

**MINUTES OF THE MEETING**  
**Of the**  
**USVBA EXECUTIVE COMMITTEE**  
May 5-6, 2007  
Colorado Springs, CO

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

**ABSENT:** Tyra Turner and Sean Scott

**GUESTS:** Becky Oakes, Chair of Transition Commission

**STAFF:** Mike Chandler, Stacie Kearns 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 Saturday, May 5, 2007.

**II. ANNOUNCEMENTS –**

**III. APPROVAL OF MINUTES.**

**Motion 1:** It was **M/S/C (Twohig/Barnett)** to approve the minutes of the January 11, 13, 14, 2007 meeting of the Executive Committee with editorial changes.

**IV. 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.

**V. REPORTS.**

**A. Transition Commission.** Becky Oakes, Chair of the Transition Commission reviewed the work of the Commission to date. There was a thorough discussion for more than five hours with the following keys points being made by the Executive Committee

1. Concern was voiced about any changes in responsibilities of the Treasurer and the current budget procedures.
2. Believe the current procedures for arbitrators and Ethics and Eligibility dealing with team (coaches, players, etc.) including the newly revised Article XI of the Bylaws should continue. The EC understands the difference between this and what the Commissions Ethics and Eligibility Committee would be addressing.
3. Concern was voiced about communication between the four committees and the Board of Directors. One solution might be to have the chairs of the committees attend all Board meetings.
4. Committee recommends that the continuity member of the Nominating and Governance Committee be a board member.

5. Some people have voiced concern to Ken Cain about the inconsistency in the way potential nominees are sent to the NGC. In some case, only one name is submitted while in other cases, three names are submitted.

**Motion 3.** It was **M/S/C (True/Oden)** that whereas the transition to the next quadrennium requires that the Corporation's Bylaws be approved by the Board of Directors in January, 2008, the Executive Committee directs the Transition Commission to form a Bylaws Revision Committee.

**Motion 4.** It is **M/S/C (True/Howard)** that all regularly-scheduled meetings of the Board of Directors shall be face-to-face.

**Motion 5.** It was **M/S/C (Twohig/McCutcheon)** to commend the Transition Commission and staff for their exceptional work since January.

- B. President.** Al Monaco had no additional items except to voice his concern that USA Volleyball not lose the decades of experience of its lay leaders as it moves into the new structure.
- C. Past President.** Becky Howard discussed the following items:
  1. USAV Congress. Ms Howard stated that money should be included in the 2008 budget and beyond for the Congress. It is important to have meaningful speakers, a meaningful agenda and format in order to keep the Member Organizations involved in the future.

**Motion 6.** It was **M/S/C (Howard/True)** that the Board of Directors directs the Finance and Budget Committee to place at least \$10,000 in future budgets for conduct of a Congress at the Annual Meeting.

2. Rules Testing Commission. Ms Howard recommended that this substructure remain intact. She attended the meeting of the Commission in February and thought it was the best meeting she had ever attended of the Commission. The Commission is testing some rules this year on player positioning on the serve and interference at the net. She has submitted a larger budget for the Commission in 2008 to allow the Commission to meet at a match where the experimental rules are being used and then meet following the match.
3. Email Ballots. Ms Howard voiced concern that many members of the Board of Directors for whatever reason never received the email about interest in serving as the Board representative on the initial Nominating and Governance Committee. Many also did not receive the ballot, there was not a two-thirds response rate as required by the Bylaws and voting procedures were not followed in accordance with the Bylaws.

**Motion 7.** It was **M/S/C (Howard/Oden)** all future email votes by the Board of Directors to go by email with read receipt. Staff will follow up with a phone call to individuals that have read the email within a reasonable length of time. The vote must meet the requirements of Bylaws, Article V, 5.01D 3 & 4 and Article V, 5.07B.

- D. Executive Vice President.** Kevin Twohig discussed the following items:
  1. Arbitrators Program Update. New Arbitrators doing a good job at the events but need to reinforce travel procedures.

2. Qualifiers and Bid Tournaments. Bid Tournaments went better than expected. Qualifiers simply got bigger. Need to explore whether they are getting to be too big. He reminded the Committee that the Girls' Invitational is not a qualifier. Ms Howard voiced concern that although it was canceled this year, it should not be permanently removed from the schedule.
3. Ethics and Eligibility. It has been a fairly quiet season so far with only one potential issue involving a charge of discrimination. It is limited to one region and that region is handling the issue.
4. Bylaws, Revised Article XI. Mr. Twohig reported that the revisions have really clarified the due process procedures. Karen Johnson has asked the Board of Directors to waive the thirty-day notice for Bylaw revisions.

**Motion 8.** It was **M/S/C (Twohig/True)** to recommend that the Board of Directors approve the revised Article XI and that the Board waive the 30-day notice for Bylaws revisions.

5. Policy and Procedures Manual. Karen Gee reformatted the Manual and it is much easier to understand.

**Motion 9.** It was **M/S/C (Twohig/Barnett)** to recommend to the Board of Directors approval of 2007-8 Policy and Procedures Manual.

6. Executive Council Agenda. Mr. Twohig reported that no Division Vice President has asked to have any issue placed on the agenda. The major portion of the Council meeting should address the work of the Transition Commission and he asked Mr. Wendelboe to make that presentation. If Ms Oakes can also attend, that would be helpful.
7. Championship Events Commission Update. The Commission will meet in October after all the 2007 events are completed. Mr. Twohig is considering asking the CEC to develop a survey that would address the size of the Qualifiers and provide that information to the Mike Chandler in time to be considered prior to the next Qualifier License renewal.

**E. Secretary.** Susan True discussed the following issues:

1. Structure and Function Committee. Since a new smaller Bylaws Committee will be appointed by the Transition Commission, she will modify the 2008 budget she submitted to Ms Mara and Mr. McDole. She will also notify Ms Johnson of the decision to go with a smaller Bylaws Committee that has been heavily involved in the transition. There will be a review committee that will be asked to review the work of the new Bylaws Committee.
2. Bylaws that need to be set aside by the Board of Directors. In addition to waiving the bylaw requiring thirty days notice for a bylaws change in order to consider the revised Article XI, the Board of Directors must waive Article V, 5.01 A-D concerning the Officer Nominating Committee.
3. Quadrennial Review of Member Organizations. Members of the Membership Review Committee and several members of the Board believe this review should still take place. The Executive Committee agreed that the review should take place, but without grouping Member Organizations for the next quadrennium.

**Motion 10.** It was **M/S/C (Howard/Twohig)** to conduct a Quadrennial Review of Membership Organizations.

4. Board Representative to the Executive Committee. Ms Barbara Viera, Chair of the Board Representative to the Executive Committee reports that Ken Cain is the only candidate. Ms Viera will present the report to the Board of Directors and ask for nominations from the floor. If there are none, Mr. Cain will be approved by acclamation.
5. Director Election Results. Ms True announced that Gino Grajeda will replace Barbara Viera

for a one-year term on the Board of the Directors, and Todd Rogers will replace Sinjin Smith and Salina (Davidson) Rockwell will replace Elaina Oden, each for a one-year term as player directors. Ms Oden will continue as the international player representative to the Executive Committee through June, 2008.

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

1. Officials Division. This Division met last month in Denver. The major focus was on the sixteen (16) regions that have not been successful in recruiting officials. The Division remains opposed to holding officials to the same criteria on the background check as the coaches. The issue has been presented to the ROD Insurance Committee for a recommendation.
2. Diversity Commission.
  - a. A major concern of the Commission is that diversity is a part of all decisions during the transition and beyond.
  - b. Tom Pingel, Director of the High Performance Program, has waived the \$65 tryout fee for the underprivileged girls, ages 14-18 who were invited to the camp that will be held in San Diego in June.

**Motion 11.** It was M/C (**Diversity Commission**) to recommend that the Board of Directors approve the following resolution:

Whereas diversity, inclusion and gender equity are clearly directed mandates of the Board of Directors for USA Volleyball; and

Whereas, selection of staff for athlete “pipeline” programs from High Performance through National Teams is a high visibility realm which ought to represent USAV’s “best application” of these principles; and

Whereas, a first step and one which USAV has surely taken is to consciously apply these inclusion principles as staff selections are made from the candidate pool; and

Whereas, an important second step is to assure that opportunity is broadly advertised in venues where diverse populations and both genders receive notice; and

Whereas, it seems increasingly true that simple notice is often an insufficient answer to generating a candidate pool that reflects genuine diversity; and

Whereas, the third step USAV must take is be intrusive and specifically seek out individuals who will bring diversity and gender equity to the candidate pool.

Therefore the Diversity Commission direct the High Performance and National Team staff to do the following:

1. Consistently make diversity, inclusion and gender equity priorities in the staff selection process.
2. Consciously seek out diverse settings within which to inform potential applicants of opportunity.
3. Specifically set in motion efforts to seek out, identify, train, include and mentor minorities and females from every level of the sport (collegiate, high school, club and beyond) in order to evolve an effectively diverse pool of candidates.
4. Target a proportionality among staff (national high performance staff and throughout the pipeline) to match USA population demographics by the 2010 program year, with a minimum goal to advance against the 2007 numbers as a benchmark by 10% annually.

- c. Angela Rock suggested that USAV could provide an excellent service to beach volleyball athletes by conducting a Qualifier in the United States. Currently the U.S. athletes go to Europe only to play each other and only one team qualifies. Having a Qualifier in the U.S. would save the athletes a lot of money.
- d. The Commission would like to have all registrants who do not want to answer the race/ethnicity question to be required to respond with the choice “I choose not to respond.”
- e. The Molten grant was reduced to \$4,000 so the Diversity Commission will go to the

U.S.A. Volleyball Foundation for a \$4,000 grant to bring the total for the new quadrennium back up to \$8,000.

- f. The Commission asked for a free table or booth at the U.S. Open to sell the Starlings book. Mike Chandler reminded the Executive Committee that all USAV championships are expected to be profit centers and all these requests for free booths and table space cut into the profits (Booths cost exhibitors \$750).
  - g. The Diversity Commission asked the Executive Committee to endorse its motion concerning a strategic plan for boys and men's volleyball. Based on the fact that Mr. Beal had just had a meeting in Ohio with representatives from the NCAA, two state high school associations, etc., the Executive Committee did not take formal action on the motion. Mr. Beal stated that he would continue to work to form meaningful alliances with other organizations to grow boys and men's volleyball including the development of a program for boys similar to the Starlings program.
3. 2006 Budget.
    - a. The Audit Committee met on Thursday, but Mr. McDole had not heard from Scott Fortune, the Chair of that Committee. Stacie Kearns reported that the audit process went well. She may be suggesting at least an annual physical inventory.
    - b. Year end shows a positive performance against budget of \$171,178. There is a negative change in the corporation's net worth of \$126,000 because of the transfer of \$300,000 to the USAVF. The Finance and Budget Committee has no plans at this time to make recommendations on the disposition of the 2006 surplus.
  4. 2007 Budget Update.
    - a. The first quarter review has not been done. The Girls' Invitational has been canceled with a negative \$170,000 impact on the budget. Mr. Chandler was able to get out of the hotel contract, got the airlines to waive change fees for teams that had made travel arrangements and is working on getting some relief from the facility contract.
    - b. The revisions to the 2007 budget were reviewed. The Finance and Budget Committee did not know the Girls' Invitational had been canceled when it moved for approval of the revised 2007 budget. However, the staff felt confident it could balance the budget after the first quarter review.

**Motion 12.** It was **M/S/C (Twohig/True)** to accept the F&B recommendation and approve the recommended budget revisions with the provision that staff be charged to rebalance the budget through the quarterly review process.

- c. A project in process is to produce an officiating video. The Finance and Budget Committee supports the project for a near-term budget revision. Staff was asked to bring a definite proposal forward for future consideration.
5. Investment Portfolio Update. The latest report reflects earnings-to-date of 4%. Alternative investments have been placed at 5% allocation level approved by the Board of Directors with 6% of the USAVF's funds placed in alternative investments. It was reaffirmed that management of day-to-day operating capital to maximize potential return would remain in the hands of Controller Kearns who will in turn consult with Scott Fortune whenever useful.
6. 2008 Budget. The call for budget has been sent for the 2008 lay budgets. Mr. McDole will prepare a schedule for lay budget hearings in Austin.

- G. Board Representative to the Executive Committee.** Ken Cain did receive several responses to his request for issues to be brought to the Executive Committee. Some voiced concern/interest in how the transition process was being funded. The Finance and Budget Committee asks about that at each of its meetings. It will appear in the 2008 budget. Ms Oakes reported that anytime the Transition Commission works on a Committee description, it also includes a proposed budget. There were also people who voiced some concern about what the bylaws revision process was going to be and would it be done by lay leaders. Additional concerns have been addressed in

other portions of this meeting.

#### **H. Player Representatives.**

1. International Player Representative. Elaina Oden voiced her concern about not allowing 18 year olds to play in the U.S. Open because of safety concerns. She remembers how much she benefited from participating in the U.S. Open starting in her teens. She wished the approach was to go after the offenders rather than penalize the young participants.
2. National Indoor Teams.
  - a. Women's Team. Wiz McCutcheon reported mainly on the training team. Tom Hogan was the main trainer during Jenny's recovery from surgery and until Coach Li returned. Ms McCutcheon said the result was improved fundamentals. It also has been helpful to practice in Sports Center II which is equipped with cameras. Most veteran players are still overseas. The finals in Italy are not until June. The team has a very busy schedule until October with only one week break between tournaments. The coaches are eager for the college players to start training.

The Women play the Pan Am Cup in Mexico June 19-30, the Pan Am Games in Brazil July 14-19, the Grand Prix Preliminary Round in Poland August 3-6 and Macau August 17-19. If they reach the finals, they are in China August 22-26. The NORCECA Championships are September 17-22 in Winnipeg and the FIVB World Cup in November 2-16 in Japan.
  - b. Men's Team. Kevin Barnett stated that he could not say enough good things about the team's situation in Anaheim. The winter program this year, because it was in Anaheim, gave more access to players. It produced real practice and a real opportunity to get better. The program began with sixteen players and ended with about nine players. Mr. Barnett met with the players in January and shortly after that, they told him they would like him in the gym. So Mr. Barnett is coaching one day a week. He is working with Coach McCutcheon to increase his involvement on a paid basis. John Speraw has joined the coaching staff for the final push to the Olympics. He is an outstanding addition to the staff.

The men begin the World League in May and it goes through July 1. The team must qualify to compete in the finals of the World League in mid-July. The Men will also compete in the Pan Am Games in July, the America's Cup in August, the NORCECA Championships in September and the FIVB World Cup in November.

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

#### **VI. CHIEF EXECUTIVE OFFICER REPORT**

- A. **Article VIII**. The attorneys are still working on the document the AVP insists on before withdrawing the Article VIII Complaint. The USOC has released funding to USAV. The Executive Committee asked Mr. Beal to notify the USOC that if the Article VIII Complaint is not withdrawn or dismissed before the Annual Meeting, the restructure will be tabled until it is.
- B. **Qualifier License Dispute with Crossroads**. There is still a disagreement with Kay Rogness about the license fees for the teams that played in the select division of the Crossroads Qualifier. These teams did not compete for an opportunity to compete at Nationals. USAV requires a license fee from every player competing in a Qualifier. Lone Star is an example of a Qualifier that has a non-qualifier division, but they have always paid the license fees for those participants. This issue, if not resolved, will be a factor in determining whether or not to renew the license for the Crossroads Qualifier.
- C. **Budget Revisions**. Included in the revisions of the budget is a \$10,000 grant to Starlings. Mr.

Beal is working on an agreement with Starlings with future funds from USAV requiring a year-end report about the uses of the money. Mr. Wendelboe voiced concern about this money coming out of the general fund. Discussion followed about the availability of grants up to \$5,000 from the USA Volleyball Foundation. Mr. Beal wants the grants to remain in the general fund budget. USA Volleyball wants to form alliances with organizations like the Starlings, state high school associations and colleges, etc. In time, it would be good to have the USAVF provide grants to USAV for membership growth projects. The staff, with assistance from Jon Lee, is going to survey regions and private volleyball clubs to find out how many give grants/scholarships to help the underprivileged. USAV should partner with regions in support of such outreach programs.

- D. NORCECA Board of Administration Report.** Highlights from the meeting were:
1. NORCECA would like the U.S. to host a beach event in 2008. The U.S. is hosting the NORCECA Championships in Anaheim in September, 2008.
  2. USAV should consider placing \$10,000 a year into its budget for support to NORCECA.
  3. NORCECA passed a policy penalizing federations who do not meet their obligations to host their assigned NORCECA events as per the rotating calendar.
  4. NORCECA is hosting the first-ever boys' and girls' mini-volleyball event in July of this year in Mexico. Mexico is also hosting the Junior Championships.
  5. Mr. Beal discussed the conflict with the dates of the Pan Am Cup and the World League for men. If Cristobal makes the Pan Am Cup a Qualifier and it conflicts with an FIVB event that the U.S. men must participate in, the U.S. men will not participate in the Pan Am Cup.

**Motion 13.** It was M/S/C (Howard/Twohig) to commend Cristobal Marte Hoffiz for his leadership and contributions to NORCECA.

- E. National Team Reports.** There are discussions ongoing about relocating the women's team. This would not happen before the 2008 Olympic Games. The coaches and players support the move.
- F. Archive Report.** June Lobeck has spent a great deal of time on the archive project. The archivist from the YMCA has spent a couple of days in the office. The YMCA works with the University of Minnesota library on the YMCA archive project. Partnering with an institution the way the YMCA has is a good option for the USAV because it does not have to staff to complete this project on its own. June is trying to locate all the archival items in the office and get them catalogued.
- G. Boyce Banquet Report.** Gary Colberg and the staff are moving forward on the Toast to Texas portion of the banquet. Mr. Beal believes this concept should be continued at future Boyce Recognition Banquets. Cecile Reynaud will be the emcee. Unfortunately the banquet will be way over budget.
- Mr. Wendelboe reported that the USA Volleyball Foundation will be hosting the reception and silent auction prior to the banquet. The Travel partner for the USOC has donated ten Olympic Games packages. USAV apply for one and got it. It is still not clear whether it will be put in the auction with a high minimum bid (trips with one of the team has not gotten a bid in the past) or place it on the website for an auction with a minimum bid.
- H. Office Building Report.** The UCCS is still moving ahead with an opportunity for several NGBs to move their offices to their new building and arena. USAV has to look into such opportunities because of the age and condition of the building where the offices are now.
- I. ACES Organization.** This is an organization of NGB Executive Directors. Mr. Beal is on the

Steering Committee which has met with Jim Scheer concerning office space, funding of mail, phone, office supplies, etc. The two functions of ACES are to 1) provide an opportunity to quickly and efficiently discuss best practices with other NGBs and 2) provide an opportunity to drive the agenda to the USOC. The membership fee is \$1,000/year.

- J. Team Leader List.** Mr. Beal did not have the list, but would provide it at the Annual meeting. He announced that Laurel Iverson will go to the Pan Am Games and NORCECA Championships with the Women's team. Joan Powell will go with the Women's Team on the first two legs of the Grand Prix and Fred Wendelboe will go with them on the last leg and to the championships if the team qualifies. Tom Pingel is traveling to the World Championships with the Girls' Youth Team. USAV is in contact with the State Department about Morocco where the Boys Youth Team will go for World Championships. It seems to be okay at this time.
- K. Olympic Preparation.** Kerry Klostermann is in Beijing at this time. Although USAV has received information most of the opportunities for housing and training issues, the teams have to be more focused on qualifying for the Olympics. There are many opportunities for USAV to host a pre-Olympic Games competition.
- L. Beach Activities Update.** USAV continues to provide services to the beach discipline including the Junior Tour, the Junior Championships, the Adult Championships and High Performance events for beach. The Beach High Performance Identification Camp is next week-end. USAV would like to obtain Olympic funding to do an annual International Selection Camp for beach players under 18, but it depends on the AVP calendar for Under 21s and Under 19s. Staff is satisfied with the partnership with Elevation. The junior Beach events will continue to grow, be better organized and better attended. These events are not in conflict with any AVP events to the best of our knowledge.
- We are having conversations with Long Beach, AVP, and NBC about the U.S. hosting an FIVB event in 2008. Long Beach wants to host it and NBC wants to televise it. Work will continue with Sinjin Smith, John Miller, the AVP, etc. to try to make this happen. Long Beach needs to agree to pick up more of the costs, NBC must moderate their \$800,000 price, a current event on the beach calendar would have to be moved and we need AVP's support/endorsement for the event.
- M. Molten Dollars as Board Restricted Account for Men's Uses Only.** In the past, any profit from the Molten event went to the bottom line. Mr. Beal will ask for Board approval to have any future profits go into a "board-restricted" account only for use with the Molten Invitational. Mr. Beal was directed to take this issue to the Finance and Budget Committee.
- N. New Media Initiatives.** The USOC has made a media proposal to all the NGBs. The USOC wants to start an Olympic channel that would broadcast 24/7 and be ready for operation several months prior to the Olympics. It would include up close and personal stories, the road to Beijing-type stories, etc... It also wants to create a consistent look across NGB websites and then produce internet broadcasts on those websites. The plan is to have the websites and broadband capabilities operational by August 8<sup>th</sup>. The USOC has asked several NGBs including USAV to sign a "letter of intent" that would then prohibit us from negotiating with anyone else. On its part, the USAV wants an agreement that protects us, exposes lots of volleyball events and helps grow the game.
- The AVP has contacted us about a media partnership with AVP for internet content. Major League Baseball is working with AVP to web cast their events. We have been contacted by Google to allow them to provide some edited short clips of volleyball through "MySpace" to give us exposure opportunities for volleyball. So there are a lot of media opportunities out there and USAV needs to take advantage of all that will promote the game of volleyball.

World League. The USOC is interested in funding the World League including the USAV's fee to the FIVB and the television contract. They have found a carrier and the USOC would cover the cost of production. It appears that the FIVB is going to raise the fee and require the broadcasters to broadcast six home and away matches. It would be a three-year deal with a right of renewal clause favorable to the USAV.

USAV has contracts with all three sites for the home matches in the World League. Portland has good advance ticket sales and Green Bay is doing some exciting promotional things. The concern is with the Chicago site. Chris Marlow and Kevin Barnett are the broadcasters for these matches which will be seen on ESPNU.

Junior Championships. There has been interest shown in broadcasting the junior Championships on broadband. We will continue to pursue that interest.

**VII. NEXT MEETING.** The next meeting of the Executive Committee will be May 22, 23 and 25, 2007 in Austin, Texas.

**IX. ADJOURNMENT**

<p><b>Motion 14:</b> It was M/S/C (McCutcheon/Barnett) to adjourn the meeting at 12:15 pm on May 6, 2007.</p>
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