluation form for the Qualifiers will be developed by the Events Department and re-instituted for this year's events. In the next year the plan is to develop an event evaluation plan for all championship events. He noted an access-limited database is being created on the USVBA website. Copies of the Arbitrator Manual may be received by e-mailing Mr. Twohig.
3. *Meeting of the Executive Council*. Mr. Twohig said that concern was expressed by some members of the Executive Council at the May 2003 meeting about actions taken by the Executive Committee that had interdivisional impact. In order to address this concern, the Executive Committee developed a substantive agenda for the January 16, 2004 meeting. Several items were discussed and action items resulted.
 - a. *Falsification Issues*. A couple of incidences of document falsification occurred at the JOV Championships. The Regional Operations Division wanted to strengthen requirements for proof of age and identity; however the Youth and Junior Olympic Volleyball Division felt the recommendation was too stringent. Following much discussion, a compromise was reached and approved by the Council; i.e., the YJOV tournament manual will be modified to indicate a requirement that players must be able to provide proof of identity and age eligibility, if requested.
 - b. *Policies for National Championships*.

MOTION #15 It was M/C (Executive Council) that Appendix F, "USA VOLLEYBALL Event Personnel Honoraria, Per Diem and Lodging Policy," be removed from the Policies and Procedures Manual and responsibility for policy establishment be transferred to the USVBA Events Division.

- c. Collegiate Registration Category. Mr. Colberg proposed a new category to encourage college students to register with USVBA. It would be a non-playing category.

MOTION #16 It was M/C (Executive Council) that a collegiate registration category be created at a cost of \$10.00, with specific details and benefits to be developed by professional staff; further, this fee should ensure a net of \$1.00 to the USVBA.

4. *Gender Policy.* The Regional Operations Division recommended the following revision of the gender policy, which currently would be in concert with that of the FIVB.

MOTION #17 It was M/C (Executive Committee) that Appendix B of the Policies and Procedures Manual be revised to read as follows:

USAV POLICY FOR DETERMINATION OF GENDER

~~To serve as~~ **This Policy is a Guideline for Member Organizations**

~~To serve as~~ **It is the Policy/Regulation for USA Volleyball National Events**

USA Volleyball does not routinely require its participants to provide proof of gender. However, USAV recognizes that there may be rare circumstances in which an athlete's gender is called into question. In this event, the athlete shall be considered to have provided adequate proof of gender by presenting one of the following documents:

1. a valid photo identification card which states the athlete's gender (driver's license, green card, or passport) OR
2. a copy of a valid "in force" medical/health insurance policy which unequivocally states the athlete's gender.
3. Please note that birth certificates are not acceptable.
4. In the case of gender change, the athlete must compete in the gender of birth.

~~USA Volleyball defers to the requirements of the governing body for international events.~~ For international events, USA Volleyball will follow the requirements of the International Federation.

- D. Secretary. Ms Johnson thanked June Lobeck for her tremendous support of the Office of Secretary, and Carla Hall, for her assistance at meetings of the Board of Directors.

VII. PROFESSIONAL STAFF REPORTS

Ms Howard noted that hard copies of written reports had been distributed. (Copies of the reports may be requested from the Secretary.) Professional staff members highlighted the following information.

- A. Associate Executive Director. Margie Mara indicated that work continues on background screening, which will be initiated by all RVAs in 2004-2005. Kerstin Fracassini is a new staff member assisting in membership services, fundraising and educational programs. Ms Mara recognized Atlanta for its excellent contributions, which enhanced the NORCECA Congress in October 2003.
- B. Communications and Technology. Ms Mara gave Brent Buzbee's report. Mr. Buzbee played key roles in developing *Volleyball USA*, the Rotations Newsletter, USA Volleyball Headline News and website redesign. The next major project will be that of developing the online registration database.
- C. Media Relations & Publications. Paul Soriano noted that he will serve as a press officer for the USOC at the Olympic Games in Athens and may also be involved with the Paralympics. Human interest stories are currently being developed for players who have qualified for the Olympics. The USOC is developing and funding a series of educational sessions to assist athletes in their interactions with the media. A media summit will be held in New York City in May. In response to a question about

increasing the number of RVAs submitting registrants for receipt of rotations, it was noted that many are so concerned with spam that this has created a limitation.

- D. Secretary General. Kerry Klostermann reported on the qualification of the US Men's National Team for the Olympic Games, housing for the Olympic Games and dispersal of \$200,000 to beach athletes for travel and medal bonus pool support. He noted that the USVBA has achieved all of its 2003 Sports Partnership Goals and the 2004 goals will soon be established. The USOC is now permitting use of the Olympic Rings for team uniforms and a prototype is being developed for approval. While in Japan he met with key corporate sponsors including Mizuno, Tachikara and PhiTen. A four-nation men's tournament is being proposed by the Holyoke Hall of Fame. Educational materials have been developed for use by 24 Hour Fitness. He concluded by noting the over-achievement in 2003 income in the areas for which he is responsible.
- E. Beach/Education/Disabled/Grassroots. John Kessel noted the numerous successes of the Beach and sitting teams. A physiotherapist, Steve Paulseth, will be working with Beach Volleyball athletes at the Olympics and finally was accepted for an FIVB event. A women in coaching conference was held with the USOC and the NCAA. Numerous coaching and player clinics have been held and the IMPACT handbook has been updated. He encouraged all to help identify disabled athletes who would like to be involved in volleyball programs. He continues to work on grassroots programs with NIRSA, Institute for Play and the Positive Coaching Alliance.
- F. Coaching Education Programs & CAP. Diana Cole reported that CAP courses had been held at 6 sites, with a total of 600 coaches involved. Very successful CAP, conditioning and IMPACT courses were held at the AVCA Convention. It is anticipated that this partnership will continue. Bill Neville has been named USAV Coaching Education Commissioner and is involved in redesigning the CAP program. Information will soon be available on the website regarding the new requirements for accreditation. Discussions with the American Sport Education Program (ASEP) are in progress to offer online education programs. A volleyball conditioning specialist program is being pursued with 24 Hour Fitness and an IMPACT Instructor's Manual and power point presentation are under development.
- G. Events Department. Mike Chandler noted the participation rates in USA JOVC in 2003. A growth projection plan has been developed and input is being sought on its feasibility. An International Referees' Clinic will be held at the USA Open Championships in Atlanta. A four-nation men's tour and a women's tour with Japan are in progress. He closed by noting the value of using THS, a housing service agency, to deal with hotels at all championships.
- H. Director, USA National Teams and High Performance Programs. Tom Pingel's report included 2003 National Teams and high performance results for 2003 as well as a tentative competition schedule for 2004. He reviewed the men's World University Games' competition, an A2 group for the women that trained in Lake Placid and six athletes that trained in Colorado Springs with the rest of the Women's National Team who did not travel to the Grand Prix. These latter athletes went to the Pan American Games. On the High Performance side, a Youth Girls Team went to Poland for the World Championships and finished fourth. Cynthia Barboza, a junior in high school, will be joining the women's team on January 24. She will take pre-calculus via the internet and with assistance of a tutor. John and Terri Ferguson, active members in Springs for Volleyball, will serve as Cynthia's host family. Girls and boys youth and men's and women's junior teams will be sent to all qualification events occurring this year. Beach high performance camps are being developed. Regional High Performance programs are growing dramatically. Todd Dagenais has been hired as a Coordinator in the High Performance Department. The High Performance National Coaches Clinic will be held at the end of January 2004. The Springs for USA Volleyball booster club has donated over \$10,000 to the National Team programs in the past three years.
- I. Acting Chief Executive Officer. Ms Howard introduced Terri Wedler, the new comptroller. Ms Wedler briefly addressed the Board.
- The Employee Handbook has been revised and posted for employees. Each staff member established annual goals, including those of making a profit, when feasible. Annual performance reviews are in

progress. In September additional office space will become available, which will greatly enhance working conditions.

Mr. Klostermann created templates for all contracts, which have been most helpful. A proposed projection for junior growth has been distributed to structures and substructures for input. AVP relationships are being improved. Ms Howard encouraged all to "THINK BEACH" and also asked that all consider developing U-Volleyball as another discipline. She predicted that eventually there will be zonal and world championships. She and Mr. Klostermann are working closely with USOC personnel to develop more favorable agreements for use of its facilities.

The staff presentation ended with the showing of a videotape, "Pathway to Athens," developed by Eric Duda, Mr. Kessel's intern.

VIII. DIVISION REPORTS

- A. Member Relations and Human Resources Division. Pete Dunn, Vice President, submitted an electronic report. He highlighted the activities of the four groups in the Division: member relations, human resources, information services and recognition services. Upon request of Mr. Dunn, Katherine McConnell indicated that the AVCA sponsored a minority coaches workshop at its annual convention in December. Mr. Dunn encouraged everyone to attend "the Boyce" Banquet, May 27, 2004.
- B. National Championships Division. Joe Sharpless, Vice President, submitted an electronic report. He indicated that there is strong support among division leadership to continue a lay structure in a support capacity for the Events Department. This structure could assist with the conduct of events and act as a direct liaison with the Board of Directors and Executive Council. He then made the following motion:

MOTION #18 It was M/C (National Championships Division) to permit the Division to develop appropriate citations for recognizing hosts for the 2004 USA Volleyball Championships in Atlanta, Georgia.

- C. Officials Division. Wally Hendricks, Vice President, submitted an electronic report but was unable to attend due to an illness in the family. Mr. Sharpless indicated that Mr. Hendricks would have mentioned the 17 outstanding referees who assisted with the conduct of the 2003 Special Olympic World Games in Ireland.
- D. Regional Operations Division. Fred Wendelboe, Vice President, submitted an electronic report and highlighted the following:
1. *Automatic Berths for USVBA Regional Volleyball Associations (RVAs) into USA Championships*. As most RVAs are no longer totally responsible for hosting USA Junior National Championships, it was determined that starting with the 2005 Championships the requirement that the host region be awarded an additional bid be eliminated. Currently each RVA which has 200 junior girl registrants and/or 100 junior boy registrants receives an automatic bid to the USA Junior Olympic Volleyball Championships. The ROD felt that this should be removed from the Operating Code and placed in the ROD Administrative Handbook to provide more flexibility in administering this.

MOTION #19 It was M/C (Regional Operations Division) to modify Operating Code Article X, E, 3, d, (6) (a) (1) and (2) as follows:

d. *USA Junior Olympic Volleyball Championships*.

(6) Qualification procedures:

(a) USVBA Regional Volleyball Associations shall be guaranteed an automatic berth into each division of the championships provided they meet the following minimum registration criteria established by the Regional Operations Division:

- (1) For the girls' division, a minimum of 200 female registered Junior Olympic Volleyball Players;
- (2) For the boys' division, a minimum of 100 male registered Junior Olympic Volleyball Players.

~~For the purpose of determining the above numbers, the current or the immediate past season registrations shall be used, whichever is greater.~~

Mr. Sharpless felt there needed to be some type of appeal process in case an RVA was not in accord with the decision of the ROD.

MOTION #20 It was M/S/FAILED (Sharpless/Howard) to amend MOTION #19 by adding the following sentence: "Appeals of the decision of the Regional Operations Division regarding the minimum number of registrants required to qualify for an automatic berth into the Boys and/or Girls Junior Olympic Volleyball Championships may be submitted to the Executive Committee.

The Division also reinforced the requirement that an RVA could receive a second bid only if it exceeds the minimum number of required registrants.

A motion was withdrawn to grant an automatic berth to all RVAs for events where there are at least 48 entries and qualification is not required. This could have impact on the American and National Divisions of the JOVCs so additional review of the impact was needed.

2. *Addition of Identity to Policy on Age Falsification.*

MOTION #21 It was M/C (Regional Operations Division) to amend the USVBA Volleyball Age Falsification Policy (adopted by BOD January 19, 2002, see 2003 *Guidebook* p. 166) to apply to both Age AND IDENTITY falsifications.

USVBA Age and Identity Falsification Policy:

For all USVBA corporate events, any person who alters any document that certifies the age or identity of a participant, or falsifies any statement which lists the age or identity of a participant, will be sanctioned as follows:

Any team representative, coach, program director or responsible adult found to be party to such action shall:

1. Be immediately suspended from registration with the USVBA and barred from further participation in the event; and
2. Be barred from participation in any USVBA events in any capacity for a minimum of two (2) years; and
3. Have a minimum probation of one additional year, to run consecutively to the suspension

A junior player who knowingly plays in a lower age classification than he or she is actually eligible for, or an adult player who knowingly plays in a higher age classification than he or she is actually eligible for, or any player who knowingly misrepresents his or her identity shall:

1. Be immediately suspended from registration with the USVBA and barred from further participation in the event;
2. Be barred from participation in any USVBA events in any capacity, for a minimum of two (2) years; and
3. Have a minimum probation of one additional year, to run consecutively to the suspension.

When discovered and confirmed during an event, these penalties shall be the required minimum penalty imposed by the Event Arbitrator or the Event Ethics and Eligibility Committee.

The Event Arbitrator or the Event Ethics and Eligibility Appeals Committee shall file a report of any age or identity violation with the Corporation's Ethics and Eligibility Appeals Committee and with the registering Member Organization with its recommendation.

The ROD also requested that a standard penalty be adopted for violation of the above policy.

MOTION #22 It was M/C (Regional Operations Division) that the USVBA Ethics & Eligibility Committee develop a standard penalty for identity falsification for the team adult representative (person signing roster) in these cases (e.g., two-year suspension). The team should also be suspended from the tournament.

Mr. Twohig indicated that the two-year suspension is already in the policy; however, an entire team suspension is not. The ROD felt the team suspension should occur regardless of which type of violation occurred.

- E. Youth and Junior Olympic Volleyball Division. Dave Gentile, Vice President, submitted an electronic report and highlighted several items. New personnel include Associate Vice President for Ethics and Eligibility, Jenny Hahn, Assistant Vice President for Arbitration, Shannon Davenport-Rios, and Assistant Vice President for Compliance, Louis Puissegur. A major action was that of creating two new sub-divisions (American and National) to the club divisions. He thanked Glen Lietzke for developing this concept as well as many others. The Qualifier Manual is now on the website as well as a description of the new sub-divisions. A structure for bids has been developed for the boys championships. A modest restructuring of the Division will continue especially to provide more voice for the General Forum. The Division will continue to look at compliance review, the proposal for the 2004-2008 growth plan and ways to interact more with the ROD.
- F. Beach Division. Liz Masakayan, Vice President, was not present due to illness. Mr. Monaco requested Mr. Smith to reflect on both the FIVB and AVP programs. Mr. Smith indicated that the women's beach teams have the potential to win both the gold and silver medals at the Olympic Games. Although Brazil is very dominant on the men's side, there are some USA teams that will be very competitive. FIVB continues to promote beach volleyball throughout the world and it continues to grow. He briefly described the qualification process for the Olympic Games. In response to a question, he indicated that a change in rules was not being suggested at this time.
- The AVP continues to expand events and is investing more money into the programs. A question was raised about the AVP paying its annual membership fee this year. The general consensus was that the assessment would not be timely at this point.

MOTION #23 It was M/S/C (O'Hara/Sharpless) to waive the annual membership fee for the Association of Volleyball Professionals for 2004.

In response to a request from Mr. Monaco, Gino Grajeda reflected on the AAU beach volleyball programs. A good working relationship continues with the AVP. The age group definitions were changed to a calendar year. The AAU uses the USA beach volleyball rules, except for the height of the net, which is deemed too low. The National Championships were the largest ever. The AAU added volleyball back into the program for its 2005 Junior Olympics event.

Mr. Nepl added that the Deaf Volleyball Association has a beach volleyball program as well.

- G. Disabled Sports Division. Roger Nepl, Vice President, submitted an electronic report and highlighted several items. The following goals were achieved: identification and development of a women's sitting team; increased quality and numbers of the men's sitting team; increased funding for the teams; and qualification of both teams for the Paralympic Games. The USPC provided a great deal of funding, along with the USVBA; however, athletes are still expected to fundraise. He noted that most of the participants contribute \$2500 to \$3000 per year due to lost time on their jobs. The final quadrennial goal was to reinstate standing volleyball into the Paralympics, which has not occurred yet. In response to a question, he noted a major problem for doing this is the lack of sufficient housing space at the Paralympic venues. In addition, many European teams are more interested in sitting volleyball. He thanked the professional staff and the USVBA Divisions for their support.
- In response to a question from Mr. Wendelboe, it was noted that uniforms were not included in the Mizuno contract. Mr. McDole stated that a means would be found to provide them. Mr. Nepl indicated that the six-month intern had submitted 12 grant proposals, none of which was funded. He also noted

that the Shrine Hospital project was not very effective and it was determined that the focus should be on recruitment of individuals in rehabilitation programs.

The concept of “adopt an athlete” was raised and several Member Organizations indicated efforts to do this and/or a method to convey this information to their constituencies.

IX. REPORTS FROM STANDING COMMITTEES AND COMMISSIONS OF THE BOARD OF DIRECTORS

A. Directors’ Nominating Committees.

1. *International Player Directors.* Paula Weishoff reported that there are currently two nominees: Sinjin Smith and Elaina Oden. It continues to be a challenge getting players to run.

2. *Multi-Sport and Affiliated Sports Directors.* Ms Johnson, Chair, stated that currently there is one nominee for the Multisport Director, Jerry Weydert, and three for the Affiliated Sport Organization Director, Phil Klabunde, Tom Osborne and Joan Powell.

B. Archives Committee. Mr. Dunn, Chair, submitted an electronic report. He thanked the F/B Committee for its continuing support. Mr. Monaco reiterated that no information had been placed on microfiche or any other media since 1986. In addition, all this information needs to be stored in a more appropriate media for preservation. He also noted that the Archives Committee is developing a power point presentation for display at National Championships. Mr. Sharpless said that Bud Fields was paid to take photos from 1992-1996, and he agreed to follow-up with Mr. Fields, if staff does not have the information.

C. Recognitions Committee and “the BOYCE” Banquet. Gary Colberg reported on some of the events that will occur at this year’s banquet, which will include highlights of teams qualifying for the Olympic and Paralympic Games and recognition of the 1984 Olympic Teams and the 25th Anniversary of the Junior Olympic Volleyball Championships.

D. Structure and Function (S/F) Committee. Ms Johnson, Acting Chair, forwarded electronic copies of proposed changes to the Bylaws and Operating Code.

1. *Bylaws.* Ms Johnson noted that she did not have sufficient time to develop the Bylaws wording that was approved regarding succession of officers on January 17, 2004. She will do this within two weeks and send the draft out for review.

MOTION #24 It was M/C (Structure and Function Committee) to amend Article V, 5.01 B 4 of the Bylaws to read:

5.01 Composition and Authority.

A. Number of Directors. No change

B. Selection, Composition and Terms:

1. – 3. No change.

4. A total of six (6) Directors shall be elected by the USVBA Regional Volleyball Associations. Two Directors shall be selected annually and shall serve three-year terms or until a successor(s) is selected. ~~Each such Director shall represent a different USVBA Regional Volleyball Association.~~

Refer to Appendix A for a copy of the approved action and rationale.

2. *Operating Code.* It was noted that nearly all of the changes involved wording for the U-Volleyball Championships and the titles of USA National Championships and Events.

Motion #25 It was M/C [as amended] (Structure and Function Committee) to amend Operating Code Article VIII, National Registration Categories, C. Individual, 1, as follows:

1. Regular. Registration required of adult individuals participating in any USA ~~adult~~ Championship or USA Volleyball Qualifier or Invitational Events and qualifying events as players, coaches, officials, administrators, ~~except as specifically excluded in Article X E 3 b of this Operating Code~~, and individuals participating in USVBA Regional Volleyball Association-sanctioned competition in these same capacities, unless eligible to register in another category approved either by the Board of Directors or the Vice President, Regional Operations Division. Participants in USVBA Regional Volleyball Association competitions shall register in the geographical area in which they reside or in which their team is registered. Officials of the Corporation are required to register and may do so either through the National Office or with the USVBA Regional Volleyball Association in whose geographical area they reside.

MOTION #26 It was M/S/C (Sharpless/Lee) to amend MOTION #25 as follows: Registration required of adult individuals participating in any USA ~~adult~~ Championship or USA Volleyball Qualifier or Invitational Events and qualifying events as e.g., players, coaches, officials, chaperones, administrators, ~~except as specifically excluded in Article X E 3 b of this Operating Code~~, and individuals participating in USVBA Regional Volleyball Association-sanctioned competition....

MOTION #25 was approved as amended.

MOTION #27 It was M/C (Structure and Function Committee) to add a new g. to Article X, B, 6 to the Operating Code to read: US U-Volley Tournament Teams. Teams composed of players who do not exceed the maximum individual height defined by the current FIVB Rules of Play.

MOTION #28 It was M/C (Structure and Function Committee) to amend Article X, E, 2 b (1) (b) by adding "U-Volleyball" and deleting (d) and (e) in the same subsection.

MOTION #29 It was M/C (Structure and Function Committee) to add a new subsection to Article X, E, 2 of the Operating Code as follows:

c. National Outdoor Championships.

- (1) USA Park Volley Championships: The Events Department, in consultation with the National Championships Division, shall determine administrative rules for the USA Park Volley Championships annually.
- (2) USA Beach Volleyball Championships: The Events Department, in consultation with the National Championships Division, shall determine administrative rules for the USA Beach Volleyball Championships annually.

MOTION #30 It was M/C (Structure and Function Committee) to amend Article X, E, 3, c of the Operating Code to read as follows:

c. USA U-Volley Championships. ~~Height restricted competition for men and women which may be conducted with skill and age classifications. Height limitations will be consistent with current FIVB specifications. There is no age limitation.~~

- (1) Players shall be limited to a height-restricted competition for men and women which may be conducted with skill and age classifications. Height limitations shall be consistent with current FIVB specifications.
- (2) Tournaments within these championships may be determined annually in accordance with Article X E 2 a (3) of this Operating Code.

(3) There shall be no age limitation for players in these championships.

Refer to Appendix B for a complete copy of the approved changes to the Operating Code with rationale.

- E. Sports Medicine and Performance Commission (SMPC). Dr. Jon C. Reeser, Chair, submitted an electronic report and no questions were raised.
- F. Rules Testing Commission (ROGC). Sue Lemaire, Chair, submitted an electronic report.
- G. Diversity Commission. Ms Johnson, Chair, indicated that the next meeting of the Commission will be in mid-March.
- H. Officers Nominating Committee. Dick Jones, Chair, submitted the slate and the vitae for the candidates electronically. He thanked the committee members, Nick Becker, Chris Clauss, Cynthia Doyle Perkins and Lea Wagner for their outstanding contributions. He clarified the procedures for elections: The election for President occurs, followed by the Executive Vice President, then the Secretary and then the Treasurer. A majority of the votes cast are required for election. The slate from the Nominating Committee will be given first and then nominations from the floor may be made. A motion to close nominations will be taken and then each candidate will have three minutes for a presentation. Questions may be asked of each and then all will be dismissed to provide Board members opportunity to discuss them. Following discussion, the election will take place.
 - 1. *Election of President*. Stew McDole and Kevin Twohig were nominated by the Committee. Al Monaco was nominated from the floor.

MOTION #31 It was M/S/C (Sharpless/Webber) to close nominations for the Office of President.

Each gave a three-minute presentation. Two ballots were cast and Mr. Monaco was elected. He thanked the Board and said that all should continue to work together to make the next Quadrennium even better than this one.

- 2. *Election of Executive Vice President*. Susan True and Fred Wendelboe were nominated by the Committee. Kevin Twohig was nominated from the floor.

MOTION #32 It was M/S/C (Crandall/Watts) to close nominations for the Office of Executive Vice President.

Ms Doyle Perkins read a statement from Ms True and the other two made a three-minute presentation. Mr. Twohig was elected.

- 3. *Election of Secretary*. Darlene Kluka and Hank Van Arsdale were nominated by the Committee. Joan Powell and Susan True were nominated from the floor.

MOTION #33 It was M/S/C (Doyle/Sharpless) to close nominations for the Office of Secretary.

Chris Clauss read a statement from Ms Kluka and Ms Powell and Mr. Van Arsdale made three-minute presentations. Mr. Jones indicated Ms True's statement would not be reread. Three ballots were cast and Ms True was elected.

- 4. *Election of Treasurer*. Pete Dunn and Chuck McCracken were nominated by the Committee. Stew McDole was nominated from the floor.

MOTION #34 It was M/S/C (O'Hara/Clauss) to close nominations for the Office of Treasurer.

Mr. McCracken could not be present and did not submit a statement. Mr. Dunn and Mr. McDole made three-minute presentations. Mr. McDole was elected.

Mr. Monaco thanked Mr. Jones and the Committee for an excellent job in conducting the election. Mr. Wendelboe suggested that future budgeting should ensure all nominees are present for the election.

- I. Membership Review Committee. Dick Jones, Chair, submitted an electronic report. Responses were not received from the Girl Scouts of the USA and the President's Council on Physical Fitness and Sports. The Jewish Community Centers requested placement as an Affiliated Sports Organization, which was consistent with Board of Directors' action in May 2003.

X. OTHER REPORTS

- A. United States Olympic Committee. Mr. Monaco, USVBA representative to the USOC, submitted electronic copies of a Summary of the USOC Board Meeting, October 18-19, 2003 and a Summary of the National Governing Body Council Meeting, October 18, 2003. New Bylaws were approved to restructure the USOC to have an 11-person Board and transfer most current lay responsibilities to the staff. The US Senate and House of Representatives are still in the process of approving legislation that will probably require reconciliation. Thus the current Board and Executive Committee continue to assume legal and fiscal responsibility. Unfortunately a process for selecting the Nominating and Governance Committee, which is then to consider and select the first members of the Board, had an untenable timeline. Thus only one person of the five has been selected, that by the NGB Council. He noted that the Congressional Committee was to appoint one person but declined the offer. The Public Sector could not find a person, due to the very strict definition of non-involvement in the Olympic movement. The "old" Executive Committee next meets on January 27, 2004. In response to a question, Mr. Monaco felt the overwhelming vote to adopt the changes revolved around the need to have a Board that understands the realities of preparing athletes to compete in the Olympics and other international competitions.
- B. World Beach Volleyball Council. Refer to VIII F above.
- C. National Teams. The USA Women's Team visited the meeting. Toshi Yoshida, Coach, stated the team had qualified for the Olympic Games at the World Cup in November 2003. The athletes and coaches introduced themselves. Coach Yoshida reviewed the competition that the team would face at the Olympic Games.
- Doug Beal, Coach of the USA Men's Team, introduced one player and one coach and indicated that most of the team members were competing in foreign leagues. The team recently qualified for the Olympic Games at a NORCECA event. Coach Beal reviewed the competition that the team would face at the Olympic Games. He explained that USA Volleyball is trying to host an event in the United States to compensate for non-participation in the World League.
- Bill Hamiter, Coach of the men's sitting team, shared his thoughts with the Board of Directors. The men's team qualified for the Paralympic Games at an event in Argentina. He showed a short video and then went over the different rules for sitting volleyball. Mr. Hamiter also reviewed the competitive teams that the USA team would be facing in Athens.

XI. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Atlanta, Georgia, May 28-29, 2004.

XII. ADJOURNMENT

Mr. Sharpless asked that the minutes reflect unanimous thanks to this Quadrennium's Executive Committee.

MOTION #35 It was M/S/C (Sinclair/Clauss) to adjourn the Winter Meeting of the USVBA Board of Directors on Sunday, January 18, 2004 at approximately 10:55 am.
--