

MINUTES OF THE MEETING
Of the
USVBA EXECUTIVE COMMITTEE
 January 12, 13, 15, 2006
 Colorado Springs, CO

PRESENT: Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Susan True, Stewart McDole, Ken Cain, Elisabeth Bachman, Kevin Barnett, Erik Sullivan (15th only) and Fred Wendelboe (13 and 15 only)

STAFF: Doug Beal, Kerry Klostermann, Margie Mara and Mike Chandler.

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

- I. CALL TO ORDER.** Al Monaco, President, called the meeting of the Executive Committee of the United States Volleyball Association to order at approximately 5:15 pm on Thursday, January 12, 2006.
- II. ANNOUNCEMENTS** - Mr. Monaco announced the meeting would recess at 7:00 pm for dinner.
- III. APPROVAL OF MINUTES.**

Motion 1: It was M/S/C (Howard/Twohig) to approve the minutes of the December 11, 2005 meeting of the Executive Committee with editorial changes and the revision to the section on coaches' certification.

IV. APPROVAL OF AGENDA.

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

V. OFFICER REPORTS.

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

1. Ad Hoc USAV Restructure Committee. Mr. Monaco will chair the Committee. The Region sub-group will be Jon Lee, Ken Cain, Chuck Stemm and Fred Wendelboe. The other subgroup will be Charlene Tagaloe, Marcia Alterman, Ellen Crandall, Dave Gentile and Sinjin Smith. The goal is to have a plan presented to the Board of Directors at the January, 2007 meeting. (Note: On January 14th, conflicts were made known that would prevent Ms Tagaloe's participation. She was replaced with Liz Masakayan.) Ms Howard voiced her concerns regarding the ratio of women to men on this Committee.
 Mr. Beal urged a budget revision to provide funds for two face-to-face meetings of the Committee. They could be held around the ROD and YJOVD meetings where some members will already need to be in Colorado Springs.
2. Complaint Filed by the AVP and Some Beach Players with the USOC.

Motion 3. It was M/S/C (Howard/Twohig) to go into Executive Session to discuss the complaint and the USAV response.

The procedures and responses to the complaint by the AVP and beach players were explained to the Executive Committee. It was agreed the issue should be addressed early in the agenda of the Board of Directors meeting with Mr. Beal outlining the issue for the Board.

Motion 4. It was M/S/C (Twohig/Barnett) to leave executive session.

3. Audit Committee. Joan Powell has agreed to serve so the Committee consists of Sam Wells, Chair, Joan Powell and Scott Fortune.
4. Disabled Division. There is no change in this Division at this time.
5. Recognitions. Ms Howard reported that after a conversation with Tom Blue, new Chair of the Leader in Volleyball committee, she agreed to attend the meeting of the Committee in May.

The Executive Committee briefly discussed the status of the Recognitions program. Mr. Monaco will coordinate the Boyce Banquet with regard to what awards will be presented at the banquet. He and Ms True met with Cynthia Doyle, Vice President, Member Relations Division directing her to send June Lobeck, Mr. Monaco and Ms True the name and contact information for each award. In addition, Ms Doyle will be responsible to coordinating the submission of the award information to Ms Lobeck no later than March 1, 2006.

6. Re-incorporation in Colorado.

Motion 5. It was M/S/C (Twohig/Bachman) to recommend to the Board of Directors that staff proceed with re-incorporating in Colorado.

7. All American Recognition. Glen Davies asked the All-Tournament Awards become All-American awards as it was in the past. No action was taken following a brief discussion of the issue.
8. Naming 2006 Championships for "Doc" Koorhan. The Committee briefly discussed the recent death of Dr. Murray "Doc" Koorhan and his long-term involvement in the U.S. National Championships.

Motion 6. It was M/S/C (Twohig/Howard) to name the 2006 U.S. Championships in honor of Dr. Murray Koorhan.

B. Past President. Ms Howard asked that the Wilson Award be on the Personnel Committee agenda.

C. Executive Vice President. Mr. Twohig reported on the following items:

1. Arbitrators Program Update
 - a. There are four new Arbitrators for use during the 2006 championship season. The addition of the Boys Bid Tournaments allowed for new Arbitrators to enter the cadre. New cadre members include John Hughes, the Commissioner from the Western Empire RVA, Kathy Goodlet, a retired school administrator who has been active in the YJOVD and who

is a coach and official, John Cline, the Commissioner of the Bayou Region and a long-time official, and Jenny Hahn, YJOVD Associate VP and a member of the YJOVD Admin Council. These four new Arbitrators join a great group of Arbitrators who are working 2006 events including: Chuck McCracken; Buz Bohmeyer, Allan Chinn, Karen Gee, Doug Wilson, Bill Jones, Jon Lee, Dave Lockwood, Russ Poage, Chip Reilley, Lea Wagner, Angelo Iasillo, Fred Wendelboe, Chris Clauss and Dick Powell. As always, anyone who is interested should contact Mr. Twohig.

The program now assigns 34 Arbitrators to 29 events and provides services on a total of 105 tournament days. The cost to the corporation is approx \$27,000. The rationale for the expense is the direction from the Board to provide resolution of ethics and eligibility levels in a timely manner and at the lowest effective level – which is at the events where the incidents occur.

- b. Guidebook and Casebook. The Arbitrators Casebook and the Arbitrators Guidebook are complete thanks to the work of Karen Gee. Mr. Twohig thanked Chuck McCracken for his development and maintenance of the data base that made the casebook possible. The Guidebook is proving to be an effective training tool.
2. Qualifiers and Bid Tournaments. All the Qualifiers and Bid Tournaments are under contract. All the Qualifiers have been offered contract extensions through 2008 – only two of these agreements are finalized. The Bid Tournament season is just starting with events this weekend in Anaheim, Rochester, and St. Louis. The other boy's events are in San Jose, Waukesha, State College, Evergreen Park, York and Richmond. The Girls Qualifier season starts in March and the events are held in Indianapolis, Denver, Spokane, Columbus, Anaheim, Atlanta, Baltimore, Minneapolis, Dallas and Reno.
3. Ethics and Eligibility. At the December meeting of the Executive Committee, Mr. Twohig reported on two E&E issues: In late 2005, Rick Butler contacted Lea Wagner and the Region Board requesting an appeal of his limited suspension. The Region Board has decided not to hear any appeal from Mr. Butler. Mr. Butler has canceled some Regional events at his venue; however, the Region has successfully moved the events to another facility.

There is a group of parents in Northern California that want the age-group assignments revised. The information has been forwarded to Dave Gentile, Vice President, Youth and Junior Olympic Volleyball Division (YJOVD) and Mike Chandler, Managing Director for Events
4. Championship Events Commission. The purpose of the Commission is to assist the Events Department in improving championship events for the participants and the organization. The Commission has not met and the appointed leadership has not had time to initiate the Commissions activities. Kevin Wendelboe has agreed to take over as Chair of the CEC.
5. Qualifier Review Committee. The decision was made last year to change the Qualifier Compliance Committee to a review committee. The intent of the Committee is to review event evaluations and discuss any issues reported by participants, arbitrators or Event Department personnel, with the goal of improving the qualifier experience for the participants. It is only been marginally successful. The Executive Committee discussed the best go-forward approach. The consensus was that the event review should include all

championship events and be conducted by the Championship Events Committee. The YJOVD, ROD and OD are all represented on the CEC.

6. Policies and Procedures Manual. The editorial changes and revisions previously approved were reviewed.
7. Executive Council Agenda. The agenda was reviewed.

D. Secretary.

1. Multi-Sport and Player Directors Nominations. Ms. True reported that there still have not been any nominations for the player director positions. The player directors will meet over lunch on Saturday to develop a list of potential candidates, who will contact each of them and the deadline for having the ballot ready for distribution.

Two nominations have been received from Multi-Sport Organizations: NPAL has nominated its new executive director, Mike Dillhyon and Special Olympics International has nominated Joe Sharpless.

2. Structure and Function. Ms True urged everyone with responsibilities for an Administrative Manual to send the final version to her electronically by the middle of February. Mr. McDole will also provide the standard budget section for inclusion in all the manuals.
3. Member Organization Annual Fees. Despite two follow-up letters, there are five Affiliated Sports Organizations that have not paid their 2005 fee, so their letters indicate they must pay for two years by February 15, 2006. Organizations that did not pay in 2005 are: Athletes in Action, National Congress of State Games, National Recreation and Parks Association, Positive Coaching Alliance and President's Council.
4. Archives. Mr. Beal reported the staff would be taking over the responsibility for communication with repositories and the proper preservation of archival material of the corporation.

The meeting was recessed at 12:10 pm for lunch. The meeting was reconvened at 12:35 pm.

E. Treasurer. Mr. McDole reported on the following:

1. 2005 Budget.
 - a. Current Cash Status as of 1.13.06

Savings accounts	\$ 624,600	vs.	1,008,900 (9-30-05)
Checking accounts	\$ 475,000	vs.	267,500
2008 Olympic account	\$ 228,944	vs.	226,932

*Fairly major payables will flow in the next day or two
 - b. Line of Credit. There is access, but no current or immediately foreseeable need.
 - c. Investment Portfolio. The total portfolio grew about 3.48% during 2005. The current balances are:
 USAVF = \$1,384,100
 USAV= \$994,317
 - d. XP Apparel. An agreement has been reached for XP Apparel's repayment in full, including penalties, by the end of February. XP has made the first two smaller payments on time.
 - e. Year-End Projection. The tentative projection is there will be a surplus of

approximately \$500,000 when the books close on 2005. Overall a surplus of the size we are anticipating serves to reinforce the inherent verities in the process and further the need to be prudent. While we are projecting a surplus – in any given year the possibility of an equally substantial overage requires continued vigilance.

f. Operating Reserve. The following motion was made:

Motion 7. It was M//C (Finance and Budget) to recommend the Board of directors approve the USAV accrue and maintain an operating reserve fund of \$1,350,000.

2. 2006 Budget. A balanced 2006 budget will be presented to the Board of Directors for approval. There are already requests that will require additional revisions to the budget; however, Mr. McDole thought they could all be accommodated.
3. 2007 Budget Call and May Hearings for Lay Budgets. Members of the Executive Committee with budgetary responsibilities were reminded that it is already time to begin thinking about 2007 budget requests.

VI. ADDITIONAL REPORTS

A. Board Representative to the Executive Committee. Ken Cain had no report.

B. National Team Representatives

1. Primary Team Representative. Elisabeth “Wiz” Bachman reported there would be approximately 66 players participating in the National Team Tryouts this weekend. The players on the National Team start practice on Monday.
2. Secondary Team Representative. Kevin Barnett presented the Player Severance Plan (attached). It was agreed that an equivalent plan would need to be developed for National Beach Team players. Approval of the plan was postponed until at least the April meeting of the Executive Committee.

Mr. Barnett also reported that the players on the Men’s National Team would report on January 15th to begin training.

C. International Player Representative. Erik Sullivan was unable to attend the meeting until Sunday, but had no special report.

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

VII. STAFF REPORTS

A. Chief Executive Officer. Doug Beal

1. Anaheim Update. Mayor Curt Pringle, John Nicoletti, Director of Communications for the city and Norm Nowell, American Sports Center will attend the Board of Directors’ meeting and social on Saturday, January 14. The mayor will address the Board just before the lunch break.

The Anaheim City Council will vote on the contract (that extends through 2008) at its January 31st meeting. USAV’s trainer is in Anaheim now visiting with the doctors and employees of the medical facilities. The construction has begun on the offices in the American Sports Center. The California Athletic Training Zone (CATZ) is scheduled to open February 1st. The City is providing

housing food, office space rental, cash and transportation (3 cars and 2 15-passenger vans). The costs to USA Volleyball are increases in salaries due to cost of living and any unanticipated expenses that are unknown at this time, but are not expected to be significant.

2. Insurance. The USOC has reduced the allocation of elite athletes covered by its medical insurance from 18-12. After consulting with insurance specialists, the USAV will self-insure the \$5,000 deductible and will pay the premium (approximately \$85/month for the men and \$98/month for the women) for those additional players as long as they are on the National Team.
3. Staff hires. Mr. Beal reported that a person has been hired to replace Kerstin Fracassini during her maternity leave. When Kerstin returns the person will serve an internship in the Events Department. Mr. Beal will interview another individual on Monday for the Director of High Performance for Beach. They are close on the hiring of an IT assistant and a PR assistant.
4. FIVB Commissions. Mr. Beal reviewed the possible nominees for the various FIVB Commissions. It is very important that the USA have representatives on these Commissions. We are very well represented on NORCECA Commissions.
5. The remainder of Mr. Beal's report was presented in Executive Session or as part of the Personnel Committee meeting.

B. Secretary General. Kerry Klostermann

1. Olympic Qualification Procedures. Mr. Klostermann reported that the Indoor Qualification Procedures have been approved. The approval of the Beach Qualification Procedures is still pending.

C. Senior Director. Margie Mara had no additions to the staff report.

Meeting was recessed at 3:30 pm on January 14, and reconvened at 10:20 am on January 15.

VIII. NEW BUSINESS

- A. National Team Representatives.** Mr. Monaco reported that Karen Johnson had pointed out that the Bylaws require that the National Team Representatives be "current, active" members of the National Team. Following a brief discussion, the following motion was made.

It was M/S/C (Howard/True) to request the Structure and Function Committee to develop language for Article VII, 7.01, D, 1-3 of the Bylaws to state the Men's and Women's Indoor National Team Representatives shall be elected by their respective teams. The representatives may be current, active players or any eligible international player.

- B. Posting 990 Forms on the Website.** Mr. Klostermann explained the USOC requirements on posting 990 Forms on the corporate website.

It was M/S/C (True/Sullivan) to post the 990 Forms in accordance with USOC requirements within the corporate documents section of USA Volleyball's website.

- C. Discussion of Strategic Plan.** Mr. Beal stated that he wanted input through an

organized, facilitated discussion on the Strategic Plan by the Executive Committee and Board of Directors. The process will be determined in the near future, and one possibility was to allow a significant segment of the Board of Directors meeting in May to such a discussion.

D. Player Representative Stipend. Mr. Barnett asked that we discuss a stipend for player representatives' time in attending the Executive Committee meetings. It was explained that Officers receive a stipend for work required beyond the meetings. Mr. Cain and Mr. Wendleboe do not receive a stipend for attending Executive Committee minutes. It will be placed on the April Agenda.

IX. NEXT MEETINGS: April 7-8, 2006 in San Diego (meeting begins at noon on the 7th and concludes Saturday evening), May 23, 24 & 27, 2006 in New Orleans (8:00 am to noon, May 23, 7:00 – 10:00 pm May 24 and 3:30-5:30 May 27).

X. ADJOURNMENT

Motion 8: It was **M/S/C (Twhig/McDole)** to adjourn the meeting at 10:35 am on January 15, 2006.