

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

May 23, 24 & 26, 2006
New Orleans, Louisiana

PRESENT: Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Stewart McDole, Susan True, Ken Cain, Erik Sullivan, Fred Wendelboe, Doug Beal

ABSENT: Elisabeth Bachman and Kevin Barnett

GUESTS: Stacie Kearns, 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 23, 2006.
- II. ANNOUNCEMENTS** – Elisabeth Bachman and Kevin Barnett were excused from this meeting, so Erik Sullivan will have two votes.
- III. APPROVAL OF MINUTES.**

Motion 1: It was **M/S/C (Twohig/Cain)** to approve the minutes of the April 7-8, 2006 meeting of the Executive Committee with the right to change any substantive changes that were made since the Executive Committee received the materials for this meeting.

- IV. APPROVAL OF AGENDA.**

Motion 2: It was **M/S/C (Twohig/Sullivan)** 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. Member Relations and Recognitions. Mr. Monaco will visit with Cynthia Doyle Perkins about continuing as Vice President considering the responsibilities of her new job. Dick Jones has agreed to serve as the Assistant Vice President for Recognitions, reporting to Mr. Monaco, Ms True and June Lobeck.
2. Archives Committee. Mr. Monaco stated he wanted to continue with a volunteer Chair of Archives to serve as a resource, oversight person to the staff, so he will visit with a potential Chair during the Annual Meeting.
There was discussion about transferring all archival material to electronic form. Mr. Twohig volunteered to get that project done.
3. Update on Article VIII Complaint. Mr. Monaco and Mr. Beal updated the Executive Committee on the status of the Article VIII Complaint. The USOC is concerned that USA Volleyball move more promptly to resolve this Complaint and to restructure USAV as soon as possible. The AVP has sent a proposed restructure to USA Volleyball and Mr. Beal and Mr. Klostermann sent a response with some criteria for restructure. Andy Reif, COO of AVP will attend the Breakout Session of the Ad Hoc Committee on USAV

Governance on Friday night. Mr. Beal reminded the Executive Committee that was important to keep the possible restructure – or not – separate from the Article VIII Complaint.

4. Ad Hoc Committee on Governance. Mr. Monaco reminded the Executive Committee that this Committee will meet at 7:00 pm Friday with the Board of Directors encouraged to attend. Andy Reif will make a presentation to the Committee. Ms Howard asked for a review of the timeline for this Ad Hoc Committee's work.

Motion 3. It was M/S/C (**Howard/True**) to direct the Ad Hoc Committee on USAV Governance Structure to present a recommended plan to the Executive Committee no later than its December, 2006 meeting.

- B. Past President.** Ms Howard discussed the following items:
 1. Tom Blue will receive the Wilson Award in 2007.

- C. Executive Vice President.** Mr. Twohig discussed the following items:
 1. Championship Events Commission (CEC). Mr. Twohig will meet with Kevin Wendelboe tomorrow, and there will be a meeting of the Championship Event Directors in the fall to begin the event evaluation process. Mr. Twohig continues to believe the CEC has real potential to improve the overall participant event experience by providing a lay view of events to the Events Department staff.
 2. Executive Council Agenda. Mr. Twohig reported that the following issues will be addressed at the Executive Council meeting tomorrow:
 - a. PAVO Reciprocity with USAV
 - b. Officials Development
 - c. Officials Division due process
 - d. Leadership Development
 - e. Response to Mr. Novak's age group recommendations

- D. Secretary.** Ms True discussed the following issues:
 1. Directors Election Update. Angela Rock and Carl Henkel were elected Player Directors and Joe Sharpless was elected as a Director representing Multi-Sport Organizations. All three Directors terms begin July 1, 2006 and end June 30, 2009.
 2. Board Representative to the Executive Committee. There are two candidates, Ken Cain and Elaina Oden. Both candidates should be asked if they are able to attend all four or five meetings of the Executive Committee.
 3. Resignation of Member Organizations. Two Affiliated Member Organizations have indicated to Ms True that they have or are thinking about dropping their USA Volleyball membership. Following a brief discussion, Ms True will contact Mr. Beal and Mr. Monaco for direction in dealing with any resignation by a Member Organization.

- E. Treasurer.** Mr. McDole had no report at this time because the Finance and Budget Committee is meeting later today and tomorrow.
 1. 2005 Audit. The auditors have completed their work, but the written report has not been received. Mr. McDole asked Scott Fortune to call a first meeting of the Audit Committee in April and that has been done. The Committee's report will be delivered to the Board of Directors by McDole unless there is something the Committee believes should be presented by Mr. Fortune.
 2. 2006 Budget Update. The first quarter review was completed in April. It did not seem to warrant a conference call and was discussed by Finance and Budget Committee here in New Orleans. Income is down for Adult tournaments. There are fewer teams than anticipated and hotel costs have exceeded estimates potentially producing a shortfall in the \$60,000 range. The Junior Beach tour is still an unknown. Most departments at the point of review expect to operate within budget.

3. 2007 Budget Reviews. Each of the officers and lay staff with budget authority have been scheduled for "hearings with the Finance and Budget Committee in session over the next two days.
4. A recommendation will be taken to the Board for an immediate transfer of \$300,000 from 2005 surplus funds to USAVF portfolio account.
5. Another recommendation is to establish and maintain an operating reserve fund initially set at \$1,350,000. This fund will be available for use in the case of unforeseen fiscal emergency and as a means to take advantage of financial opportunities requiring immediate expenditure. The size of the fund will be reviewed annually.
6. The Finance and Budget Committee will recommend that the Board approve an amendment to the USAV employee 403(b) retirement plan to enable the offering of a Roth option to staff members. This has no budgetary impact.

F. Board Representative to the Executive Committee. Mr. Cain did not receive any responses to his request for issues to be brought to the Executive Committee that required action by the Committee.

G. International Team Representative. Erik Sullivan had no report except that he visited the National Team Center in Anaheim and thinks it was a very good move for the Men's Team.

H. Special Advisor to the Executive Committee. Fred Wendelboe had no report. The US Volleyball Foundation will host the Reception and Silent Auction prior to the Boyce Awards Banquet, and will host the Stars Heritage dinner Saturday night.

V. CHIEF EXECUTIVE OFFICER REPORT

A. Best Practices. The first of the Best Practices Workshop for RVA's was held in Colorado Springs. John Kessel made a good presentation followed by an open sharing of ideas. The Region Commissioners who attended the workshop thought it was very useful and should be continued with the next Workshop including two of the Commissioners who attended the first one plus five to seven other Commissioners. John Kessel will prepare a summary report of the ideas shared at the meeting. Staff will develop a notebook of Best Practices which will be revised after each of these workshops. At the recommendation of the Commissioners who attended this first workshop, the seven to ten Regions invited to the next workshop will be encouraged to send the Commissioner and one other individual of their choice.

B. NORCECA. Cristobal Marte continues to be very supportive of USA Volleyball. He has nominated Mr. Beal for the FIVB Board of Administration.

C. XP Apparel Update. XP Apparel has been paying \$25,000/week and has reduced the amount owed to USA Volleyball from \$360,657.43 to \$135,657.43. USAV will send out a RFP once this account is paid, however, several NGBs have done this and did not find a better situation with a company other than XP Apparel.

D. Anaheim Update. Everything seems to be going well. The coaches and players are very happy with the situation. Mr. Beal will visit the Center in late June.

E. Staff Changes. Stacie Kearns, the new comptroller for about two months. Bill Kaufman, formerly with the AVCA has replaced Paul Soriano, and BJ Evans is doing a good job with *Rotations*. There is a search for a halftime reception-halftime assistant in High Performance. Barbara Eisenbeis is assisting in the Events Department, and there are currently six or seven interns.

- F. National Teams Update.** The Men's National Team leaves in approximately 3 weeks for a tour in Argentina. The Americas' Cup will probably be canceled now that Brazil has canceled as the host for this year. The Women's National Team will play a match against Poland this Friday in Chicago, will compete in the Americas Cup in Puerto Rico in June and the Grand Prix this fall.
- G. Team Leader Program.** Laurel Iversen will share the Team Leader position with Fred Wendelboe for the Grand Prix. Ms Iverson will be an excellent Team Leader plus she has great involvement with the USOC as an Olympic Academy instructor and as a very active member of the Olympic Alumni Association.
- H. Officials Consultant.** Ms. Mara reported that Kathy Ferraraccio is working very hard and is very responsive. Four training camps were conducted at Qualifiers, training was also conducted at the NIRSA Championships and the Girls Invitational. Sixty officials have signed up for the training camp at the Girls JO Championship
- I. Beach Olympic Qualification Procedures.** The USOC is working with USA Volleyball to develop a procedure for replacing an entire beach team drops out prior to the Olympics.
- J. Gender Identification Policy.** Mr. Beal pointed out that the Gender Identification Policy that appears on p. 170 in this year's *Guide* is inconsistent with the policy printed in the Policy and Procedures Manual. He will make certain the new *Guide* is correct.
- VI. NEXT MEETINGS.** The next meetings of the Executive Committee will be October 8-9, 2006 in Colorado Springs, Colorado.
- VII. ADJOURNMENT**

Motion 4: It was M/S/C (Cain/True) to adjourn the meeting at 12:45 pm May 27, 2006.