

**MINUTES OF THE MEETING  
Of the  
USVBA EXECUTIVE COMMITTEE**

January 11, 12, 14, 2007  
Colorado Springs, Colorado

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

**ABSENT:** Elisabeth Bachman McCutcheon

**GUESTS:** Kerry Klostermann, 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 5:00 pm on Thursday, January 11, 2007.
- II. ANNOUNCEMENTS** – Mr. Monaco welcomed Sean Scott, Secondary Beach Player Representative, to his first Executive Committee meeting. He will carry one vote until Kevin Barnett or Elaine Oden arrives.
- III. APPROVAL OF MINUTES.**

**Motion 1:** It was **M/S/C (Scott/Twohig)** to approve the minutes of the December 10-11, 2006 meeting of the Executive Committee.

**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. President.** Mr. Monaco addressed the following items:

1. Restructure of USAV Governance. Mr. Monaco turned the meeting over to Doug Beal who went through the slides that will be used for the presentation to the Board. The Committee discussed almost every point on every slide and made some modifications. It was agreed that the Board of Directors should view the proposed Board as it compares to the current Executive Committee. In addition, the Board will be asked to empower a Transition Commission to work out the details of the criteria for board positions, how the Nominating and Governance Committee will function, etc.

**Motion 3.** It was **M/S/FAILED (Howard/True)** to give each player director a vote on the proposed Board of Directors.

**Motion 4.** It was **M/S/C (Twohig/True)** to request the Regional Volleyball Associations develop basic criteria for the RVA Director positions on the proposed Board of Directors and submit them to the

Transition Commission for its consideration in conformance with the timeline established by the Transition Commission.

Following extensive discussion, the following motion was passed.

**Motion 5.** It was M/S/C (**Twohig/Howard**) to recommend that the Board of Directors of USA Volleyball approve the restructure of the Board effective subsequent to the conclusion of the 2008 Summer Olympic Games, such that there shall be sixteen (16) Directors with fifteen (15) votes originating from those constituencies specified in the table presented on Slide 5 (copy of slide is attached).

Ken Cain abstained.

**Motion 6.** It was M/S/C (**True/Twohig**) recommend that the Board of Directors approve the establishment of a Transition Commission to bring recommendations to the Board in May, 2007 that address some or all of the following: Board Committees, Corporate Substructures, Composition and procedures for the Nominating and Governance Committee, "USAV Congress," Directors' selection criteria and other necessary clarifications and elaborations. Further, the President shall have the authority to appoint the Transition Commission that reflects the constituencies of USAV including a minimum of 20% USOC-defined athlete representation.

Ken Cain abstained.

2. Transition Commission. The Committee discussed tasks of the Transition Commission and provided potential members for the following positions on the Commission: Chair, Athlete, AVP, Junior Volleyball, Regional Volleyball Associations, other Member Organizations keeping in mind the agreed upon balance between indoor and beach representatives. The Commission should address the following topics and present recommendations to the Executive Committee at its May 5-6, 2007 meeting: selection criteria for directors and the at large member of the new Board, procedures for the Nominating and Governance Committee, Board committees and substructures of the corporation. Drafts of the Commissions work will be distributed to the Board of Directors for feedback.

Since the Executive Committee will not meet until May 5-6, 2007 and the work of the Commission will be distributed during its development, the Board of Directors will be asked via email ballot to approve a waiver on the 30-day notice for "Bylaws" changes (Formal revision of the Bylaws will not be a responsibility of the Commission).

3. "USAV Congress" It was agreed that this should be a separate topic from the work of the Transition Commission and would be a good roundtable discussion topic for the Annual Meeting of the Board of Directors.

**B. Past President.** Rebecca Howard discussed the following items:

1. Board Orientation. Ms Howard agreed to do a Board Orientation prior to the January meeting of the Board of Directors.

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

1. Arbitrators Program Update. Bid tournaments begin next week-end. Every arbitrator position is filled except one. Mr. Twohig briefly reviewed the purpose and the responsibilities of the arbitrators for new Committee member, Sean Scott. The Arbitrators' Guidebook and Casebook will be reviewed and updated following the 2007 events.
2. Policy and Procedures Manual. Mr. Twohig does not plan to bring revisions to the Policy and Procedure Manual to the Board at this time. He has asked Karen Gee to give him a bid on organizing and editing the Manual this year. Ms Howard offered to assist with the content portion of the process.

3. Executive Council Agenda. Mr. Twohig has not received any agenda items for the Executive Council, so the agenda will be developed at the beginning of the meeting Friday morning. The Council will be sharing their views of the Governance Restructure Proposal.
4. Championship Events Commission Update. No new report since December.
5. Joe Sharpless Arbitrator Award. This award will be presented to Lea Wagner at the May Board of Directors' meeting.

**D Secretary.** Ms True discussed the following issues:

1. Player and Multi-Sport Director Nominations. Ms True announced that Sinjin Smith will run for another term as a Player Director. All the players will meet over lunch Saturday to develop a potential nomination list for female and male player directors, assign people to contact each of them, get bio and statement information from and send all of this to June Lobeck and Ms True by the February 15. There is no requirement for a specific number of nominees from each discipline since there will be at least two player representatives from each discipline regardless of the outcome of this year's election.

There are two nominations for the Multi-Sport Director position for a term beginning July 1, 2007. Barbara Viera has been nominated by AAHPERD/NAGWS and Gino Grajeda has been nominated by the AAU.

2. Quadrennial Review of Member Organizations. Ms True asked for advice on the quadrennial review of Member Organizations other than the Regional Volleyball Associations. It was agreed that Ms True will work with the Membership Review Committee to solicit the reports immediately following the May, 2007 meeting of the Board of Directors. The review should be completed prior to the January, 2008 meeting of the Board of Directors.

- E. Treasurer.** Stewart McDole had no new budget information since the December meeting of the Executive Committee. Margie Mara, Senior Director reminded the Committee that it needs to give corporate approval to renew the line of credit which needs to be done by January 20, 2007.

<p><b>Motion 7.</b> It was M/S/C (<b>Howard/Turner</b>) to renew the line of credit for the next year.</p>
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- F Board Representative to the Executive Committee.** Mr. Cain had no items for the Committee's consideration.

**G. National Team and Beach Player Representative.**

1. Indoor National Team Representative. Kevin Barnett reported that he had talked to a couple of the male players since the December meeting. The players are really disappointed in the results at the World Championships. Mr. Barnett believes we have the players to be successful including the possibility of defeating Brazil or Russia on any given night, but the players have to play better as a team. The players are very appreciative of the effort and the funds USA Volleyball committed to move the team to Anaheim.
2. Primary Beach Player Representative. Tyra Turner reported that the teams dispersed for the holidays and some teams have changed partners. The top three teams are staying together.
3. Secondary Beach Player Representative. Sean Scott reported that the top three men's beach teams are staying together – Jake Gibb and Sean Rosenthal, Todd Rogers and Phil Dalhausser and Stein Metzger and Mike Lambert. Mr. Scott will be playing with Matt Fuerbringer this season. Mr. Scott believes that the US has the beach athletes now to successfully compete internationally.

- C. International Team Representative.** Elaina Oden had no specific items to report.

**D. Special Advisor to the Executive Committee.**

1. USAVF. Fred Wendelboe, Chairman of the USAVF Board, asked Kerry Klostermann to

update the Committee on the work of Steve Ducoff , the Foundations Contract Development Director in the area of development for the Foundation. Mr. Ducoff is in the process of formulating a contact list and then following up on those possibilities.

2. Youth and Junior Olympic Volleyball Division (YJOVD) Update. Mr. Wendelboe had no report since Dave Gentile, Vice President for the YJOVD will be attending the Executive Council meeting Friday morning.

## VI. CHIEF EXECUTIVE OFFICER REPORT

- A. **Posting People Who Pass the Background Screening.** Doug Beal asked Ms Mara to review the issue of background screening. The staff has been asked for a “legal” opinion about a region posting people who passed and those who have not passed the background screening.
- B. **Criteria for Passing Background Screening.** Ms Mara reported that the criteria for the background screening are reviewed every year. Last year, the criteria were strengthened and ten individuals who passed the screening the year before did not pass. The staff does not want to start making exceptions or grandfathering coaches in because that would be contrary to advice received from the risk management people. The Executive Committee agreed this was a staff decision in conjunction with advice from risk management.
- C. **“Boyce Moment” at the Awards Banquet.** Mr. Beal went over the list of names of people who were born in Texas and had many of their best volleyball achievements in Texas. The members of the Executive Committee approved a list of people and agreed to send any others they thought of to Mr. Beal. The individuals or their family/friends will be contacted for pictures and volleyball information that will be used to develop the video for the “Boyce Moment.”

- VII. NEXT MEETINGS.** The next meeting of the Executive Committee will be May 5-6, 2007 beginning at 8:00 am on the 5<sup>th</sup> and ending at 12:00 pm on the 6<sup>th</sup>, and May 22, 23, 26, 2007 in Austin, Texas with a start-time of 5:00 pm on Thursday, May 22<sup>nd</sup>.

## VIII. ADJOURNMENT

**Motion #8:** It was **M/S/C (Barnett/Turner)** to adjourn the meeting at 11:55 am, Sunday, January 14, 2007.



**Governance Restructure**

**RECOMMENDED BOARD STRUCTURE**

Athlete Directors	4 persons with	<b>3 votes</b> (3/4 each)
Independent Directors	3 persons with	<b>3 votes</b>
RVA's	2 persons with	<b>2 votes</b>
Indoor High Performance (NCAA)	1 person with	<b>1 vote</b>
Junior Elite Indoor	1 person with	<b>1 vote</b>
National Beach Tour (AVP)	1 person with	<b>1 vote</b>
Elite / Development Beach	1 person with	<b>1 vote</b>
Coach	1 person with	<b>1 vote</b>
Official	1 person with	<b>1 vote</b>
Chair	1 person with	<b>1 vote</b>

**\*\*\* 16 Board Members with 15 Votes**  
**\*\*\* Chair Elected by the Board at its 1<sup>st</sup> meeting of the Summer Olympic Year**