

**UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
May 23-24, 2003**

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; Lynne McDonald, Board Representative to the Executive Committee; Paula Weishoff, International Player Representative, Erik Sullivan, National Team Representative (ex-officio-non voting), Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Dick Jones, Gary Colberg, Cynthia Doyle, Susan Sinclair, Katherine McConnell, Gino Grajeda, Joe Sharpless, Jerry Weydert, Michael O'Hara, Allan Chinn, Ann Davenport, Jonathan Lee, Lynne McDonald, Chuck Stemm, Jim Webber, Nick Becker, Liz Masakayan, Sinjin Smith, Jeff Stork, Charlene Tagaloe, Paula Weishoff

Division Vice Presidents: Pete Dunn, Wally Hendricks, Liz Masakayan, Roger Neppl, Joe Sharpless, Fred Wendelboe

Parliamentarian: Dave Lockwood

National Team

Representative: Erik Sullivan

National Staff: Doug Beal, Carla Hall, Rebecca Howard, Catherine Janney, Jennifer Joseph, Margie Mara, Barbara Negilski, Tom Pingel

Guests: Ken Cain, Ann Hughes, Chip Reiley, Randy Sapoznik, Joan Stemm, Paul Swegler

Excused Absence: Brenda Williams

Absent: Lauri Dagostino, Julie Hermann, Bob Krimmel

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 Friday, May 23, 2003.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Following self-introductions, Karen M. Johnson, Secretary, declared a quorum was present. She noted that the Bylaws require that a member of the Board of Directors must be present for 80 per cent of the sessions at each meeting in order to be considered in attendance. The Secretary will take a silent roll call at the beginning of each session.
- B. Special Rules of Order. Dave Lockwood, Parliamentarian, referred to the proposed "Special Rules of Order," distributed via email to the Board of Directors, and highlighted several rules. He also pointed out that an addendum on conflicts of interest was added to the special rules. He stressed the need for Directors to vote in the best interest of the USVBA. 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 (Sharpless/Twohig) to approve the Special Rules of Order for the 2003 Annual Meeting of the Board of Directors.

- C. Presentation to Greater Minneapolis Convention and Visitors Bureau. Mr. Sharpless, Vice President, National Championships Division, read a citation of appreciation to the Greater Minneapolis Convention and Visitors Bureau. Christine Swarek accepted the citation and thanked USVBA for coming to Minneapolis. Mr. Sharpless then recognized the North Country Regional Volleyball Association and Judy Praska, Commissioner, indicated that North Country was pleased to be involved in this event.

II. ANNOUNCEMENTS

The following announcements were made:

- A. Procedural Items. Ms Johnson indicated that copies of the approved minutes of the January 2003 meetings of the Executive Committee and Executive Council and action items were placed on the table this morning. She noted that a roster of the Board was being sent around and asked that it be updated. She reminded the Directors that any action item emanating from this meeting that is not part of a written report should be written on a motion slip and would require a second. Finally, she requested anyone who was distributing a written report at the meeting to ensure Carla Hall received a copy.
- B. Staff. Mr. Monaco noted the absence of June Lobeck at these meetings due to the illness of her spouse and asked that the Board members sign a card. Jennifer Joseph filled in for Ms Lobeck.
- C. Ken Rebman. Mr. Rebman, a long-time supporter of USVBA, recently passed away.
- D. Elections and Changes in Directors. Mr. Monaco announced several changes in Directors:
- Multi-Sport Directors: Joe Sharpless was re-elected for a three-year term and Jerry Weydert was appointed to complete Geri Polvino's term, as she had to resign due to her work schedule.
 - Regional Volleyball Association Directors: Jon Lee was re-elected for a three-year term, and Ken Cain was elected for a three-year term.
 - International Player Representatives: Paula Weishoff was re-elected for a three-year term. Nick Becker was ineligible to run due to the 10-year rule. Ethan Watts was elected for a three-year term.
- Mr. Monaco thanked Ms McDonald and Mr. Becker for their many years of service on the USVBA Board of Directors.
- E. Recognitions. Mr. Monaco noted that this year's championships have been dedicated to the memory of Richard "Cappy" Caplan, a long time contributor to volleyball and the creator of our commercial logo which was used for 20 years. Mr. Sharpless noted that Bertha Lucas was recognized at the Captains' meeting for playing in her 50th consecutive championship and received a standing ovation. She was also recognized at the opening ceremonies of the championships.
- F. Presentation to Jeff Stork. As Mr. Stork was unable to attend "the Boyce" Banquet, Mr. Monaco presented him with a plaque and a volleyball for being selected to the 1978-2003 All Era Team.
- G. Website Information. Mr. Monaco inquired if any member of the Board of Directors would have an objection to having his or her photo, a brief biographical sketch and contact information placed on the USVBA website. No one objected. He requested that information be sent to USVBA; otherwise, the staff will develop the information.
- H. YMCA Volleyball Hall of Fame Luncheon. Dick Jones announced that Jim Coleman, Bud Fields, Harold Peterson, J. Edmund Welsh and the New York Vanderbilt and Downtown Los Angeles YMCAs would be inducted into the Hall of Fame at the luncheon on Saturday, May 24, 2003.

III. APPROVAL OF AGENDA

MOTION #2 It was M/S/C (Twohig/Sharpless) to approve the agenda, leaving the flexibility for adjustment and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE JANUARY 18-19, 2003 MEETING OF THE BOARD OF DIRECTORS

MOTION #3 It was M/S/C (Lee/Jones) to approve the Minutes of the January 18-19, 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, Niels Pedersen and Kevin Twohig). He then highlighted the following:

- A. FY 2002. Year-end financials from December 31, 2002 reflected that the corporation performed positively against budget. Although actual income was \$40,000 less than anticipated, expenses were \$200,000 less. An additional surplus of \$169,468 resulted in a total surplus of \$798,408, even after subtracting a loss of \$142,086 in the investment portfolio. The audit was “clean” with no recommendations. It was also noted that deferred 2003 revenue spent in 2002 was excluded from the approved 2003 budget.
- B. FY 2003 Budget. The line of credit with Bank One has not been used, and it is anticipated it will not be used this fiscal year. The first quarter review was positive with one exception. The allocation for developing online registration will not be totally implemented; however, approximately \$10,000 more are needed for web development. If a change is needed, a recommendation will be made for this internal transfer. Net worth was approximately \$1.6 million as of March 31, 2003; however, there are over \$500,000 in outstanding purchase orders. Consistent with Board policy, all new money is being placed in money market accounts. In addition, three restricted accounts (Disabled Sports, Officials and Youth and Junior Olympic Divisions) have been placed in separate investment accounts. Mr. McDole commended the staff for their heightened awareness of managing the budget.
- The Executive Committee took several actions: a \$20,000 revenue item that was missed in this year’s budgeting process was allocated as follows: \$6500 for staff beach travel and the remainder to net surplus; income of \$3000 from the Pompano Beach project was placed in net surplus; it was agreed that “**the Boyce**” Banquet should be held, even with a deficit budget; and it was agreed to permit the hiring of a new staff member for the high performance program with new revenue that can be generated by the department; however, continued funding will be subject to the regular budget review process. Ms Howard also proposed a review of staff benefits, suggesting a menu plan. The staff is too small for this, so Ms Gee will develop a plan and report to the F/B Committee at its next meeting. In response to a question, Ms Howard said the USOC is unable to involve NGBs in its benefit plan.
- Mr. McDole noted that Mr. Monaco reported on negotiations with various U.S. Government offices over the 1999 Americas’ Cup prize money payment to the Cuban Volleyball Federation involving a sum of \$27,500, which was impounded by the U.S. government for illegal trade with Cuba. The government initially projected an \$80,000 fine. Subsequently the USVBA has accepted a fine of \$10,000 over the issue. It is unclear at this moment what the payment terms will be. It is anticipated that the Corporation will at some point get the frozen resource (\$27,500) back.
- C. Investment Portfolio. The investment portfolio has had a 4.5% gain (about \$24,000) this fiscal year. The F/B Committee continues to support no changes in the equity accounts at this time. A Quadrennial review will be conducted. Mr. Fortune will head the effort to prepare an RFP to describe the services needed and send this to the market place for quotes.
- D. Planning for FY 2004. The approved goals for this Quadrennium include establishing a \$200,000 net surplus and increasing the investment portfolio by 8%. At this point, it appears the first goal will be achieved; however the latter probably will not, due to market conditions. The following budget items are being considered:
- Increase per diem to \$35, increase hotel costs to \$60 and reduce the average cost of plane flights to \$275;
 - Meeting length has been limited to 3 nights and 4 days.
 - Equity in support of championship events was considered and Wally Hendricks, Vice President, Officials Division, will develop a 3-4 year plan to provide the same official coverage for junior events as adult events; i.e., 2 referees and one scorekeeper for each match.
 - Ms Howard recommended \$60,000 for the search and hiring of the new Executive Director/CEO.

- Participation in the World League is a critical decision that the Board must make. Several considerations were listed in Mr. McDole's report and a time certain was set for Board discussion. (Refer to XI below.)

E. Other Business.

1. *Staff Benefits Package.* Refer to V. B. above.
2. *New Travel Policy.* Debbie Weishaar has been hired temporarily to make flight reservations for all USVBA travel.
3. *Archives.* Gary Colberg, Pete Dunn and Ms Johnson met with the F/B Committee to express great concern about the lack of attention to preserving the history of the USVBA, noting that it had been 17 years since any materials have been archived. This would involve a systematic effort to collect and archive materials. Mr. Dunn was asked to convene a group during the meetings in Minneapolis to strategize a plan to address the needs. Ms Howard indicated that some staff time can be committed toward this project this Fall.

MOTION #4 It was M/C (Finance/Budget Committee) to approve a \$2500 revision in the 2003 budget to allow limited consultation and evolution of a strategic plan for the Association Archives. Staff will be asked to find the necessary resource to cover the reallocation as part of the normal quarterly review process. 2004 and future budget allocations will be guided by the plan as it evolves.

Mr. McDole clarified that this money would come from reallocation of existing resources.

VI. OFFICERS' REPORTS

A. President.

1. *Association of Volleyball Professionals (AVP).* Mr. Monaco introduced Andy Reif, Chief Operating Officer of the AVP, who spoke to the Board. Mr. Reif stressed how important it is to have a good working relationship with the USVBA. He reviewed the history of the AVP, beginning with its formation in 1983. During the '80s and early '90s Beach Volleyball gained great popularity; however, problems occurred, including too many events for the market. Although the teams were very successful at the 1996 Olympic Games, spectator interest did not pick up. At the 2000 Games, Beach Volleyball was one of the most popular events and was recognized world-wide. Leonard Armato, Mr. Reif and others acquired the AVP. Internal changes involved getting the athletes to buy into the new AVP, identifying the qualities of the game and adopting the FIVB rules. He noted that the players are very intelligent, articulate and highly-skilled. For the athletes to put aside differences and come together is unheard of in other sports. The qualities or touchstones of Beach Volleyball are that it is an incredibly authentic Olympic Sport with the highest quality athletes in the world competing in a fun lifestyle beach environment. Adoption of the international rules was critical for selling the game to the media as an Olympic sport. After a couple of years, the players seem to be supportive of the rule changes. External things that had to be developed included getting people back to events, getting television and media coverage and signing national sponsors. Again, the approach to building attendance focuses on the idea that it is a professional sport played in a fun, family-friendly environment. The old AVP had what might be called a "tortured" relationship with NBC. Mr. Armato, however, has a great relationship with NBC and, through negotiations, was able to get coverage during prime time slots. This year 9 hours of live coverage will occur, featuring the men on one day and the women on another. In order to entice sponsors, a special event was held at Manhattan Beach. Large crowds were present. There was media coverage, and Mr. Armato convinced several sponsors to buy in for one year. They did and all renewed this year. This summer, major commercials by Nissan, Anheiser Busch and Aquafina will feature their partnerships with AVP. It was also important to establish a working relationship with the FIVB. A coordinated schedule and a signed agreement resulted. The AVP will host some Grand Slam events as well as the 2005 World Championships in Carson, California.

Mr. Monaco praised the work of the AVP and noted that they will also help USVBA market the indoor game. Sinjin Smith commended the efforts of Mr. Armato and his team for reviving Beach Volleyball.

He felt no one else could have accomplished this. In response to questions, Mr. Reif shared the following:

- All attempts are being made to avoid conflicts in scheduling with FIVB events, and none will occur with Grand Slams. It is important that the best U.S. players are at AVP events; however, a level playing field is being created permitting participation in domestic as well as international events.
 - The FIVB granted the USA two wild card spots for each event. Although there will be concerns from other countries, the FIVB feels it is extremely important that we are involved.
 - Admission is charged in some cities; however, this will not be done in California. The AVP looked at what other sports are doing and is hosting sponsors and created the Beach Club, a membership providing a special area for seating for all events and the opportunity to meet the athletes. Nearly all members renewed this year.
 - The AVP developed a partnership with the AAU, as the AAU was already conducting junior events. A similar relationship is being developed with the USVBA and the RVAs. In order to get youth involved in the sport, each AVP event holds clinics and junior tournaments at the same time.
2. *Appointments*. President Monaco requested approval of the members for the Officers Nominating Committee:

MOTION #5 It was M/S/C (Webber/Sharpless) to approve the following members of the Officers Nominating Committee: Dick Jones, Chair, Nick Becker, Chris Clauss, Cynthia Doyle and Lea Wagner.

Mr. Monaco received an email letter of resignation from Lauri Dagostino as Vice President of the YJOV Division. After consultation, he recommended the appointment of Dave Gentile as the replacement.

MOTION #6 It was M/S/C (Johnson/Twohig) to appoint Dave Gentile as Vice President of the Youth and Junior Olympic Volleyball Division.

Mr. Monaco asked the YJOVD to forward recommendations of individuals for potential appointment as an At-Large director. Several names were submitted and he asked members of the Board of Directors to provide input to him regarding any of the nominees. At a subsequent session, Mr. Monaco nominated Chris Clauss.

MOTION #7 It was M/S/C (Twohig/Sharpless) to appoint Chris Clauss as an At-Large Director to the Board of Directors.

3. *Executive Committee – Action Items*. President Monaco highlighted each of the action items from the meetings of the Executive Committee, April 3-4, 2003 and May 20-21, 2003. Most action items were covered in other reports. Only one item required action by the Board. Mr. Monaco said the limit of 5 members on a committee did not permit the diversity needed for the Diversity Committee.

MOTION #8 It was M/C (Executive Committee) that the name of the Committee on Diversity in Volleyball be changed to the Diversity Commission, as there is a need to have more than five members on this group.

Mr. Sharpless inquired as to whether the agreement with the Intermountain Regional Volleyball Association to host national championships and other events would fit into the bid process. Mr. Monaco said that the bids would be coordinated, as is currently done.

4. *Joint Planning Meeting*. The Executive Committee and representatives of RVAs and the YJOVD met in February. Mr. Twohig will report on this.

B. Past President. Rebecca Howard, Past President, reported on the following:

1. *FIVB*. The FIVB Executive Committee and Board of Administration met in Lausanne in late April for 9 days. Dr. Acosta appeared very strong and recovering from his illness. Much of the time was spent in hearings. Mr. Goijman and 8 members of the Argentina Volleyball Federation were expelled, and 8 others resigned. The Federation was suspended, and none of its national teams may compete, but professional players were permitted to continue. Mr. Luis Moreno, President of the South American Confederation, was also suspended. A world championship will be held for U-Volley in 2005. The height limitations will be 5'9" for women and 6'1" for men. Mr. Wendelboe said the RVAs would prefer to set the height limit at 6' for men and 5'8" for women. Ms Howard agreed to make this recommendation to Mr. Acosta and Mr. Seppay, but indicated the U.S. Championships in 2004 must use the FIVB height. All confederations are to adopt the FIVB Constitution and Code of Conduct by July 1. Each national federation is to send hard copies of its governing documents to FIVB by July 1, 2003. An Annual Gala will be held in 2004 to recognize the best players in several categories (e.g., best scorer/MVP; best libero, best server, best setter, best blocker). The next meetings will be held in Mexico, January 20-29, 2004.
 2. *NORCECA*. The Board of Administration and Executive Committee of NORCECA met February 16-18, 2003 in Santo Domingo. Mr. Cristobal is doing a wonderful job. He negotiated a 5-year contract with Mikasa. Several countries will receive equipment annually if they pay their NORCECA dues and attend meetings of the Congress. A plea will be made to the FIVB to control the costs for the World League. Set dates and/or locations were established for the following: the Pan American Cup will always be a qualifier for the Grand Prix and will be held the last week of June or early July; the commissions will always meet in February; and the Americas' Cup will always be held in Brazil. The Congress will be held in Atlanta October 25-26, 2003. The USVBA needs to submit the names of more team doctors for consideration. Doug Wilson will replace Patty Salvatore on the Arbitres Commission, as the person must not be an active official.
- C. Executive Vice President. Kevin Twohig, Executive Vice President, reported on the following items:
1. *Corporate Ethics and Eligibility (E&E)*. Many more decisions are being made at the event-level by Arbitrators and Event Ethics and Eligibility Committees, and this appears to be working. Mr. Twohig thanked Dave Lockwood and Chuck Stemm for serving on the Corporate Committee. He also noted that the Structure and Function Committee recommended that a pool of diverse individuals be identified for potential service on the Committee. Mr. Twohig encouraged Board members to contact him about their willingness to serve.
 2. *Arbitrator/Evaluators*. Mr. Twohig noted that the Arbitrator system is working well and that Qualifier Directors better understand their role. He thanked the following individuals for serving this year: Buz Bohmeyer, Allan Chinn, Gary Colberg, Karen Gee, Bill Jones, Jon Lee, Dave Lockwood, Monica Paul, Russ Poage, Dick Powell, Joe Sharpless, Lea Wagner, Fred Wendelboe and Doug Wilson. Buz Bohmeyer developed the first draft of the Arbitrators Manual, which was used throughout the season and is being revised on an ongoing basis. Mr. Twohig thanked Mr. Bohmeyer for his work on this. The Events Department is developing a password-protected website for Arbitrator access during events. The website will contain relevant documents and a redacted incident database. The USVBA began compiling the incident database in 2000, and this resource will allow Arbitrators to reference similar incidents and deliver decisions within a historical perspective. Attempts are being made to increase the cadre of Arbitrators.
 3. *Meeting of the Executive Council*. The Executive Council met May 21, 2003 to address any interdivisional concerns. A major discussion dealt with the need for offering additional qualifier events. Currently 9 qualifiers are conducted with all at near capacity. Input was sought on this from the YJOVD prior to this meeting, but no clear consensus was reached. Criteria for selection of a new site were proposed by the Qualifier Directors' Committee of the YJOVD. Ms Howard indicated that the Events Department plans to start a new one in 2004 or 2005. The role of the Executive Council in decision-making was also discussed and action was taken that, whenever possible and appropriate, the Executive Council meet to act on those items which might normally be considered by the Executive Committee only. The Zonal structure and referrals from the Executive Committee were also discussed.

4. *Refund for Events: Inclusion in the Policies and Procedures Manual.* Mr. Twohig reported that the Events Department established a refund policy and brought it to the Executive Committee. The Executive Committee deemed that staff should be able to make decisions such as these without Executive Committee and/or Board of Directors approval. A copy of the policy was distributed to the Board and no one objected to this decision.

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. She also thanked Jennifer Joseph and Catherine Janney for their assistance at the Annual meetings.

VII. PROFESSIONAL STAFF REPORTS

A. Interim Executive Director. Ms Howard distributed a written report and highlighted the following:

- International Affairs: Mr. Ma, of China, died. The Girls' Youth Team is not going to Kenya due to the war threat. The Grand Prix will be held in Italy this year, due to the SARS epidemic in Asia.
- AVP: Productive meetings have been held with Jeff David, Manager of Marketing, and Bruce Binkow and it has been agreed to work jointly on the beach game this year. It is possible that marketing efforts will expand to the indoor game. The Beach Triad was approved by President Cristobal Marte, and will include the Youth and Junior National Tournament for Beach (age groups and U18 and U21 Open divisions), a High Performance Beach Camp with Stoklos and Sinjin and the NORCECA Youth Beach Championships (under 18). The AVP will name a Beach Volleyball committee to select the 75th Anniversary players and coaches for the same dates and the last two time periods used for the indoor game. Carla Hall has been named the staff person dedicated to Beach Volleyball.
- USVBA Staff: Performance reviews are completed except for two situations, and a cost of living raise was given to all. In addition, some received raises and/or bonuses. Only one vacant position has not been filled. A new sick day and personal day policy has been established. The World Health Organization is now the guide for safe travel, and the FIVB adopted this as well. Every staff-conducted event is followed by an After-Action Report. A dress code is being adopted. John Kessel will no longer be responsible for CAP, due to his heavy workload. A coach is being pursued to work on the program on an honorarium basis.
- International Referee Clinic: This is tentatively planned to be held in conjunction with the 2004 Open National Championships.
- New Events: Staff is planning to pursue new annual events at a rate of adding one per year. Those under consideration are a girls' qualifier, a boys' invitational, East and West Coast Girls' invitationals, recreational championships and divisions by age group for some of the larger tournaments
- Multi-year event: A prototype model is being developed with the Intermountain Regional Volleyball Association for one national event each year for the next 3 years.
- Marketing: A Marketing Director is not being hired until at least the conclusion of the Quadrennium.
- Publications: Attempts are being made to coordinate efforts in publications with *Volleyball* magazine and Spike Nashbar.
- Molten Contract: An agreement has been signed with Molten for 2005-2008. It includes a percentage increase annually as well as money earmarked for "**the Boyce**" Banquet, men's collegiate volleyball, diversity grants and a special project each year. Archives will be the special project in 2005.

B. Director, USA National Teams and High Performance Programs. Tom Pingel distributed a written report that included 2002 National Teams' results and the projected schedule for 2003. He highlighted the following:

- The Men's National Team is having difficulty scheduling matches due to the SARS epidemic and the World League. Nearly all of the men will return in the next few weeks.
- Most players on the Women's National Team will return in the next few days.
- Neither national team will be available for exhibition matches at the Junior Nationals.

- The Regional High Performance camps have grown and are a great addition to the pipeline for development.
- C. Associate Executive Director. Margie Mara distributed a written report and highlighted the activities of several departments:
- Events: Entries for the 2003 Girls JOV Championships are filled, and the Girls' Invitational is expected to fill. The Boys' JOV has been expanded due to increased interest. The use of the THS housing service for the opens had mixed results but is being fine-tuned. TIVA, the new online system for tournament registration, has been successful for junior events but is being revised to deal with conglomerate teams for the opens. George Eagan and several interns have joined the staff. The Pan American Disabled Men's/Women's tournaments were cancelled; however, teams will be involved in exhibition matches during the opens in Minneapolis.
 - Education/Disabled/Grassroots/Beach Volleyball: Staff and members of the Executive Committee will attend several AVP events this summer. USVBA banners will be displayed, and we will possibly have a booth at some events. Ms Howard contacted several RVAs and asked them to attend these events as well.
 - Operations, Communications and Member Organizations: The relationship with XP has significantly improved and those accessing the website appear pleased with the results. Ms Mara asked anyone who would like to purchase items in quantity to contact her. The AI Group from Denver has been selected to re-design the website and will meet with staff on June 10, 2003. Ms Mara thanked Paul Soriano, Brent Buzbee and Rob Lee for their efforts with *Volleyball USA*. She also said trade outs have been established with AVCA and *Volleyball* magazine. She congratulated Mr. Soriano with his efforts on *Rotations*. There are currently over 15,000 subscribers. Finally, she commented on the relationship being established with Atlanta as a site for various events, including the NORCECA Congress in October, 2003.

VIII. DIVISION REPORTS

- A. National Championships Division. Joe Sharpless, Vice President, submitted an electronic report and two additional documents and highlighted the following:
1. *Joint Meeting with Regional Operations Division Competition Commission.* A proposed U-Volley Tournament is to be held in 2004 and guidelines for its conduct include the following: offer it as an open event and conglomerate teams may be formed; offer it opposite the A/AA Club Championships so that individuals can compete in both events; and have no age restrictions. The rotation of classification tournaments will be continued. Deadlines for "under-achieving" tournaments (those with few teams entering) will be the same as for the U.S. Open. If 4 teams or fewer enter, then all teams will be notified so that they may request to be moved to another tournament. Neither the National Championships nor the Regional Operations Divisions supported the proposal for using scorekeeper monitors at the open championships and recommended that the Officials Division reactivate the JOV Scorekeeper rating. The Regional Operations Division will review whether some tournaments could be held in a 3-day vs. 4-day format.
 2. *Lay Structure for National Championships Events.* The NCD is recommending that some type of lay structure be continued after the reorganization and/or dissolution of the Division in 2004. Although the Special Events Department will assume all major responsibilities for national championships, it is desirable that a small lay structure be in place to provide oversight for the selection and supervision of volunteers assigned to conduct USA Championships and other events.
 3. *Division Personnel.* Mr. Sharpless thanked Donise King, Gary Colberg, Bill Forrester, June Lobeck, Mike Chandler and Barb Negilski for their support.
 4. *Age Groups for Youth and Junior Players.* Mr. Sharpless noted that age groups for youth and junior participants in Beach Volleyball championships needed to be revised to be consistent with those of the FIVB.

MOTION #9 It was M/C (National Championships Division) that Article X, E, 3, f (2) of the Operating Code be amended as follows:

(2) ~~Age limitations for youth and junior players shall be the same as those described for the USA Junior Olympic Volleyball Championships. (Refer to this Article, E 3 e (1) above.)~~ and date of age determinant for youth and junior players shall be consistent with current FIVB definitions. Additionally, the Corporation, in consultation with the National Championships Division, may include other age groups not defined by the FIVB in a similar and consistent manner. This may be determined annually.

B. Officials Division. Wally Hendricks, Vice President, submitted an electronic report and highlighted the following:

1. *Lack of Growth of the Division*. In spite of numerous efforts, the number of officials has not grown and cannot even meet the needs for all qualifying events. Efforts are being made to work with RVAs to develop and improve the quality of officiating at that level.
2. *Reduction of Officials at U.S. Open National Championships*. The Division does not support reducing the number of officials for each match at U.S. Open Championships. Rather the Scorekeeper Commission is developing a budget for covering JOV Championships and will present a plan to motivate junior players to learn to keep score.
3. *Operating Documents*. A due process procedure has been completed and the Administrative Manual is almost completed.
4. *Culture of Officiating*. In response to a question, Mr. Hendricks indicated that the officiating fees paid for collegiate matches, and even some high school matches, have increased exponentially when compared to the fees paid for USVBA events. It is difficult to keep the best officials involved in our events, especially when they must also pay much of their own per diem and travel costs.

C. Regional Operations Division. Fred Wendelboe, Vice President, submitted a hard copy of the Division report and a copy of the RVA Background Screening Policy. He highlighted the following:

1. *Revision to Bylaws*. The Structure and Function Committee suggested that Bylaws, Article V, 5.01 B 4 be reviewed to determine if it was in the best interest of RVAs to retain the clause restricting no more than one Director being elected from the same RVA. This was reviewed, and the RVAs determined they would like it removed. This was referred to the Structure and Function Committee to bring back Bylaws language for change to the January 2004 meeting of the Board of Directors.
2. *Additional Recommendations*. The ROD made several recommendations:
 - that the Executive Vice President maintain a database on proposed sanctions that extend beyond the event;
 - that a statement be added to the registration form that the signature certifies the individual will comply with the Participant Code of Conduct;
 - that 3 officials be retained for each match at the U.S. Open Championships and that each be paid at the same level; and
 - that a Compliance Officer be appointed to serve as the monitor of RVA compliance with USVBA membership criteria and that an RVA Compliance Committee serve as the first line of appeal.
3. *Background Screening*. The RVA Background Screening Policy was approved, which will require that all individuals working with juniors (below the age of 18) be screened every two years. Chuck Stemm developed an all-inclusive document, which was modified. The modified document will be reviewed by insurance agents to determine if it meets acceptable criteria.
4. *Loyalty Clause in Administrative Manual*. The loyalty clause included in the ROD Administrative Manual was modified as follows: USVBA-RVA Board Representatives must remember that they represent the RVAs and have an obligation to vote in the RVAs' best interest. Concern was expressed that this represents a potential conflict of interest at the Board level. Mr. Lockwood said rationale for such a position could be stated, but that the RVA Director(s) would have to abstain from a vote. Following both pro and con statements, Mr. Monaco expressed the opinion that this appeared to be in the

“gray area” of conflict of interest. Ms Howard suggested the Executive Committee review this. Mr. Wendelboe will also ask the RVAs to review this position.

- D. Youth and Junior Olympic Volleyball Division. Mr. Monaco announced that Lauri Dagostino sent an email notice of her resignation as Vice President (received May 23, 2004). He said that contacts will be made with other junior leadership to replace Ms Dagostino. (Refer to VI A 2 for action taken at a subsequent session.)
- E. Beach Division. Mr. Monaco prefaced this report by saying that Liz Masakayan, Vice President, has had a difficult task as so much is being done by the AVP and professional staff. He asked Mr. Sharpless to develop a proposed structure that would address the current state of affairs in Beach Volleyball. Ms Masakayan submitted an electronic report and noted that her primary focus has been on distribution of the annual \$200,000 grant from the USOC. Due to the USOC restrictions, many of her suggestions to support a broader base of athletes cannot be implemented. She will make a push for supporting at least the top 5 or 6 teams now that the FIVB has given the U.S. wild cards for participating in the events.
- F. Disabled Sports Division. Roger Neppl, Vice President, submitted an electronic report and highlighted the following:
- The sitting teams are preparing to compete in the Paralympics in Athens in 2004.
 - The standing team will compete in the World Championships in Rhodes in October.
 - Interns are working in 3 cities (Denver, Minneapolis and Tampa) to identify and recruit players and to build a community base for continued support. An intern is also working directly with Mr. Neppl on grant proposals.
 - A meeting will be held with U.S. Paralympics to pursue a joint partnership for identifying corporate sponsors.

In closing, he thanked all the professional staff for their support of these efforts.

- G. Member Relations and Human Resources Division. Pete Dunn, Vice President, submitted an electronic report and indicated there were no action items. He referred to a hand-out describing a mentoring program that is being established by the Division and encouraged involvement of all. Ms McDonald commented on several of the excellent suggestions for growing volleyball that appeared in the Annual Reports from several Member Organizations and suggested that these be pursued. Gary Colberg distributed a proposal for a discount membership package for collegiate volleyball players that could possibly include the following: a year's subscription to *Volleyball USA*, a t-shirt with the USAV logo, a copy of the *Guidebook* and a pin or decal. He suggested that this is an untapped source for registrants for USVBA and could influence them to continue playing after college. Ms Howard indicated the USVBA will definitely have a presence at the NIRSA Championships next year. Mr. Monaco asked Mr. Wendelboe to serve as liaison for this effort.

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

- A. Directors' Nominating Committees.
1. *International Player Directors*. Paula Weishoff was re-elected as the International Female Player Director, and Ethan Watts was elected as the International Male Player Director. Terms are from July 1, 2003 to June 30, 2006.
 2. *Multi-Sport Directors*. Ms Johnson, Chair, reported that Joe Sharpless was re-elected to a three-year term beginning July 1, 2003 through June 30, 2006.
- B. Membership Review Committee. Dick Jones, Chair, submitted an electronic report and distributed a hard copy update of the report. The Quadrennial Review of Member Organizations was conducted and recommendations were made to the Board of Directors.

MOTION #10 It was M/C (Membership Review Committee) to transfer the Huntsman World Senior Games and National Association of Police Athletic Leagues from the Affiliated Member Organization category to the Multi-Sport Member Organization category.

Mr. Jones indicated that the Girl Scouts of the USA and the Jewish Community Centers did not submit a quadrennial report and thus have to be moved to the Affiliated Member Organization category, unless an appeal or a response is received prior to the January 2004 Meeting of the Board of Directors. The President's Council on Physical Fitness and Sports did not respond either and will be placed on inactive status unless a response or an appeal is submitted to the Board of Directors by January 2004.

MOTION #11 It was M/C (Membership Review Committee) to approve the following placements for all other Member Organizations:
Founding Member Organization: YMCA of the USA
Education Based Multi-Sport Organizations: NAIA, NCAA, NFSHSA, NJCAA and NIRSA
Multi-Sports Organizations: AAHPERD/NAGWS, Amateur Athletic Union of the U.S., Special Olympics, Inc., U.S. Air Force, U.S. Army, U.S. Marine Corps and U.S. Navy
National Volleyball Organization: American Volleyball Coaches Association
Affiliated Sports Organizations: American Latvian Association, American Turners, Athletes in Action, California Beach Volleyball Association, Disabled Sports, Maccabi USA/Sports for Israel, National Congress of State Games, National Recreation and Parks Association, People to People Sports Ambassadors, Professional Association of Volleyball Officials, Starlings, USA Deaf Sports Federation, U.S. Youth Volleyball League, Volleyball Hall of Fame and Wallyball International, Inc.
Professional Volleyball Organization: Association of Volleyball Professionals

- C. Archives Committee. Mr. Dunn, Chair, submitted an electronic report. Due to additional funding, an ad hoc committee will meet to begin developing the plan for archiving all materials. (Refer to V E 3 above.)
- D. Recognitions Committee and "the BOYCE" Banquet. Several aspects of the banquet were highlighted and the contributions of Glen Davies and Gary Colberg were noted. Mr. Monaco said that the 1984 Olympic Teams will be featured next year.
- E. Structure and Function (S/F) Committee. Dave Lockwood, Chair, forwarded electronic copies of proposed changes to the Bylaws and Operating Code. A discussion paper was also shared with the Board.
1. Bylaws. Mr. Lockwood noted there were two key concepts: reciprocity of sanctions and replacement of the Past President, if a vacancy in the office occurs.

MOTION #12 It was M/C (Structure and Function Committee) to approve the following changes to the USVBA Bylaws:
Article IV, Membership, D. USVBA Regional Volleyball Associations, by adding a new #9: Recognizes and adopts for purposes of Regional Volleyball Association activities and privileges any sanctions imposed by the Corporation Ethics and Eligibility Committee.
Article VI, Officers, 6.04 **Vacancies in an Elected Office**. If there is a vacancy in the office of the President, the Executive Vice President shall assume the office of President and shall hold such office until the next regular meeting of the Board, at which time the Board will elect a new President. If at the time of a vacancy in the office of President there is also a vacancy in the office of Executive Vice President, the Past President shall assume the office of President and shall hold such office until the next regular meeting of the Board, at which time the Board will elect a new President. Should there be a vacancy in all three of these offices, replacement shall be made by the Board at a special meeting called for that purpose. Should there be a vacancy in the offices of Executive Vice President, Secretary, or Treasurer, the Board shall elect a replacement at its next regular meeting. During the absence or disability of any such officer, the Executive Committee may designate an individual under the direction

of the Board of Directors temporarily to perform the duties of such office during the absence or disability. In the event there is a vacancy in the office of the Past President, the Board may elect a replacement from among the pool of past Presidents ~~no replacement shall be made and the quorum shall be adjusted accordingly.~~

Article XI, Ethics and Eligibility Procedures. 11.09 Binding Nature of Decisions: A. If so requested by a Member Organization, ~~The National~~ Corporation shall honor ~~all~~ ethics and eligibility decisions of ~~its~~ the Member Organizations that ~~which~~ do not conflict with the Bylaws, the Operating Code and other governing documents of the Corporation. If the Corporation Ethics and Eligibility Committee determines that a decision of a USVBA Regional Volleyball Association lacked due process, the National Corporation shall not recognize the decision until such Regional Volleyball Association resolves the matter with adequate due process.

Ms Howard asked about the proposed change to Article VII, Structures and Substructures, 7.03 F regarding reappointment of Vice Presidents and Associate and Assistant Vice Presidents. Discussion was held and the following actions were taken

MOTION #13 It was M/ (Structure and Function Committee) to amend Article VII, 7.03 F as follows: ~~Division Vice Presidents and Associate and Assistant Vice Presidents~~ may serve no more than two full consecutive Quadrennia in the same position.

NOTE: Motion #13 was superseded by approval of Motion #14.

MOTION #14 It was M/S/C (Twohig/Howard) to delete Article VII, 7.03 F: ~~Division Vice Presidents and Associate and Assistant Vice Presidents may serve no more than two full consecutive Quadrennia in the same position.~~

Mr. Sharpless asked that his abstention be recorded.

Refer to Appendix A for a copy of the approved changes to the Bylaws.

2. *Operating Code.* Mr. Lockwood indicated three changes were proposed: revising the name of some of the United States Championships; adding a new championship for U-Volleyball (height-restricted competition); and changing the name of the Rules of the Game Commission.

MOTION #15 It was M/C (Structure and Function Committee) to approve changes in the Operating Code terminology for USA Volleyball Championships and add a new event, the USA U-Volley Championships: Article X, B. 7.; Article X, E, 2. b.; Article X, E. 3. a. (1), (2) and (3) and add new c.

Following much discussion, the following recommendation from Sinjin Smith was approved:

MOTION #16 It was M/C (Structure and Function Committee) to change the name of the Rules of the Game Commission to the Rules Testing Commission (Operating Code changes: Article III, E. 3. n.; Article X, B. 8. b.)

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

3. *Referrals.* Mr. Lockwood noted that several items were referred to various structures and substructures: need for a Zonal structure; length of arbitrator authority at various championship events; and need for Bylaws mandating that a set number of international Beach Volleyball players be included in elections to the Board of Directors.

F. Sports Medicine and Performance Commission (SMPC). Dr. Jon C. Reeser, Chair, submitted an electronic report. Ms Howard noted the following:

- The *International Journal* is well received throughout the volleyball world.

- Dr. Reeser is considered an excellent member of the FIVB Medical Commission. The Commission continues to require gender verification based on birth certificates.

Mr. Smith noted that the FIVB has allocated money to provide for medical coverage at Beach Volleyball events. Carla Hall, Beach Coordinator, reported that the USVBA received a \$30,000 grant from USOC for medical coverage at various beach events.

- G. Rules of the Game Commission (ROGC). Sue Lemaire, Chair, submitted an electronic report. Ms Mara noted that there have been no rules changes, so changes in this year's rulebook will involve only additional interpretations.
- H. Committee on Diversity in Volleyball. Karen M. Johnson, Chair, submitted an electronic report, which included a grid reporting diversity data for the RVAs for the 2001-2002 registration year. A hand-out describing the revised reporting terminology was distributed. The latter brings USVBA data in line with that of the USOC. She highlighted the following:
- This Committee, now Commission, was established by the Board of Directors 10 years ago.
 - Increased efforts are being made to improve data reporting from RVAs, as it is anticipated the USOC will expect enhanced efforts for its 2005 report to the U.S. Congress.
 - Star Awards will be presented to the Pioneer Regional Volleyball Association, the New York Starlings, Ron Van Hagen, the Disabled Sports Division and the Young Men's Christian Association.
 - A diversity tool kit is being developed to provide ideas on how to increase diversity in all Member Organizations. One tool that is being promoted is encouraging more subscribers to *Rotations*.
- I. Nominating Committee for Board Representative. Cynthia Doyle, Chair, introduced the three nominees and read a brief biographical sketch on each. Brenda Williams was unable to attend this meeting due to several obligations, so Ms Doyle read her statement regarding the rationale for her desire to serve. Gary Colberg and Jonathan Lee presented their rationale. In response to a question from Mr. Twohig, both nominees present indicated they understood the time commitment and would fulfill their obligations. Ballots were cast and, at a subsequent session, Ms Doyle reported that Mr. Colberg had been elected.

X. OTHER REPORTS

A. United States Olympic Committee.

1. *Board of Directors, NGB Council, Executive Committee*. Mr. Monaco, USVBA representative to the USOC, submitted an electronic report. A hard copy of the restructuring proposal of the USOC was distributed. He highlighted several aspects of the report: the Board of Directors would be reduced from 125 members to 9: 2 NGB, 2 athlete, 1 IOC and 4 at-large representatives. The at-large representatives cannot have been involved with the USOC during the past 2 years. Many organizations who have had a long tradition of sitting on the USOC would no longer be represented. Although Mr. Monaco has concerns about the at-large representation and their understanding of Olympic sport, he supports the need to downsize and increase efficiency. If the Ted Stevens Olympic and Amateur Sports Act is amended and no longer mandates direct representation by organizations that conduct programs at a level of proficiency appropriate for selection of athletes to compete in the Olympic Games and other international competition, then the USVBA may determine that it, too, should restructure. In response to a question, he confirmed that some members of Congress feel the solution lies in directly paying athletes. What they fail to realize is that NGBs also need direct funding to create the structure for a pipeline, to provide competitive events and to coach the athletes. In response to another question, he indicated that he has observed no attempts to downsize the Olympic Games. In conclusion, he again commented on the excellent working relationship that has developed with the NGB and AAC representatives on the Executive Committee.
2. *Athletes' Advisory Council*. Mr. Becker, USVBA representative to the USOC Athletes' Advisory, submitted an electronic copy of the agenda for the February, 2003 meeting in San Diego. The main topics of discussion were on restructuring of the USOC and, at that time, the role of the former USOC

Executive Director. He indicated that concerns were expressed about the IOC mandate that all of its representatives must be on the Board and Executive Committee. Mr. Becker supports the need to downsize both the USOC Board and the USVBA Board to enhance decision-making and increase efficiency. He noted that the combat extravaganza was a huge success and might include other sports in the future. Mr. Becker commended the USVBA on being one of the best NGBs in terms of compliance with USOC policies and procedures.

- B. Volleyball Hall of Fame. President Monaco encouraged members of the Board of Directors to send donations and to attend an induction ceremony, if the opportunity arises.
- C. World Beach Volleyball Council. Sinjin Smith gave a verbal report and highlighted some areas that Mr. Reif addressed earlier: ability to play in major FIVB and AVP events; adjusting to the new rules of play; and U.S. access to wild cards. SWATCH is the new sponsor. Mr. Smith noted where FIVB events, including Grand Slams, will be played. Based on a question, he replied that a new television company has been hired to assist in promotion of the game.

XI. SPECIAL DISCUSSION ON PARTICIPATION IN THE WORLD LEAGUE

The Finance/Budget Committee recommended that the Board of Directors conduct a discussion on the importance and impact of participation by the Men's National Team in the World League.

- A. Introduction. Mr. McDole indicated that the mission and goals of the Corporation drive the budget; however, it is difficult at times to implement programs that meet these objectives. He reviewed the USOC mission and the USVBA mission and goals statements, noting that our commitment is to be recognized as the world leader in volleyball.
- B. Projected Costs. Mr. Twohig distributed a macro-analysis of costs of participation in the World League in 2000 and 2001 and projected costs for 2003. Working on the assumption that the USVBA would have to pay for television rights and that minimal, if any, prize money would accrue, the potential loss for 2003 could be (\$610,000).
- C. Programmatic Considerations. Doug Beal, Men's National Team Coach, gave a brief description of the World League. Sixteen (16) teams participate in 4 pools. Each pool plays the other teams 4 times, 2 at home and 2 away. The top two teams in each pool compete with each other to determine the final four. Matches begin in early to mid-May and conclude by mid-July. In 2004, the season will end July 25th, and the Olympics begin on August 14th. Mr. Beal indicated that, if the highest priority for the USVBA is to win medals, then participation in the World League is mandatory. The window of opportunity for competing with the best teams in the world is too narrow to provide the experiences the team needs. In response to a question, Mr. McDole reiterated that careful planning and drastic cuts in funding from many programs in 2002 resulted in an \$800,000 surplus. If the Board of Directors makes this commitment, then similar planning would have to occur. Mr. O'Hara also suggested that a capital venturist such as AEG be approached about the possibility of supporting this effort. A list of the FIVB world rankings was distributed. Mr. Sullivan noted that the World Championships were the only events that the men played in to earn points in the last 3 years.
- D. NORCECA Proposal. Ms Howard said that NORCECA is considering submitting a request to FIVB for assistance with television rights.
- E. Discussion Groups. Mr. McDole divided the Board into groups and asked that each group make one of the following recommendations as a long-term commitment: participate in the World League at all costs; participate in the World League with specified conditions; or do not participate in the World League. Following the discussions, a brief report was given by each group. At a subsequent session, the following action item was taken:

MOTION #17 It was M/S/C (Becker/Stork) that USA Volleyball commits to participate in the World League at least through 2008; and further, that a comprehensive written plan be prepared (1) to identify

means by which to minimize financial risk to USA Volleyball and (2) with long-term consideration for the growth of both the men's and women's programs.

Mr. Twohig requested Mr. Beal, Mr. McDole, Mr. O'Hara and Mr. Smith to serve as an ad hoc committee to begin planning for implementation of the process for participation in the World League.

XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Colorado Springs, Colorado, January 17-18, 2004.

XIII. OTHER BUSINESS: SUCCESSION OF OFFICERS

Charlene Tagaloa raised a question about whether the issue had been resolved since the last meeting about the President and other officers being eligible for re-election to the same office. Mr. Monaco and others clarified that the Board of Directors defeated several motions at its January 2003 meeting regarding this issue. Thus this item was removed from the agenda. Several Board members expressed concern about this as they thought another discussion would be held at this meeting. Mr. Monaco noted that the appropriate course of action would be to place it on the agenda for the January 2004 meeting by submitting a proposal in writing for distribution to the Board of Directors 30 days in advance of the meeting; however, he indicated the Board has the absolute authority to bring up and vote on anything at its meetings but certain waivers must be approved; i.e., the 30-day notice required for consideration of changes in the Bylaws.

Following additional discussion, the following action was taken, requiring a majority vote:

MOTION #18 It was M/S/C (Twohig/Tagaloa) to waive the required 30-day notice to amend the Bylaws.

MOTION #19 It was M/S/ (Tagaloa/Colberg) to amend Bylaws Article VI, Section 6.03 B. by deleting the last sentence: "No officer may succeed himself or herself."

MOTION #20 It was M/S/C (Sharpless/Johnson) to table the motion to amend Bylaws Article VI, Section 6.03 B. by deleting the last sentence: "No officer may succeed himself or herself." until the January 2004 meeting of the Board of Directors.

XIV. ADJOURNMENT

MOTION #21 It was M/S/C (Sharpless/Twohig) to adjourn the Annual Meeting of the USVBA Board of Directors on Saturday, May 24, 2003 at approximately 11:00 am.