

**MINUTES OF THE MEETING**  
**Of the**  
**USVBA EXECUTIVE COMMITTEE**  
 April 8-9, 2005  
 San Diego, CA

**PRESENT:** Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Stewart McDole, Susan True, Gary Colberg, Kevin Barnett, Fred Wendelboe, Doug Beal

**ABSENT:** Erik Sullivan, Stacey Sykora.

**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 12:45 PM on Friday, April 8, 2005.
- II. **ANNOUNCEMENTS** - Mr. Monaco asked that the Executive Committee be updated on key financial Action Items from the January Board of Directors meeting. Mr. McDole reported that the transfer of \$1,280,000 to the USA Volleyball Foundation was in process and the \$15,000 (operating expenses budgeted as a donation) has already been transferred. Mr. Beal reported that the agreement to purchase 40 sport courts over the next three years has been finalized with approximately 12 courts to be purchased each year. The search for an appropriate storage facility will begin in late summer. Mr. Beal reported that he had met with the leadership of the disabled program, clarifying that the disabled athletes did not use their own money to attend competitions last year and discussing future sources of revenue. Roger Nepl has agreed to work with the RVAs for possible additional funding. Mr. McDole reminded the Executive Committee that the funding for the Disabled Division has increased slightly over previous non-Olympic years. Mr. McDole also visited with Mr. Nepl to clarify the process for budget revision requests.
- III. **APPROVAL OF MINUTES.**

**Motion 1:** It was **M/S/C (Twohig/Barnett)** to approve the minutes of the January 13-14, 2005 meeting of the Executive Committee with editorial changes.

- IV. **APPROVAL OF AGENDA.**

**Motion 2:** It was **M/S/C (Twohig/Barnett)** 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. **AAU-RVA Conflict.** Mr. Monaco asked those with information on this conflict to explain the issues, the breadth of the problem and what action, if any, should be taken. The differences between AAU and USAV junior volleyball programs seem to be that the AAU membership fee (about \$16/year) is a multi-sport membership, they have fewer rules and a team does not have to qualify for their national events. However, it does not include individual insurance like USAV registration does. The problems seem to be very regional in nature. The general conclusions were that RVAs should not dictate that USAV registration is exclusive (not permitting registrants to participate in volleyball programs other than USAV's), the USAV and all its Member Organizations need to do a better job of recruiting members and being creative in its volleyball programs to maintain

and grow the participation base. Mr. Beal will work with the AAU and the RVA's to increase communication, opportunities and cooperation.

2. FIVB Issues. The Swiss courts have agreed that Dr. Acosta should be indicted for falsifying budget reports to the FIVB Congress. USA Volleyball needs to stay informed as events unfold and possible succession issues arise.

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

1. Wilson Award. There were no recommendations for the Wilson Award for 2005.
2. Mutual Use of USAV logos. Following a discussion of the issue, it was determined that until someone brought a legal opinion to USA Volleyball to further clarify the legalities of the situation, no specific action will be taken.
3. Support of Member Relations Division. Ms. Howard suggested that we should consider how we could show greater support for this Division, perhaps by having a seminar for them that would update them on the history, operations and priorities of USA Volleyball.

The operations of Recognitions Services within this Division were thoroughly discussed. There seems to be no timeline for the recognitions work and there is confusion about who is responsible for gathering the information on awards and getting it to June Lobeck in a timely manner. Mr. Monaco will email Cynthia Doyle, the Division Vice President and Pete Dunn, Chair of Recognitions Services about these issues as they relate to this year's awards presentations. Ms True, officer liaison to the Division, will talk with Ms Doyle concerning the issue and report back to the Executive Committee. All preparations will be completed to present the Medallion of Merit Award to Glen Davies so that if he does attend the banquet this year, the award can be presented. If he cannot attend, the award will be held until 2006.

4. Rules Testing Commission. Following a review of the submitted draft of the 2005-06 Rulebook (FIVB International Rules of Volleyball as presented by USA Volleyball Association), the Executive Committee felt the following three motions were in order. Rationale: Because of many factors including: 1) The loss of Jim Coleman's input and his vast knowledge of the international rules and FIVB procedures and attitudes, 2) because of the notification/warnings from FIVB that USAV needs to follow the FIVB dictate to present the rules as they have been approved internationally and 3) the repeated and recorded actions of the Executive Committee and the USAV Board of Directors which confirms the intent of our federation to comply with the international volleyball directive, it is evident that the structure, the operation and the function of the Rules Testing Committee should be somewhat altered and clarified

**Motion 3.** It was **M/S/ C (Howard/McDole)** that the information in the USAV Operating Code concerning the Rules Testing Commission needs to be revised to reflect the current responsibilities of the Commission as directed by the Board of Directors.

**Motion 4.** It was **M/S/C (Howard/McDole)** to direct The Rules Testing Commission to revisit their charge as outlined in the USAV Operating Code and prepare the rulebook in accordance with that directive issued by the USAV Board of Directors. USA Volleyball rules will be the FIVB international rules. Brief notations may be added to the publication only when dictated by United States insurance regulations or safety issues. In addition, where the FIVB rules are vague or confusing due to language translations, the Committee, in cooperation with and approval of the representative to the FIVB International Rules Commission, may add "boxed" comments to clarify the intent of the rule.

**Motion 5.** It was **M/S/C (Howard/McDole)** that  
 Whereas the USAV Board of Directors has directed that the official rules of play for USAV shall be the FIVB Rules of Play, and  
 Whereas the Rules Testing Commission has obviously identified many areas where the international rules fail to meet the needs of the developmental game, and  
 Whereas the Executive Committee thinks there is a need to insure uniformity of play for domestic competitions; therefore be it resolved that  
 The Executive Committee directs the Rules Testing Commission to develop a proposal and format for a document, which would be separate from the official annual USAV Rulebook. This document would outline **official** and **approved** modifications of international rules that would serve as regulations for any competitions/organizations that chooses to use them.

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

1. Arbitrators and Evaluators Program. There is a strong cadre of arbitrators and they are working events right now. In an effort to professionalize the arbitrators program, Mr. Twohig is proposing a training program, including a manual. Mr. Twohig asked Karen Gee to prepare a proposal for developing an Arbitrators Training Manual and Casebook. The Executive Committee was given a copy of Ms Gee's proposal, which reflects a fee of \$4,500 for developing the first documents. The next step would be to send the proposal to a half dozen people to review. Mike Chandler has endorsed the concept because he sees inconsistency in how situations are handled by different arbitrators. A decision also needs to be made about how often the manual should be updated, and in what formats should be it made available.

**Motion 6.** It was **M/S/C (Howard/True)** to approve the development of the Arbitrators Manual and Casebook as proposed by Kevin Twohig.

2. Qualifiers and Bid Tournaments. We are now about half way through the Qualifiers. Earlier three directors believed they were empowered to seed the Open Division of their tournament themselves. Only the Crossroads Qualifier actually carried out the plan before the YJOVD Vice President, David Gentile was notified. Mr. Gentile clarified with the other two directors that USAV seeds the Open Division of the Qualifiers. The issue has been referred to the Qualifiers Compliance Committee of the YJOV Division. Its recommendation will go to the General Forum in May. Mr. Beal has asked Mike Chandler to prepare a list of things the National Office should take over, partially to eliminate the conflict of interest that he sees in the decisions about Qualifiers. Mr. Twohig stated again that staff should not be involved in working the Qualifiers if they are going to be objective evaluators as representatives of USAV. A thorough discussion was held concerning the conflict issues, the process for licensing Qualifiers and the future possibilities of the USAV conductng the Qualifiers. In the meantime, Mr. Beal has directed Mike Chandler to be creative in developing ideas for improving the JO Championship. It should be the event that everyone else wants to copy.
3. Ethics and Eligibility. Mr. Twohig reminded the Executive Committee that the Ethics and Eligibility Committee only reviews information related to due process.
  - Rick Butler –

**Motion 7.** It was **M/S/C (Howard/Twohig)** to not consider the request regarding Rick Butler from the Great Lakes Region Board of Directors.

- Laguna Beach Volleyball Club Appeal. Mr. Twohig reminded the Executive Committee that Mr. Pelzel did not take advantage of his opportunities for due process.

**Motion 8.** It was M/S/C (**Howard/True**) to deny the request of Zack Pelzel in his February 16,2005, letter.

- Proposed Bylaws Revisions regarding Ethics and Eligibility. After a review of the proposal submitted by Joe Sharpless, on behalf of Structure and Function to address an end-of-event Ethics and Eligibility Appeals Committee meeting, it was agreed that Mr. Twohig would prepare appropriate language that addresses the more narrow issue he was concerned about and forward it to the Structure and Function Committee for review.
4. Policies and Procedures Manual: Appendix G.

**Motion 9.** It was M/S/C (**True/Barnett**) to remove the Travel Policy from Section G of the Policy Manual.

Ms True will prepare language for Member Organization Annual Fee and send it to Mr. Twohig on inclusion in the Policy Manual.

5. Executive Council Agenda Review. No specific requests were made.

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

1. Member Organization Annual Fee. Ms. True asked the Executive Committee to make a formal decision on the waiver of the 2005 membership fee of the AVP and the National Congress of State Games.

**Motion 10.** It was M/S/C (**Twohig/Howard**) to waive the AVP's 2005 membership fee.

**Motion 11.** It was M/S/C (**True/Barnett**) not to waive the \$25 annual membership fee for the National Congress of State Games.

Ms True will communicate the information to these organizations.

2. Structure and Function Update. Ms. True reported that the Structure and Function Committee's main work at its February meeting concerned issues such as the limitation on the length of a sanction by an RVA, the removal of the Beach Division (pending Board approval), the replacement of the Championships Division with the Championship Events Commission and the end-of event appeals process for Junior Championships. The revisions will be brought to the Board of Directors for approval at the May meeting.
3. Directors Ballots. The ballots for the Multi-Sport Member Organizations and the Player Directors have been sent.
4. Board Representative to Executive Committee. Jon Lee has been contacted with a reminder of what must be completed by his committee prior to the mailing to the Board of Directors for its meeting in May.
5. Collaboration with Girls Scouts. Karen Johnson asked Ms True to follow-up with Debbie Allen on the status of the collaboration between the Girl Scouts and USA Volleyball. Debbie responded that she wished there was a volleyball patch as well as the tennis and golf patches they currently have. John Kessel said the Girl Scouts had told him that they were dropping team sport patches in favor of individual sport patches. Ms True will make certain Mr. Kessel and Ms Allen have a conversation on this issue.

E. **Treasurer.** Dr. McDole reported on the following:

1. Current Status of 2005 Budget. The 2005 budget is behind \$14,500 in the cash-flow budget, however, he is not particularly concerned about that at the end of January. He reported that there has been a \$16,000 increase in insurance cost; we did not adequately plan for the increase benefits costs resulting from approved raises and there was an

accounting error of \$188,000. The \$193,00 impact on the budget can be made up mostly through the cancellation of the Global Challenge (could not find any team to play in it). The Finance and Budget Committee will address the remainder of the shortfall during their budget revision review process.

**Motion 12.** It was M/S/C (Twohig/True) to approve the “projects that need to be funded” presented by Mr. Beal and the other specific items reviewed and approved at this meeting and to direct the Finance and Budget Committee to re-balance the 2005 budget accordingly.

2. 2004 Audit. Audit reports were distributed. One of the auditor’s recommendations was to move forward on the formation of an Audit Committee. Another one related to setting a deadline for year-end expense reimbursement for staff and volunteer.
3. Audit Committee. Mr. McDole reviewed the various suggestions relative to the Audit Committee and the decision was made to move forward as presented to the Board of Directors in January. In the meantime, Mr. Beal will pursue information on incorporating in Colorado.
4. Investment Portfolio. Scott Fortune, Finance and Budget Committee, reported on the Investment Portfolio. Mr. Beal and Mr. Wendelboe have the paper work to sign as a part of the process for transferring the \$1,280,000 from the USAV portfolio to the USA Volleyball Foundation portfolio. Mr. McDole will notify the National Office to move ahead on the transfer of the \$400,000 to the investment portfolio. Mr. Fortune reported that the asset allocation would remain the same for both portfolios for the present time.  
Mr. Fortune reported that the investment has not grown any since the last report, but he is confident that by year-end, it will meet or exceed the minimum goal of 7-8% growth. Mr. Fortune will begin sending the monthly updates to the EC as well as F & B.
5. 2006 Budget Call and May Hearings on Lay Budgets. Budget call will go out the middle of April. Everyone has been notified of their appointment with the Finance and Budget Committee during the Annual Meeting in May.
6. CAP Requirements Studies. The Finance and Budget Committee continues to review the implications of CAP requirement in Junior Olympic Championships. The YJOVD conditionally favors the requirement and ROD does not. YJOVD is hoping, perhaps, for a certification requirement somewhere between Impact and CAP I. Mr. Beal said they had met with Bill Neville to discuss the development of such modules. He also reported that people have discussed with him that Qualifier Directors are not complying with the Impact requirements. They are giving them an hour and a half of instruction instead of the required four to six hours. The requirement to present a full course needs to be clarified again with the Directors.
7. Administrative Fee Study. Mr. McDole is having ongoing discussions with Chuck Stemm, representing the RVA Administrative Council, regarding this issue of an appropriate level for the RVA administrative fee.
8. Officer Honoria. The question was raised as to whether the Past President was considered an elected officer, thus be eligible for the honoria. Citations in the USAV governing documents confirm that the Past President is an elected officer.

Recessed at 8:20 pm, April 8 and reconvened at 9:20 am on April 9, 2005.

- F. **Board Representative to the Executive Committee.** Mr. Colberg asked for an update on the Recommendations from the Houston Junior Olympics Report. He voiced a concern that the staff had not taken the recommendations seriously. Mr. Beal gave him a copy of Mike Chandler’s response to each recommendation. Mr. Monaco asked if there was someone at each event in addition to Mr. Beal who conducts an evaluation similar to what Mr. Colberg did in 2004. Mr. Twohig stated that the Championship Events Commission (CEC) has that responsibility. Mr. Beal asked that the CEC prepare recommendations for the future at their

post-championships meeting in the late summer or early fall, and that they be alerted to this expectation at their meeting in May.

- G. National Team Representative.** Kevin Barnett reported that the athletes felt it was unfortunate that although the team did well in Athens, it was March before a head coach was named and the players had any idea where the team would be training. He has shared these concerns with Mike English, OTC Director in Colorado Springs and told him the only losers in the situation have been the players. Mr. Barnett said the support from the USAV has been good, but hopefully decisions can be made faster at the end of this quadrennial.

Mr. Beal reported on the Women's National Team. He reported that Stacey Sykora might not play at all for a year; Heather Bown is going to finish school but play in the some key events. Lindsey Berg, Danielle Scott, Nancy Metcalf and Ogonna Nnamani will be playing. Logan Tom is going to play beach and Keba Phipps and Tara Cross-Battle have retired. Head Coach "Jenny" Lang Ping has met regularly with Tom Pingel concerning the fifteen players that were close to being selected for the national team in 2004. Mr. Beal reported that the reaction to "Jenny" by Division I coaches has been outstanding.

- H. Special Adviser, Mr. Wendelboe** reported on the following items:

1. USA Volleyball Foundation. Getting the money moved from the USAV investment account to the USAVF account is a major first step in activating the Foundation. He reported that he has not found a replacement for Katherine O'Connell as secretary for the Foundation Board.

The first fundraising event will be the reception before the Boyce Banquet in May. The reception will include a silent auction that will include merchandise and activities/events like a trip with each of the national teams, tickets to a Rockies game or the Pac Rim event, golf with one of the players, dinner with a high profile person, etc. The list of auction items will be mailed to everyone prior to the Annual Meeting. Mr. Wendelboe plans to contact the players in the 65 and over age divisions to encourage their participation in the reception and banquet. Tony Lovitt will be the emcee of the Banquet (we are only paying is for his airline ticket). The National Team coaches will be there and Mizuno will have a large presence at the reception and banquet. Mr. Beal will contact Chris Marlow to help get something for the auction from the Denver Nuggets. Mr. Wendelboe was asked to contact Jason at Molton since Molton is very active in the Denver area and have a relationship with the Nuggets. Mr. Beal will notify Mr. Wendelboe who the staff people will be that can help him with the reception and banquet in addition to the work through the hotel that Carla Hall and June Lobeck will provide.

2. USA Volleyball Education Foundation. Mr. Wendelboe will be presenting a motion to the USA Volleyball Education Foundation Board to dissolve the USAVEF and transfer its funds to USA Volleyball Foundation. USAVF will form an Education Committee to address the educational purposes of the USAVEF. The proposed merger eliminates confusion when both organizations were fundraising.

- I. Chief Executive Officer, Mr. Beal** reported on the following items (see attached report):

1. National Teams at Olympic Training Center. Both teams are approved for residence programs for 2005 through September 30. It is possible that the men may have to spend time during the summer at another training center. We have 44 beds for our teams and have been told we may use them anyway we wish. After September 30, the women will probably be allowed to stay and the men will probably not be approved. Therefore, if the men qualify for the Grand Champions Cup, they will need a place to train. We have been informed that the USOC will not be providing a trainer for our men's team although they will provide \$30,000 towards the salary of a trainer for the men. USAV is looking for a trainer now who could relocate with the men's team if and when that occurs.
2. Relocation of Men's National Team. The relocation of the men's team is progressing.

We are still in discussions with Anaheim, San Diego and AEG although the AEG proposal is least likely to be accepted because there is no facility, no housing and no food service. At this time, the most likely location remains Anaheim although San Diego has recently increased their activity and interest level. Mr. Beal's meeting yesterday with the Irvine Company concerning housing went well. They are very interested in providing apartments as part of a national team sponsorship agreement. We will also have to develop a plan for compensating players for the difference in the cost of living in Anaheim or San Diego as compared to Colorado Springs. It is clear that the men's team must relocate before the 2006 competitive season. We would hope to sign an agreement for a minimum of eight years. The pros and cons of moving the entire NGB to southern California were discussed.

3. National Team Staffing. "Jenny" Lang Ping has been hired as the women's head coach. We are pursuing Mr. Li Yong as her assistant and others to complete her staff. Mr. Beal favors Diane McCormick French as a team manager. She played at the national-team level, she is very matured and has raised two girls, she has great computer skills, and she knows Jenny and gets along well with her. He has gotten Joan Powell to agree to travel on a fairly regular basis with the team as a team leader (no stipend involved).

Hugh McCutcheon has been hired as the men's head coach and an agreement has been finalized with Ron Larsen (UCSB head coach) to be his assistant. Hugh is pursuing a number of options for a third staff person.

4. National Office Staffing. We have recently replaced Todd Dagenais with Rich Zeciski. We have replaced Catherine Janney by elevating Melissa Weymouth to the events department portion of Catherine's job and replacing her with Jessica Bennett. Mr. Beal wants to retain Gary Moy to replace Rob Browning, but mainly to work in cultivating boys and men's volleyball, handle the Mizuno relationship and complete the cataloging of our videos. Mr. Beal would like to hire John Carroll for a monthly stipend (no expenses) through the end of the year (or until he obtains the first relationship of a given amount at which time he would go on a strict commission contract) to assist in identifying new partnerships and relationships that increase USAV revenue. There is also a man in Anaheim who will not be paid but will pursue partnerships and other relationships to increase revenue.

Mr. Beal discussed his desire to have a staff retreat in the fall. Ideally this would include representatives from the Executive Committee, Divisions, Member Organizations, but, of course, that would have budget implications.

5. Representation at NORCECA and FIVB Meetings. We are re-nominating everyone who is currently serving on NORCECA Commissions except that we will only nominate one person for the Referee's Commission. We have put forth Mr. Beal's name for the NORCECA Board of Administration, as per Cristobal's request. USAV is very poorly represented at the FIVB level including membership on significant commissions.
6. AVP-USAV Beach Council. USAV and AVP have signed a four-year agreement as a first step in a process of cooperation to grow the beach side of our sport. There will be five-member Beach Council consisting of two people from AVP, two from USAV and a beach player (players have elected Karch Kiraly). The USOC has made the decision to have voice without vote on the Council. Neither the USOC nor the USAV have given up NGB rights as a part of this agreement.
7. FIVB Player Contracts: Naming Rights. FIVB sent a four-year contract directly to beach athletes that they are required to sign, along with the National Federation and the FIVB, in order to participate in an FIVB event. The contract would memorialize the current qualifying process where 100% of the player's FIVB points are used to determine what athletes represent the countries selected by the FIVB to participate in the Olympics. Some of the players may sign these contracts, but the USAV has notified the players that it will not sign any of these contracts.
8. AAC Update. Scott Fortune reported that the biggest issues with the athletes are

individual sponsorships, personal performance gear, drug testing and the qualification process for beach athletes. Mr. Fortune will try to get Karch Kiraly and Nick Becker to discuss the importance of the beach qualification process with the other members of the AAC.

The issue of personal performance gear was discussed from the perspective that the rules are different for indoor compared to beach volleyball. USOC has identified only shoes as personal performance gear for indoor players and a list of nearly fifteen items for the beach players.

Mr. Fortune has submitted his name as an athlete representative on the USOC Foundation Board. The challenge is that Nick Becker is already on the Foundation Board and they may not want two volleyball players as athlete representatives on the Board.

9. World League. It is very clear that the men make every effort to re-enter the World League. Our inability to schedule quality competition increases rather than decreases as a result of not participating in the World League.
10. National Teams Competitive Schedule. The schedule is virtually complete and meets most of our needs. There is some concern about the Pacific Rim event. We believe it will be conducted, but may not be in Seattle. There are no exact dates confirmed for the Men's NORCECA Championship and we have the very difficult situation for the women with the Pan American Cup superimposed on the Montreux event requiring a split women's squad.
11. On-line Registration. Mr. Beal shared the staff proposal concerning on-line membership registration with event registration considered a separate issue. Following a discussion of the proposal, the following motion was presented: Mr. Twohig will discuss this issue with Jon Lee prior to the time the minutes will be distributed.

**Motion 13:** It was M/S/C (Twohig/McDole) to endorse providing the use of the USAV on-line membership registration system to the Regional Volleyball Association free of charge. The use of the system will be optional until the 2007-2008 season when it will be required.

12. Sponsorships. We have resigned the Active Ankles contract and are near agreement with Pro Bites.
13. Contingency Fund. In the future, Mr. Beal would like to have a contingency fund of \$50,000-\$100,000 for use on projects that are consistent with the growth initiatives such as the Starlings program for boys.
14. USA Volleyball Building. Mr. Beal is pursuing the feasibility of USA Volleyball building a permanent home for our National Office that would encompass a partnership with AVCA and perhaps other entities as well as a gymnasium for volleyball activities.
15. The Million-Volleyball-Participants (MVP) Project. The MVP is a membership initiative under development. We hope to have something on the website by May to establish a membership goal for the organization. We are developing things we can do at our events this summer to promote this project.
16. Magazine Expansion Proposal. Mr. Beal reviewed the proposal to increase the number of issues of *VolleyballUSA* from four to six 64-page issues. Each member's annual subscription fee would increase to \$3.75.
17. USOC Mandated Governance. Mr. Beal would like the Board of Directors to discuss issues related to the size of the Board, board member affiliations and number of Board committees sometime before it is mandated by the USOC.
18. Proposed Schedules for 2006 Annual Meeting. Mr. Beal distributed the proposals for moving the Boyce Banquet to Friday or Saturday during the 2006 Annual Meeting. The purpose is to draw more influential people to the banquet while not eliminating people who currently attend. Mr. Beal is working on the concept of shutting down the tournament during the reception and banquet if it is on Saturday night..

VI. NEXT MEETING. May 25 & 28, 2005 in Denver, Colorado

VII. ADJOURNMENT

**Motion 14:** It was **M/S/C (McDole/Colberg)** to adjourn the meeting at 6:30 pm on April 9, 2005.