

MINUTES OF THE MEETING
Of the
USVBA EXECUTIVE COMMITTEE
May 22 and 23, 2007
Austin, Texas

PRESENT: Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Stewart McDole, Susan True, Ken Cain, Kevin Barnett, Elisabeth Bachman McCutcheon (23rd only), Elaina Oden, Fred Wendelboe, Doug Beal

ABSENT: Tyra Turner and Sean Scott

GUESTS: Becky Oakes, Chair of Transition Commission, Neils Pedersen

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 8:15 am on Tuesday, May 22, 2007.

II. APPROVAL OF MINUTES.

Motion 1: It was **M/S/C (Twohig/Howard)** to approve the minutes of the May 5-6, 2007 meeting of the Executive Committee with editorial changes.

III. APPROVAL OF AGENDA.

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

IV. REPORTS.

A. President. Al Monaco had no new issues, but reviewed the time-specific items on the agenda of the Board of Directors meeting. They are: secretaries' presentation to June Lobeck, Friday, 8:00 am, staff reports, Friday at 1:30 pm, Diversity Training, Friday, 7:00 – 10:00 pm and Transition breakout, Saturday, 3:00 – 6:00 pm.

B. Past President. Becky Howard had no new report.

C. Executive Vice President. Kevin Twohig discussed the following items:

1. Arbitrators Program Update. Mr. Twohig and Karen Gee are in the process of updating the Arbitrators Handbook. After an incident at a recent tournament between a coach and official, Kathy Ferraraccio asked that the Handbook direct people to report any incident involving an official to the head official.
2. Qualifiers and Bid Tournaments. Qualifier and Bid Tournaments are in the last year of their contracts. Fred Wendelboe reported that the Youth and Junior Olympic Volleyball Division (YJOVD) will be emphasizing again the Division's Junior Event Growth Plan recommendations including increasing the number of Qualifies from nine (9) to twelve (12). The three (3) new Qualifiers will be the property of USAV and operated by a contractor of USAV.

3. Ethics and Eligibility. All issues have been resolved.
4. Bylaws, Revised Article XI and XII. Mr. Twohig asked that the Executive Committee support these revised Bylaws during the Board of Directors meeting.
5. Policy and Procedures Manual. The reformatted Manual has been distributed to the Board of Directors which will be asked to approve it as written. Obviously, with the restructure, there will be significant revisions to this document in the future.
6. Executive Council Agenda. Mr. Twohig reported agenda items were received from Glenn Sapp, Vice President, Officials Division. The remainder of the meeting will be dedicated to a discussion of the Transition Commission's work. Mr. Twohig asked Mr. Wendelboe to make the presentation since he is a member of the Transition Commission. It would also be helpful if Becky Oakes, Chair of the Commission, could attend.
7. Transition Commission. An extensive discussion ensued regarding the work of the Commission and continuing concerns about some portions of the plan and support for others.
 - a. The Executive Committee remains concerned that the Article VIII Complaint has not been resolved. Kerry Klostermann updated the Committee on the status of the Complaint. Many action options were discussed because the restructure was approved by the Board of Directors "expressly conditioned on the dismissal/withdrawal of the Article VIII Complaint (filed on January 5, 2006) by all filing parties." Mr. Klostermann was confident that it would be resolved, but the Executive Committee expressed grave concerns about legal fees being paid while the process continues.
 - b. Some members of the Executive Committee remain concerned about the recording secretary being a staff member and the treasurer not playing a larger role in the selection of the Finance and Budget Committee.

Motion 3. It was M/S/C (Howard/Cain) that whereas the Transition Commission's current proposal defines a corporate secretary, the proposal also allows for assistant secretaries to fill specific duties of the corporation. Therefore, it is the determination of the current Executive Committee that one of the assistant secretaries be titled the recording secretary.

The recording secretary shall be appointed by the chair of the Board with the approval of the Board. USAV staff is not eligible to serve in this position. The primary duty of the recording secretary will be to record and distribute for approval the minutes of all Board meetings. This person may be paid for their services on a contract labor basis at a rate commensurate with comparable services.

- c. Another issue of concern was the role of the chair of Ethics and Eligibility Committee in the selection of members of that Committee. Of special concern is having someone responsible for the Arbitrators' program that has a strong commitment to this important program. A similar concern was discussed about the treasurer and the Finance and Budget Committee.

Motion 4. It was M/S/C (Twohig/Howard) that the Transition Commission review Section A under Ethics and Eligibility with the intent of giving the chair of the committee a larger role in selecting members of the committee and specifically authorizing the Committee to establish subcommittee (s).

Motion 5. It was M/S/C (Twohig/Howard) that the Transition Commission's description of the Budget, Finance and Compensation Committee be revised to specify that the treasurer shall appoint the other our (4) members of the Committee with the approval of the Board.

- d. A variety of concerns seem apparent in the Executive Committee discussion of the pending governance transition:
- There is general Executive Committee concern for the viability of corporate oversight inherent in the proposed new structure as it is taking shape through the efforts of the Transition Commission.
 - There are questions as to the probability that the newly conceived board will wish to address the ongoing tasks presently addressed by officers. This concern seems to have been shared by the Transition Commission given their recommendation for standing committees and the addition of a secretary and a treasurer not originally envisioned in the governance model.

In this context and given the extent of the Executive Committee discussion of the topic, it is suggested that we ask the ad hoc Executive Committee member, Fred Wendelboe, of the Transition Commission to share these concerns with the Commission and ask that they be addressed in their continuing discussions. A variety of resolutions might be possible.

D Secretary. Susan True brought the following issues forward:

1. Quadrennial Review of Member Organizations. Letters have gone out to the Member Organizations explaining the revised Quadrennial Review procedure, and encouraging them to have a representative at the Member Relations Division meeting this Thursday to discuss a future USAV Congress.
2. Leader in Volleyball List. The list of potential recipients of the Leader in Volleyball Award was reviewed and Mr. Monaco will report the results of that review to Tom Blue, Chair of the George J. Fisher Leader in Volleyball Award Committee.

E Treasurer. Stewart McDole reported on the following:

1. Audit Committee. A separate report from the Audit Committee will be delivered to the Board by Joan Powell with Mr. McDole addressing any specific questions from the Board.
2. 2007 First Quarter Review. The First Quarter Review was discussed by the Finance and Budget Committee. The deficit created by canceling the Girls' Invitational has been dramatically reduced. The Finance and Budget Committee believes the deficit can be eliminated without making program cuts at this point in time.
3. Board Restricted Accounts. Finance and Budget will be recommending to the Board that all the Board Restricted Accounts be aggregated into a single umbrella account with separate accounting. It will allow greater growth in these accounts.
4. 2008 Budget Preparation. The challenge has been to project the expense lines under the new governance structure. Officer stipends and travel expenses were reduced by a quarter. The Transition Commission has projected the budget for the Initial Nominating and Governance Committee and the Board of Directors. Other lay budgets will be estimated from previous year's expenditures. The lay budget will be significantly larger beginning in 2009 based on the expenses of all Board members being covered by the budget and the Board having three in-person meetings instead of two.

F Board Representative to the Executive Committee. The responses Ken Cain received from his memorandum to members of the Board did not include any items requiring Committee action.

G Player Representatives.

1. International Player Representative. Elaina Oden had no additional report since May 6th. She did report that she remains concerned about a blanket prohibition on 18 year-olds competing in the U.S. Open Adult Championships.
2. National Teams.
 - a. Women's Indoor Team. Elisabeth McCutcheon had no additional report. Players continue to return to the team from having played overseas.

- b. Men's Indoor Team. Kevin Barnett had no new report.
- c. Beach Teams. Tyra Turner and Sean Scott were unable to attend this meeting because of competition conflict.

H **Special Advisor to the Executive Committee.** Fred Wendelboe had no report.

V. CHIEF EXECUTIVE OFFICER REPORT

- A. **FIVB Board of Administration Report.** Doug Beal updated the Committee on key information from the FIVB Board of Administration.
- B. **Beijing Report.** Kerry Klostermann distributed his report from his trip to Beijing and summarized his findings. The teams will probably be housed at the International School of Beijing for pre-Olympic training, and then the teams will move to the Olympic Village during the Games. Transportation should not be a problem as China can direct that, say 80%, of the local population shall not be on certain roads during the Olympics.
- C. **Marketing.** Mr. Klostermann updated the Committee on sponsorships confirmed and additional sponsorships that are in process.
- D. **Media.** Mr. Klostermann had no new information on the work with NBC, USOC and AVP since the May 5-6 meeting of the Committee.
- E. **Online Registration.** Margie Mara announced that on-line signatures have been upheld in court and will be accepted by USAV. There are twenty-two (22) regions using USAV's on-line registration. There are several more very interested in coming on-line with their registration. Ms Mara voiced concern about the staff's ability to add eighteen (18) more regions in 2008. Therefore the date for requiring RVAs to use the USAV on-line registration was moved forward to 2008-2009 season.

Motion 6. It is M/S/C (**Twohig/True**) to reaffirm the Executive Committee's April, 2005 action to endorse providing the USAV on-line membership registration system to the Regional Volleyball Associations free of charge. The use of this system will be optional until the **2008-2009** season when it will be required.

Ken Cain abstained from the vote.

- F. **Article VIII Complaint.** Mr. Beal updated the Executive Committee on the progress of the agreement with AVP which would result in the Article VIII Complaint being dropped. Mr. Beal is confident that it will be completed soon.
- G. **License Fee for Qualifiers.** Mr. Beal reported that USAV has not reached an agreement with Kay Rogness, and Ms Rogness may appeal it to the Executive Committee.

VI. **NEXT MEETING.** The next meeting of the Executive Committee will be from Noon to 10:00 pm Sunday, October 7 and 8:00 – 10:00 pm Monday, October 8, 2007 in Colorado Springs, Colorado. The December meeting will begin at 8:00 am on Sunday, December 9, 2007 and end at noon on Monday, December 10, 2007.

VII. ADJOURNMENT

Motion 7: It was M/S/C (**Twohig/Barnett**) to adjourn the meeting at 9:30 pm on May 23, 2007.