

**MINUTES OF THE MEETING**  
**Of the**  
**USVBA EXECUTIVE COMMITTEE**  
 October 7-8, 2007  
 Colorado Springs, Colorado

**PRESENT:** Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Stewart McDole, Susan True, Ken Cain, Kevin Barnett, Elisabeth Bachman McCutcheon, Elaina Oden, Sean Scott, Tyra Turner, Fred Wendelboe, Doug Beal

**GUESTS:** Rose Snyder, Chair of Initial Nominating and Governance Committee

**STAFF:** Stacie Kearns, Kerry Klostermann and Margie Mara

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

**I. CALL TO ORDER.** The meeting of the Executive Committee of the United States Volleyball Association was called to order by Al Monaco, President, at approximately 12:17 pm on Sunday, October 7, 2007.

**II. APPROVAL OF MINUTES.**

**Motion 1:** It was **M/S/C (Cain/Barnett)** to approve the minutes of the May 22-23, 2007 meeting of the Executive Committees as amended.

**III. APPROVAL OF AGENDA.**

**Motion 2:** It was **M/S/C (Barnett/Oden)** to approve the agenda as revised and permitting the President to adjust it as the meeting proceeds.

**IV. REPORTS.**

**A. President.** Al Monaco addressed the following items:

1. Initial Nominating and Governance Committee. Ms Rose Snyder, Chair of the Initial Nominating and Governance Committee (INGC) was introduced. She reviewed the work of the INGC to date, and then asked that the Executive Committee discuss with her a possible transition timeline for selecting all the members of the new Board of Directors, time of the first meeting of that Board and the transition and training of the new Board and officers by the current Executive Committee.
  - a. Timeline for selection of the new Board of Directors.
    - The deadline for nominations is November 1 except for the Official, RVA, and Junior Elite directors who will be selected at the Annual Meeting in May.
    - Susan True, Secretary, will work with staff to obtain nominations from the eligible international players and conduct the election by mail and email. The athlete directors will be decided before the holidays in December.
    - The INGC will review or review and vet the nominees for all other positions on the Board and have the selections made by the end of 2007.
  - b. Meeting with the current Executive Committee. The tentative plan is to have all members of the new Board of Directors who are in Atlanta in May meet with the current Executive Committee. The members of the new Board who are present in Atlanta will elect an interim Chair (Mr. Monaco will chair that meeting through the election of the interim Chair). Mr. Monaco will communicate on a regular basis with

the interim chair from June, 2008 until the first meeting of the new Board of Directors in October, 2008.

- c. The first meeting of the new Board of Directors will be in October, 2008. Mr. Monaco will chair that meeting until a “permanent” Chair is elected by the new Board. Once the new Treasurer is elected and the new Recording Secretary is named, the current Treasurer (Mr. McDole) and Secretary (Ms True) will meet with them to review the responsibilities of those positions and answer questions, hopefully at the time and site of the first meeting of the new Board of Directors.
2. Motions 4 and 5 from May meeting of the Executive Committee. Mr. Monaco asked if the issues contained in Motions 4 and 5 of the May meeting had been properly addressed in the new Bylaws. After the review of the new Bylaws, it was the consensus of the Executive Committee that the issues had been properly addressed.
3. Affiliated Organizations Congress (AOC). Mr. Monaco and Mr. Wendelboe asked the members of the Executive Committee to give serious thought to what the AOC needs to include in order to keep the Affiliated Organizations involved in the USAV under the new structure.

- B. Past President.** Becky Howard asked that the issues of misinterpretation of the Officials Division proposals for recertification and training of officials be clarified. Following a thorough discussion of the issue, it was decided that Margie Mara would send a memorandum to clarify the proposal and Ms Howard offered the following action: Whereas there have been many communications and frustrations evolving from a directive put forth by Kathy Ferraraccio regarding the certification of officials, the following action was taken.

**Motion 3.** It was **M/S/C (Howard/Cain)** that the CEO designate an appropriately qualified individual to preside over a process that ensures existing corporate policy and procedures are enforced as the transition of USAV governance goes forward. The Executive Committee acknowledges that the above procedure is particularly important when/if the proposed policy affects Regional Volleyball Associations as they are independent entities. In summary, the policy is:

1. A substructure of a Division may not make a decision for the Division as a whole without the formality of Division vote.
2. One USAV Division is never empowered to establish policies or procedures which impact another USAV Division or entity without the review **and approval** of the affected Division(s) or substructure(s). If such approval is not forthcoming, staff will facilitate a course of action to ensure the issue is resolved by the appropriate authority which may be the USAV Board or a Board designated substructure.

- C. Executive Vice President.** Kevin Twohig discussed the following items:
1. Ethics and Eligibility. The regions have resolved all their issues related to championships. All national issues have been resolved except the one involving election procedures in the Northern California Region which is being resolved in court..
  2. Championship Events Commission (CEC). Mr. Twohig stated that Kevin Wendelboe does an outstanding job of chairing this Commission, and the members of the Commission are remarkable and dedicated people.
    - a. The Commission had a lengthy discussion about continuing to improve the look and the appeal of the championship events. The competition from groups such as the JVDA and AAU has made USAV look at its events more closely. The CEC supports the staff request for additional funds to “dress” the events. This goes beyond banners, concessions, etc. and includes getting national or former national team players to participate in the awards presentation, an upgraded awards area, etc.
    - b. The CEC discussed a request to provide individual awards at the championships and

- agreed that team awards are sufficient at this time in the lower divisions.
- c. It is important to remember that the Events Department and its designees are the ultimate authority at USAV events. The Events Department will hire and supervise all personnel.
  - d. The CEC recommends a change in format of the Open division. There would be pool play to determine the teams in the gold and silver divisions. The CEC is asking Finance and Budget for increased funds to add a third arbitrator to deal with enforcement of alcohol regulations during the U.S. A.V.C Open Division competition. The CEC recommends that all team representatives sign a statement that any player using alcohol near a playing court while that player/player's team is competing shall be eliminated from the competition.
  - e. The CEC is asking Finance and Budget for increased funds to add a third arbitrator to deal with enforcement of alcohol regulations during the U.S. Open Division competition. The CEC recommends that all team representatives sign a statement that any player using alcohol near a playing court while that player/player's team is competing shall be eliminated from the competition.
3. Use of Alcohol at Open Division of U.S. Open Championships. After a thorough discussion of the pros and cons, it was agreed that a stronger statement would be placed in the pre-tournament manual stating that no team member may drink alcoholic beverages during the time the team is competing.

**D Secretary.** Susan True brought the following issues forward:

1. Quadrennial Review of Member Organizations. Eighteen Member Organizations completed quadrennial review forms including the Founding Organization, all the Education-Based Multi-sport Organizations, four of the nine Multi-Sport Organizations, the National Volleyball Organization and seven of the nineteen Affiliated Sports Organizations.
2. Recognitions. Dick Jones is doing an outstanding job as the Assistant Vice President for Recognitions.
  - a. Naming of Awards. A proposed policy for the naming of awards has been developed and has been sent to the Member Relations Division membership. The deadline for a response is October 17<sup>th</sup>. Mr. Jones plans to send a final proposal to the Executive Committee for review at its December meeting, and then take the policy to the Board of Directors in January.
  - b. Sports Science Award. Dr. Bill Biner, Chair of the Sports Medicine and Performance Commission, has submitted a proposal for a new Sports Science Award.

**Motion 4.** It was **M/S/C (Twohig/True)** to recommend the Board of Directors approve the Sport Science Award and the criteria for the award.

- c. The Member Relations Division has approved naming the Diversity Commission's Star Award as the Rebecca B "Becky" Howard Stars Diversity Award. It will appear in the *2008 Guidebook* that way. (Note: At its May meeting, the Board approved the naming of the award in honor of Ms Howard pending approval by the Member Relations Division.)
  - d. Boyce Banquet. After a thorough discussion of special features for the banquet, the following was decided:
    - Mr. Beal will work with Gary Colberg on special recognition of volleyball volunteers in Georgia including those with leadership positions at the 1996 Olympics. There will also be recognition of the 1988 Men's Gold Medal Team.
    - The videos for award winners should not exceed 3 minutes; people accepting awards should not talk more than 3 minutes and all other activities during the banquet need to move more quickly than they did in Dallas.
3. Schedule for January meeting. It was agreed the "New Director Orientation" should be eliminated from the schedule. Schedule for Executive Committee and Executive Council are below under "Next Meeting."

**E Treasurer.** Stewart McDole reported on the following:

1. Year-End Projections for the 2007 Budget. A \$100,000 surplus is projected for the end of the year.
2. Revisions to 2007 Budget. Mr. Beal is requesting revisions in the 2007 budget to support adding a staff person to the Events Department because there are many events occurring simultaneously and there is not enough staff to properly cover all those events. In addition, there is a need for more staff assistance with the beach events. The other staff addition would be to hire a full-time receptionist which would release a half a staff position to Membership Services and the other to the Events Department.

Mr. McDole reported that he had surveyed the Finance and Budget Committee about these revisions and they did not object to them.

**Motion 5.** It was **M/S/C (McDole/Twohig)** to approve the \$10,000 increase to the 2007 Personnel budget and to direct the CEO to proceed with the hires. The impact of these additional staff positions will be reviewed by the Finance and Budget Committee as a part of the regular 2008 budget preparation process.

3. Line of Credit. Although it has been a long time since we used the line of credit (the last time it was also due to lack of payment by XP Apparel). While there were other sources of revenue to tap into, it was cheaper to get the funds this way until all the XP Apparel money is in as well as money from the FIVB.

A thorough discussion followed concerning the difficulty of getting the money owed from XP Apparel. While many other organizations with major events use XP, an RFP will be prepared and distributed to interested parties, but the timing of that has not been determined.

4. Investment Portfolio. The USAV portion of the Investment Portfolio has made about 7.5% through August for a total value of \$1,700,734.
5. 2008 Budget Preparation. Staff has trimmed the 2008 proposed budget to a deficit of less than \$750,000. The staff and the Finance and Budget Committee will present a balanced budget for approval by the Executive Committee at its December meeting.

**F Board Representative to the Executive Committee.** Ken Cain reviewed the following:

1. National Association of Volleyball Regions (NAVR) Meeting. A meeting was held in Kansas City to discuss moving forward in a formal way with this organization. Approximately one-third of the RVAs were present at the meeting. The organization would be an advocacy group for the Regional Volleyball Associations on a variety of issues such as administrative fees, the qualifier system for JOs, USAV's interest in franchising regions, no formal corporate structure in the re-structure for the RVA Assembly or the ROD, etc. No decision for a more active role for the association in the future were made.

**G Player Representatives.**

1. National Beach Teams.
  - a. *Women's Team.* Tyra Turner reported that Kerri Walsh and Misty May-Treanor remain at the top. They have won 7 gold, 1 silver and 1 bronze medals. Currently Nicole Branagh and Elaine Youngs are the next highest ranked USA team with Jennifer Boss and April Ross close behind.

The AVP winter tour begins in January. One of the issues for players remains the conflicts between the AVP and FIVB (especially Olympic Qualifier) events. The issue of the long season of traveling with virtually no time to recover remains a concern of all the players.
  - b. *Men's Team.* Sean Scott reported that the highlight for the men was Todd Rogers and Phil Dalhauer winning the World Championships.
  - c. *Financial Support.* A significant amount of time was spent discussing the needs of the beach teams. Ms Turner and Mr. Scott reported that the teams were very grateful for the

increased support from USA Volleyball, especially the physical trainers that traveled with them. Obviously players could use more money to pay for their coach and to pay for a player to hit balls to them so the coach is free to observe and provide feedback. In general, the players would not want a head coach for all the teams. They do need medical and sports medicine support when they are not traveling, but the current clinic setting is not working due to the Clinic's physical locale in relation to where the players live and train, and the program's implementation two years before the Olympics when players already have their support staff in place. The players understand the timing and hope the issue will be resolved in the future.

- d. *Players' Committee.* The players elect the players on this Committee, and are pleased that Mr. Leonard is attending their meetings because the players did not think there had been proper follow through with the AVP in the past.
2. National Indoor Teams.

- a. *Men's Team.* Kevin Barnett announced that he must resign his position as Men's National Indoor Team representative. He will attend the December meeting, but will not be at the meetings in January or May.

Mr. Barnett attended the NORCECA Championships in Anaheim. The Men won the gold Medal and qualified for the World Cup. The training conditions remain excellent in Anaheim. After the NORCECA Championships, many of the players left the Training Center but will return for training for the World Cup. Mr. Barnett believes the team is as good as they have ever been going into a qualifying event (World Cup) for the Olympics. NBC has purchased an HD channel and will air all 22 matches from the World Cup – both men and women. Mr. Barnett has been asked to be the color man for these matches.

Mr. Beal voiced concern that despite marketing efforts and the Men's training center in Anaheim, some nights there were only 100 people in the stands. Everything except attendance was fine, but we have to improve our ability to put bodies in the seats at our national team events.

- b. *Women's Team.* Elisabeth McCutcheon reported a smoother summer for the Women's Indoor Team. The team was more successful winning the bronze medal at the Pan American Games. In addition, Danielle Scott-Arruda was selected to be the flag bearer for the United States teams. The team was disappointed that they did not make it to the World Grand Prix Finals. After several wins, it came down to the last match against the Netherlands in pool play. Unfortunately that loss sent them home with an 8<sup>th</sup> place finish.

The team really enjoying training in Laguna Niguel prior to the NORCECA Championships, and really hope the Women's National Indoor Team is relocated soon. Mr. Beal reported an RFP will be distributed, perhaps even before year end with the goal of relocating the Women's Team after the Olympics.

The Women took the Silver Medal in the NORCECA Championships, losing to Cuba in the finals in a five-set match. Although six players have left to play in Europe, they will return to train before the World Cup.

3. International Player Representative. Elaina Oden said the marketing of the National Indoor Teams was outstanding in 1984. We need more recognizable players and then market them well. She urged caution in how the issue of alcohol was addressed for the adult Open. The Executive Committee reinforced that the issue was players should not be permitted to drink alcohol during their team's match.

#### H **Special Advisor to the Executive Committee.** Fred Wendelboe reported on the following:

1. U. S. Volleyball Foundation. The contract has been terminated for the part-time development person. The situation has served to reinforce the opinion that a full-time development person must be hired and we must take a long-term view of the job. The overall return on the year is 8% so the Foundation balance stands at approximately \$2,175,000.
2. Youth and Junior Olympic Volleyball Division (YJOVD). The Division has just completed its fall meeting and several issues were shared with the Executive Committee.

- a. *Assistant Coaches.* The YJOVD objects to the current rule that will not allow an assistant coach to stand. After a thorough discussion of the issue, the following motion was approved:

**Motion 6.** It was M/C (YJOVD) to approve the rule waiver which will allow one assistant coach and the head coach to stand during a match.

- b. *Removal of warm ups during warm-up period.* The YJOVD reports that many gyms are cold and to require players to remove their warm ups in order to check the libero and regular players' uniforms is a health issue. In addition to the following rule waiver, the pre-tournament book will be revised to better explain the rule so officials and coaches understand the players' numbers and the libero uniform must be checked during the warm-up period, but the warm ups do not have to be off during the entire warm-up period.

**Motion 7.** It was M/C (YJOVD) to waive the rule requiring players to remove their warm ups during the warm-up period except as needed to confirm the legality of the libero uniform and confirm the numbers of the other players.

- c. *Three-year growth plan.* The attached three-year growth plan was reviewed with the Committee.
- d. *Election of Junior Elite Director to the new Board of Directors.* After a lengthy discussion of the timing and procedure for selecting this Director to the newly structured Board, the following motion was approved:

**Motion 8.** It was M/S/C (True/Howard) directing the YJOVD to conduct its election of the Junior Elite Director at its General Forum in May.

The Executive Committee also directed that all regions shall have a vote during the nomination as well as election process.

- e. *YJOVD Development Fund.* Over recent years, this Fund has been spent down with no means of reinstating the funds. CEO Beal had agreed to replenish the fund with a percentage of revenues from the Qualifiers, but typically, either the High Performance or Events Department then make a request for a distribution from the Fund. If the Fund is going to be used as an adjunct to the budget by USAV Departments, then the Division believes it should just be eliminated.
- f. *Affiliated Organizations Congress.* Mr. Wendelboe reminded the Executive Committee that this must be thoroughly discussed in the near future.

## V. STAFF REPORT

- A. Junior Volleyball Directors Association (JVDA).** This association met this summer, a meeting spearheaded by a couple of clubs in the Chicago area. The JVDA has concerns about junior volleyball such as the length of the season, the high cost of participation and Qualifier ownership. USAV has tried to have a dialogue with the leaders of this organization, and we have concerns as well. The major concern is that their tentative schedule for 2008 will place their year-ending events at the same time as USAV's Girls Junior Olympic Championships. Some members of the Executive Committee voiced concerns about the JVDA holding membership business relationships with AVCA, an organization that currently will have direct representation on the new Board of Directors. Yet JVDA is scheduling a culminating event in direct conflict with a USAV Junior Championship. The Committee also discussed a possible conflict of interest for some people with leadership roles in both USAV and JVDA.

The staff was directed to follow up on USOC policies and bylaws as well as the USAV Operating Code on sanctioning conflicting events.

- B. Transition Commission Update.** Mr. Wendelboe reported that the Commission will have a conference call on October 30, 2007. It will review comments on the new Bylaws and review the

report from the Initial Nominating and Governance Committee. The Commission has not made a decision on whether or not to form an Operating Code Committee to rewrite the USAV Operating Code.

- C. Crossroads Qualifier Issues.** The USAV license agreement for Qualifiers was written with the intent that every team in a Qualifier event would pay the fee to USAV. We have reached and impasse with the Director of the Crossroads Qualifier. USAV continues to stand by its decision because if some teams in the event are permitted to not pay the fee, the Qualifier is devalued.

The Executive Committee agreed that staff can negotiate with Crossroads on the current fee owed provided Crossroads agrees to pay the fee in all future for all divisions within its Qualifier. If this is not agreed to, the license agreement with Crossroads will be terminated.

- D. USOC Media Contract.** Kerry Klostermann reviewed the USOC Content License Agreement. It is a good agreement for USAV not only for the cash but also the savings for USAV because the USOC will produce and broadcast 13 World League matches. In addition, there will be internet broadcast of a minimum of 14 hours of USAV content. The cash received replaces the current Joint Marketing Agreement.
- E. World League/FIVB Update.** The USA sites for World League matches should be confirmed within the next couple of weeks. The hope is to have matches in two locations each week-end to hopefully increase the crowd. All three home week-ends will be on the west coast.
- F. AVP Issues.** Since the withdrawal of the Article VIII complaint, the AVP has shown a strong interest in partnering with USAV on events. The AVP was interested in broadcasting USAV events such as the World League, but ultimately we signed with the USOC. None of these issues are simple, but we are in communication with the AVP. The AVP is willing to post information about the indoor teams on their website, and USAV wants to be able to post information about the beach teams on its website.

USAV is playing a positive role in the discussions between the AVP and the FIVB. One of the issues, as mentioned earlier by the athletes is conflicts between the AVP and FIVB schedules for beach competition.

- G. Bylaws Update.** Mr. Klostermann led the Executive Committee through a review of the new Bylaws including all the comments Mr. Klostermann had received on the document. Mr. Klostermann will provide the newly revised document to the Transition Commission for review.
- H. Team Leaders in Beijing.** Ali Wood will be the team leader for the beach teams, Rob Browning for the men's indoor team and Joan Powell for the women's indoor team.
- I. New Staff Credit Card.** Stacie Kearns reviewed the increased limit on the Chase credit card. This is made necessary by all the travel during overlapping championship events.
- P. Not-for-Profit Status Filing.** Stacie Kearns reported that USAV now has a tax ID number in Colorado and hope to have the non-profit status in Colorado completed soon. It does not prevent the USAV from operating as a non-profit Colorado corporation after January 1, 2008.

- VI. NEXT MEETING.** The next meeting of the Executive Committee will be on December 9-10, 2007 in Anaheim, California. The meeting will begin at 8:00 am on Sunday, December 9 and end at noon on December 10, 2007.

The Winter Meeting schedule is as follows:

Thursday, January 10, 2008 –	5:00 – 10:00 pm	Executive Committee
Friday, January 11, 2008 -	8:00 am – 12:00 pm	Executive Council
	2:00 – 5:00 pm	Executive Committee
Saturday, January 12, 2008	8:00- 6:00 pm	Board of Directors
	6:30 – 9:00 pm	Board social
Sunday, January 13, 2008	8:00 – 11:00 am	Board of Directors
	11:00 am– 12:00pm	Executive Committee

**VII. ADJOURNMENT**

**Motion 9:** It was **M/S/C (Cain/Turner)** to adjourn the meeting at 12:20 pm on October 8, 2007.

Respectfully submitted,

Susan S. True  
USAV Secretary