

MINUTES OF THE MEETING
of the
USVBA EXECUTIVE COMMITTEE
 December 11-12, 2005
 Colorado Springs, CO

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

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.

C. CALL TO ORDER. Al Monaco, President, called the meeting of the Executive Committee of the United States Volleyball Association to order at approximately 8:33 am on Sunday, December 11, 2005.

II. ANNOUNCEMENTS - Mr. Monaco congratulated Elisabeth "Wiz" Bachman on her recent engagement to Hugh McCutcheon. He announced that the meeting would be concluded or recessed at 5:00 pm so the Personnel Committee can meet today.

CII. APPROVAL OF MINUTES.

Motion 1: It was **M/S/C** (Twohig/Howard) to approve the minutes of the October 30, 2005 meeting of the Executive Committee with revisions to C-6.

CIII. APPROVAL OF AGENDA.

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

CIV. OFFICER REPORTS.

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

1. Player Representatives. Following a discussion of how the two votes for player representatives were split when one or more representative is unable to attend the meeting.

Motion 3. It was **M/S/C** (Twohig/True) to recommend to the Board of Directors that Article VII, 7.01 A of the Bylaws be revised to read, "The Executive Committee shall be composed of . . . and one person selected annually by the Board of Directors (excluding the elected officers). Player representatives shall make up at least 20% of the Executive Committee. If all three player representatives attend a meeting, the International Player representative has one vote, the primary representative of the national team has one vote and the secondary representative of the national team has voice but no vote. If only two players attend a meeting, each player representative has one vote. If only one player representative attends a meeting, he/she shall have two votes. The Chief Executive Officer shall serve in an ex-officio, non-voting capacity.

Motion 4. It was **M/S/C** (Twohig/True) to amend Article III, 7.03 C of the Bylaws by adding Executive Committee to the list of substructures requiring player representation.

Motion 5. It was M/S/C (Twohig/True) to rescind Motion 4 above because the 20% athlete representation on the Executive Committee is in another section of the Bylaws.

2. Ad Hoc Committee on Restructure of USA Volleyball. Mr. Monaco has asked Jon Lee, Vice President, Regional Operations Division (ROD) to provide him a list of people from ROD that would be effective members of this ad hoc committee. He will announce the committee at the January meeting of the Board of Directors with a goal that the committee will have a recommendation for the Board of Directors at its January, 2007 meeting.
3. Status of Recognitions Leadership within the Member Relations Division. After a brief discussion, it was agreed that Susan True would follow-up with Vice President Cynthia Doyle and direct her to send the current list of chairs of the various awards and recognition program committees to June Lobeck. Mr. Beal will ask Ms Lobeck to assume responsibility for obtaining the information for each recipient and ordering the awards. It was also suggested that Ms Doyle consider asking Nancy Strader to be Chair of Recognitions.

In response to a question of clarification about Bertha Lucas being nominated for the Medallion of Merit Award, the following action was taken:

Motion 6. It was M/S/C (Twohig/True) to present the Medallion of Merit to Bertha Lucas during the 2006 Annual Meeting in recognition of her years of service to volleyball.

4. Officials Division and Championship Events Commission (CEC). A discussion was held concerning the effectiveness of the Officials Division and the Championship Events Commission leadership. Two concepts emerged that need to be re-enforced with the leadership of each of these structures. First, the Vice President of the Officials Division must represent the decisions and recommendations of the Division rather than his own personal decisions. Second, the leadership of the CEC must be more responsive and aware that the Commission's important responsibilities include feedback, quality control and recommendations to the Events Department following the championships.
5. Disabled Division. There is a possibility that Roger Nepl is going to work for the USOC in the Disabled Sports Department. If this does occur, he could not be the Vice President of the Disabled Division for USA Volleyball. A recommendation will be made in January whether or not this should be a staff function.
6. Audit Committee. The October action of the Executive Committee to remove the requirement that all members of the Audit Committee be members of the Board of Directors will be reported to the Board in January as a part of the revised Policy and Procedures Manual. Sam Wells, CPA in Colorado Springs, Scott Fortune from the Finance and Budget Committee and either Joan Powell or Ken Cain will make up the Audit Committee to be announced in January.

B. Past President. Ms Howard reported that there would not be a Wilson Award in 2006.

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

100. Arbitrators Program Update. The call went out for arbitrators for the 2006 events and there were over 200 email responses so almost all of the positions are filled (14 for Qualifiers, 8 for the boys bid tournaments, 9 for Championships and 1 for the Festival).

The Arbitrators Manual and Casebook is revised with a format making its use as a training manual possible. It has further clarified with the arbitrators what their responsibilities include and what they did not include. The program is allowing USAV to handle eligibility issues at the most responsive level.

101. Arbitrators Award. The criteria for an Arbitrators Award was presented to the Committee with the addition that the Executive Vice President would select the recipient(s) with approval of the Executive Committee. (Appendix A)

Motion 7. It was M/S/C (Twohig/True) to approve the Arbitrators Award including the criteria presented.

Motion 8. It was M/S/C (Twohig/Howard) to name the arbitrator award the “Joe Sharpless Arbitrator Award.”

Motion 9. It was M/S/C (Twohig/Howard) to present the 2006 arbitrator award to Joe Sharpless.

A brief discussion followed concerning the length of the awards banquet and the most appropriate place to present the various awards. The Committee agreed with Ms Howard that some awards should be presented at the meeting of the Board of Directors.

102. Qualifiers and Bid Tournaments. The contracts have been sent and most have been finalized.
103. Ethics and Eligibility. Rick Butler continues to contact Lea Wagner and her Region Board. 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

A complaint from an individual who was not certified as a National Official has been forwarded to Glenn Sapp, Vice President, Officials Division.

104. Policy and Procedures Manual.

Motion 10. It was M/S/C (Twohig/Bachman) to recommend approval of the following changes to the Policy and Procedures Manual.

Section E Board and Substructure Function, add to #1 that approved minutes of the Board of Directors, Executive Committee and Executive Council will each be posted on the USAV website for a period of two years.

Delete # 10 2004 Investment Policy. It is now Appendix H.

Section H National Championships, new #1 clarifies that acceptance of entry to an event requires compliance with all rules, policies and procedures of the event, including but not limited to all eligibility requirements.

Section H National Championships, new #13 directing the National Office to distribute Arbitrator incident reports in a confidential manner to the Regional Volleyball Associations and other appropriate individuals.

Section J Fiscal Policy, deletion of the requirement that all members of the Audit Committee be members of the Board of Directors.

Section J Fiscal Policy, new #16 policy concerning restricted funds.

6. Notification of Coaches Certification to Regions. The problem arises when a coach goes to an Impact Clinic in another Region or Qualifier and the Clinician/Region does not send the list of coaches certified at the clinic. The CAP staff will email all the regions and Qualifier directors of the importance of sending this information to the National Office. Certification is now a “date” field instead of a “yes” field; however, the information has to be sent to the National

Office for it to appear on the database. It is recommended that the CAP Department request all Impact clinicians be instructed to take a written attendance role of those enrolled at each Impact Clinic and forward that list of attendees to the national office for distribution and/or posting for regional informational needs.

7. Executive Council Agenda. Vice Presidents will be notified to contact Mr. Twohig with any discussion items for the January 13th meeting.

D. Secretary.

1. Multi-Sport and Player Directors Nominations. Ms. True reported that no player nominations had been received and Liz Masakayan and Ethan Watts have indicated they will not run for another term. A brief discussion about the inaccuracy of the international player list, the difficulty in getting players to run for the director positions and the importance of having the beach game represented on the Board of Directors, it was agreed the list will be sent to the current Player Directors and Player Representatives to the Executive Committee. The players will be asked to review and update the list for players they know, and to contact players about running for the Board.

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 prepare to have them to her electronically before the January meetings. She will send a suggested standard budget section to Mr. McDole for review before placing it in all the manuals.
3. Member Organization Annual Fees. Letters have gone out with the *2005-2006 USA Volleyball Domestic Competition Rules* and the *2005-2006 Guide* to all Member Organizations. In addition, they were reminded of their Member Organization annual fee that is due February 15, 2006. Despite two follow-up letters, there are seven Affiliated Sports Organizations that have not paid their 2005 fee, so their letters indicate they must pay for two years by February 15, 2006.
4. Archives. The staff is developing a plan to move this responsibility to staff as recommended by Peter Dunn, current Chair of the Archives Committee.
5. Board Orientation. It is tentatively cancelled for the Winter Meeting.
6. Agenda for January Board of Directors Meeting. A breakout session will be conducted on the CAP Certification Plan, and there will be a ten to fifteen minute block of time for discussing the Strategic Plan.

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. Finance and Budget Committee (F & B) meeting. The F & B thoroughly discussed the 2005 budget including the projected year-end surplus of \$300,000. A surplus of this size reinforces the need to be prudent in the budget process. F & B will have a conference call scheduled for January 10, 2006 and should have a year-end report by then that will be accurate to within tens of thousands of dollars.

USAV has \$1,000,000 in cash and operational checking accounts, there is nearly \$1,000,000 in the investment account (separate from the Foundation) and XP Apparel still owes \$300,000 (plus penalty).

2. Investment Portfolio. The reserve account has grown approximately 3.9% this year with an annual goal set at 7%. The objective to generate a \$225,000 Olympic fund will be met with a \$50,00 contribution in 2006, 2007 and 2008. The combined Investment Portfolio stands at \$2,346,773 with a goal of

- \$2,765,213 by 2008. The F & B Committee asked staff to strategize about a reserve policy and what should be done with the 2005 surplus. The F & B will have those recommendations for its conference call on January 10th.
1. 2006 Budget. The F & B Committee and the Executive Committee voiced some concern about the five new hires included in the 2006 budget. The Executive Committee also placed a COO/Human Resources Director as a priority for staff positions to relieve Mr. Beal of some of those responsibilities. The F & B Committee and the Executive Committee discussed the possibility of taking \$45,000 of the surplus to contract with a Development Director to raise funds for the Foundation. Mr. Beal agreed to have the general ledger sent to Karen Gee and Niels Pedersen of the F & B Committee each month so they can review the finer details of expenditures against policy. The F & B Committee should also have a copy of the Employee Handbook and any Player Severance Policy that is developed.

Motion 11: It was M/C (Finance & Budget Committee) that given the need to allow the Corporation to continue operation subsequent to January 1, 2006 and pursuant to previous Board of Directors permissive action, the Executive Committee gives preliminary approval to the 2006 budget pending final action by the Board of Directors at its January, 2006 meetings.

CV. OTHER REPORTS

- A. **Board Representative to the Executive Committee.** Ken Cain reported that he had heard from an RVA Boar rep who was concerned about the surplus and how it would be used, and the policy of putting non-guaranteed income into the budget. Mr. Klostermann assured him that the income would be there.
- B. **National Team Representatives**
 1. Primary Team Representative. Elisabeth “Wiz” Bachman reported that the Women’s National Team won the Silver Medal at the Grand Champions Cup. The team will be on vacation until January 16, 2006.
 2. Secondary Team Representative. Kevin Barnett reported that the Men’s National Team won the Silver Medal at the Grand Champions Cup, and shared his view that the team is only going to get better in the future.

Mr. Barnett presented a revised recommended Player Severance Policy. Following a thorough discussion, it was agreed that Mr. Barnett, Mr. Beal and Mr. Klostermann would bring a final recommendation to the Executive Committee in January with the objective of having the policy effective in 2006 with probable budget impact for the remainder of the Quad.

Note. As a part of the discussion of the Severance Policy, Ms Howard asked that a discussion of what is “policy” that requires Board approval, what is “policy” that should be taken to the Board for discussion but not a vote to approve and what is “policy” that is staff responsibility should be an agenda item for the Executive Committee in January.
- C. **International Player Representative.** Erik Sullivan had no report, but did voice strong support for having a Player Severance Policy.
- D. **Special Advisor to the Executive Committee.** Fred Wendelboe, in addition to the prior discussion of the USA Volleyball Foundation, recommended that the *Rotations* be a membership benefit instead of “opt in” subscription. Margie Mara reported that it has recently been made a membership benefit as recommended.

VII. STAFF REPORTS**A. Chief Executive Officer. Doug Beal**

100. Grand Champions Cup Report. There were terrific performances by both teams. The coaches and players need to be congratulated on their performance this entire season to date. The possibility of even greater success is excellent.
101. 2006 National Team Schedule. The 2006 schedule is complete with the exception of the dual match tours. The coaches are pretty happy with the schedule and the fact that it has been set this early. There is still some uncertainty on the men's side with the Americas Cup (where it will be, if it will be, etc.). We think it will happen partially because NORCECA created a men's qualifying event (Pan American Cup) for the Americas Cup that will be hosted by Mexico for the next three years, and Canada wants to host the 2006 Americas Cup. Japan may host all men's and women's teams prior to the World Championships in October/November of 2006. Mr. Beal will email the 2006 National Team Schedule to the Executive Committee.
102. Beach Qualification Procedures. The Executive Committee was updated on the status of the Olympic Beach Qualification Procedures.
103. FIVB. Nominations for the Commissions, Board of Administration, etc. need to be in before the FIVB Congress meets the end of October 2006. USA Volleyball should nominate someone for every Commission for which we have qualified people. Mr. Beal is going to run for the Board of Administration. Currently Tom Blue is on the Referees Commission, Sinjin Smith is President of the World Beach Council, Peter Diamond is a member of the TV and New Media Commission and Willie Burkhardt is Chair of that Commission and Bob Clarke is Secretary of the Sports Events Council. The U.S. needs to have representation on the important Vision Commission.
104. Anaheim Move. Contracts have been mailed to the three entities that play a role in the move of the Men's National Team to Anaheim – the City of Anaheim that is the most significant contributor [cash, room and board for 24 player, transportation (5 vehicles, at least one of which will be a 15-passenger van), payment for office space, etc.), the American Sports Center Facility [gym, storage and office space (will house Men's staff plus the two Beach hires) and CATZ (medical, rehabilitation, weight training services). The Trainer has already made arrangements with a medical facility in Anaheim to provide medical care, when needed, at the rate covered by the athlete's medical insurance. Mayor Pringle will make the formal announcement of the contract to the Board of Directors at its January meeting. There are logistics concerns (players in multiple locations in a large city) and the issue of the coaching staff having to run the program until we have coordinating staff in place is a concern, but it is generally a good situation for the Men's Team. The City of Anaheim has committed to a support structure to solicit resources the athletes needs. The plan is to move in March 2006.
105. CAP Certification Requirements. Mr. Beal distributed a CAP Requirement Phase-In Proposal. He asked that the Executive Committee review it before the January meetings. The certification requirement is the proper thing to do, and Mr. Beal is hopeful that the Executive Committee will recommend Board approval of the plan with a breakout session during the Board meeting to discuss the plan.
106. Beach Council. Mr. Beal met with the beach players before going to the Grand Champions Cup. It was an important meeting because, in general, the players perceive a complete lack of support for the beach game by USA Volleyball. The players believe the beach game should receive the same financial and staff support as the indoor game. And there is increased pressure from the USOC to prioritize a higher percentage of the USAV budget to the beach program. USA Volleyball must move forward with organizing a Beach Council or Beach Advisory group that is larger than five. It needs to include more players, ex-players, beach coaches and independent members along with USA Volleyball beach staff so there is regular communication with the beach

participants.

107. Strategic Plan. The Strategic Plan will be sent to the Board of Directors and will be the main portion of Mr. Beal's report to the Board. He will ask for feedback on the plan and stated the importance of Board "buy in" on the strategic priorities.

B. Secretary General. Kerry Klostermann

100. Mr. Klostermann informed the Player Representatives that the prize money from the Grand Champions Cup was posted as \$150,000. However, after various FIVB "taxes," only \$135,000 was awarded.
101. Pan American Games. The Selection Procedures for indoor and beach athletes and staff have been approved (Olympic Selection Procedures for indoor athlete and staff have been approved, but beach player selection procedure approval is on hold). The USOC will be doing background checks on all Pan Am staff (not athletes) and charge the \$40/background check to the appropriate NGB. If the USAV background checks are accepted by the USOC, USA Volleyball could save that \$40/coach charge.
102. VolleyMall. Of the 400-500 stores, USA Volleyball has deleted nine from its list because they were considered inappropriate for junior registrants. He reported that regions have signed on to the program and only one region has said it would not participate. If the customer selects a region tab, 75% of the rebate goes to the region and 25% to USAV. If the customer selects USA Volleyball, USAV receives 100% of the rebate.
103. "Soft" Revenue in the 2006 Budget. Mr. Klostermann explained some of the details of several contracts including possible revenue from the VolleyMall that was not included in the 2006 budget to reassure the Executive that the figures on the revenue side of the 2006 budget are solid.

C. Senior Director. Margie Mara

1. University Athlete Scouting System. This system was used at the Girls JO's with a total of \$52,900 sent to USAV by University Athlete. University Athlete also covered the cost of the Coaches Room, and we have signed a contract with them for next year.
2. Wages and Hourly Wage Law Seminar. Ms Mara and Terri Wedler attend this seminar and found the information on exempt and non-exempt classification of staff to be quite useful. That information will be used to review current classifications of staff.

VIII. NEXT MEETINGS: January 12-15, 2006 in Colorado Springs [5:00 – 10:00 pm January 12, 8:00 – 12:00 Noon (Executive Council) January 13, 2:00 – 5:00 pm January 13 and 11:00 am – 1:00 pm January 15, if needed]

IX. ADJOURNMENT

Motion 8: It was M/S/C (True/Barnett) to adjourn the meeting at 5:00 pm on December 12, 2005.