

**MINUTES OF THE MEETING  
of the  
USVBA EXECUTIVE COUNCIL  
January 14,, 2005  
Colorado Springs, CO**

**PRESENT:** Kevin Twohig (presiding), Kevin Barnett, Gary Colberg, Bill Forrester, Dave Gentile, Rebecca Howard, Jonathan Lee, Stewart McDole, Albert Monaco, Roger Neppel, Cynthia Doyle Perkins, Glenn Sapp, Susan True.

**EXCUSED ABSENCE:** Erik Sullivan, Stacy Sykora

**STAFF:** Doug Beal, June Lobeck, Margie Mara, Tom Pingel

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

I. **CALL TO ORDER.** The meeting of the Executive Council of the United States Volleyball Association was called to order by Kevin Twohig, Executive Vice President, at approximately 8:05 am on Friday, January 14, 2005.

II. **ANNOUNCEMENTS.**

A. Mr. Twohig reminded the Executive Council that it is empowered to take action and make recommendations to the Board of Directors.

B. Susan True reported the primary National Team Representative to the Executive Committee, Stacy Sykora is unable to attend this meeting and Erik Sullivan, International Player Representative to the Executive Committee will not be here until this afternoon. Therefore, Kevin Barnett, the Secondary National Team representative will have two votes. Ms. True explained that the reason the Primary Representative to the Executive Committee is from the women’s national team is because the International Player Representative is a male player.

III. **APPROVAL OF MINUTES OF THE MAY 26, 2004 MEETING OF THE EXECUTIVE COUNCIL.**

**Motion 1;** It was M/S/C (Monaco/Lee) to approve the minutes of the May 26, 2004 Meeting of the Executive Council.

IV. **APPROVAL OF AGENDA.**

**Motion 2:** It was M/S/C (Gentile/Sapp) to approve the agenda as revised with the understanding that the Executive Vice President will be permitted to adjust the agenda as the meeting proceeds.

V. **DISCUSSION ITEMS.**

A. **Goals for 2005 and the Quadrennial.** Albert Monaco requested the Division Vice Presidents report their goals for 2005 and the quadrennial, and all have responded. This information will indicate the direction each Division plans to go during the quadrennial and provide a means of measuring their progress. Dave Gentile, YJOV Vice President, reported that the YJOVD Administrative Council has confirmed the goals included in the attached report. They still have to be confirmed by the YJOVD General Forum in May.

Mr. Gentile requested a clarification of what “grassroots programs” means within the USVBA. A discussion by the Council concluded that the definition needed to be broad and inclusive. Mr. Gentile agreed to bring a proposed definition to the May meeting.

B. **CEO Nominee: Goals and Objectives for the Association.** Mr. Beal, Chief Executive Officer nominee, reviewed the following major goals and objectives that he believes are critically important

for the association:

1. National Team Programs. The USOC has made it clear that they are very much about performance and results. The USVBA has a specific and strong mandate to produce winning teams, defined as winning medals at the Olympics and, secondarily, at the Pan Am Games. We must hire new Head Coaches; the good news is that many are interested in the positions. The challenge is to financially and programmatically attract the top coaches. Mr. Beal is confident that outstanding Head Coaches will be hired by the end of the month, and, perhaps, full coaching staffs. This is especially important since the USOC will not notify the USVBA about its USOC allocations until the coaches are hired.

We must stabilize the national team program beginning with its location, staff, international schedule and the development of an ongoing concept of the program that the coaches are comfortable with and that serves our players well. The Men's National Team must relocate to a sea-level location. Altitude has a significant impact on the game as the ball moves faster and faster. We are looking at Southern California locations, and need to make this move as soon as it is practical.

We must make our National Team programs more visible. We need to be more creative (through the internet, on college campuses, at high school championships, etc.) with the marketing of the national teams. There has been a trend in each of the last three quadrennials to play less and less in this country, and we must reverse that trend. The trend has developed because of the schedule mandated by FIVB and NORCECA and the fact that USAV must work around the player participating in professional leagues outside the country during portions of the year. We must work towards a year-round program again. That may mean 100% of our top ten players are not here the entire year, but that is okay because to expand the internationally competitive population of players, we need to increase the number of players in the year-round program. Obviously this has financial, staffing and facility implications that need to be addressed.

2. Men's Volleyball. We need to continue the partnership with AVCA to stabilize the Men's Division III Championships. We want that championship to lead to the adoption of an NCAA Division III Championship in the next two years. Mr. Beal wants to enhance and expand our grants program that has led to adoption of at least 35 new men's collegiate programs. USA Volleyball must find new sources of revenue. We need to devote more staff time to target college conferences to increase the number of varsity men's programs even if they are all Division III programs. He hopes we can partner with the USOC-NCAA Task Force that has identified men's volleyball as an at-risk collegiate program of Olympic sports. Perhaps there will be funds available through the task force. There are a number of states with a significant number of boys' high school programs wherein there is no state championship. We need to try to influence high schools, high school conferences and state high school associations to add boys' volleyball championships by providing services such as coaches' education, funding, even coaches.

Gary Colberg announced that he intended to write a position paper on why men's and women's collegiate volleyball seasons should be the same and be in the fall. Mr. Beal stated that women's volleyball is not competing well against women's basketball and he thought the men and women should both compete in the spring. In addition, Mr. Beal urged everyone involved with collegiate programs to set higher goals for their programs. The teams should be playing in the larger facilities (seating of 15,000+).

Cynthia Doyle Perkins stated the three major reasons state high school associations have not added a boys' volleyball championship in the states where there are several high school programs are: 1) funds (need assistance the first couple of years), 2) Title IX and 3) infringement on other sport seasons.

Mr. Beal concluded his remarks about the growth of men's and women's volleyball by stating that no one should be worried about who gets the credit for growing the game. If

NCAA, NAIA, NJCAA and/or high school championships are sold, we do not care who gets the credit. Mr. Monaco added that we should be selling volleyball as a healthy, lifetime sport.

3. Resources/Financial Growth – We must try to conduct programs that will generate revenue for the association. These programs could be USA Volleyball programs or programs in which we partner with other entities like the USOC to identify wealthy individuals that like sports and want to be involved. We must conduct a regular direct-mail campaign that an expert tailors for USA volleyball. New foundation grants and dramatically increasing our membership are other revenue sources we must consider. We have a good plan for expanding current events while maintaining them as high quality events. Increasing revenue is the only way we can expand all our programs, from the grassroots level through the national teams. We want to provide services and events to individuals and groups we are not currently serving.
4. High Performance Program. Mr. Beal would like to expand tryouts so they are available in every part of the country. There are currently twenty-three tryouts and he would like to expand that number by three-five each year. USA Volleyball's success internationally will be determined by how we expand the number of kids participating, the number of international competition for juniors and the number of training opportunities for junior teams at the regional/zonal/national levels. He reported that steps have been taken to develop a scholarship program for juniors that cannot afford participation in the high performance programs. He has talked to Karch Kiraly about such a program. (Note. The Executive Committee approved the Athlete Assistance Program in December.) Ms Howard suggested an additional idea that if an RVA would sponsor a player, USA Volleyball could reduce the fee for the program by one-half. Mr. Beal would like to use the girls' Starlings program as a model for boys' volleyball.
5. Coaching Education. Mr. Beal wants USA Volleyball to partner with organizations like AVCA and high school coaches associations or state high school associations to increase the reach of the CAP program.

Stewart McDole asked Jon Lee, ROD Vice President, how USA Volleyball could improve the RVAs' response to these and other ideas to expand programs. Mr. Lee reported that he believes this will improve through the influx of new ROD leadership, educational seminars he has planned during ROD meetings and through interaction with other USVBA leadership. Mr. McDole suggested that Mr. Lee invite Mr. Beal to meet with the ROD in May. Mr. Lee reported that he and Mr. Beal have already met about his vision for the regions.

- C. **Championship Events Commission.** Bill Forrester, Commissioner of the new Championship Events Commission (CEC) explained the purpose of the CEC is to assist the USA Volleyball Events Department with the conduct of events that, in the past, were mainly the responsibility of the National Championships Division. The CEC consists of the Commissioner, Officials, ROD and YJOV Division representatives, an arbitrator representative, a competition director representative, a Qualifiers representative and the following ex-officio members: Executive Vice President, USAV Chief Executive Officer, USAV Senior Director and USAV Events Director. The CEC will meet once a year (tentatively early February) in Colorado Springs, and possibly again at the Annual Meeting. (Complete report attached).

1. Prize Money for Championships. The Championship Events Commission asked for approval to raise the entry fee to the U.S. Men's and Women's Open Championship Tournaments from \$1,000 to \$1,500. The total increase is to be equally divided between men and women by a formula established by the Events Department in consultation with the CEC, when the number of entries is known. Ms Howard urged that we investigate

whether or not providing prize money would result in NORCECA charging USA Volleyball a sanction fee, require the presence of a NORCECA jury, etc.

**Motion 3:** It was M/S/C (**Sapp/Monaco**) to increase the entry fee for the Open Division of the U.S. Open Championships from \$1000 to \$1,500 to provide prize money, equally divided between the men and women. The increase will be effective in 2006.

The increase in the entry fee of the US Co-ed and U-Volley Tournaments will pay for a second referee during pool play, something the teams currently provide. Ms. Doyle Perkins requested that the USAV look into the ramifications of high school or collegiate players accepting prize money or even playing in a tournament in which prize money is given to teams and/or individual players.

**Motion 4:** It was M/S/C (**True/Barnett**) to increase the entry fee for the Coed and U-Volleyball tournaments from \$375 to \$475, effective in 2006. In return for the increase, the teams will not be required to supply the second referee in pool play.

2. CEC Representation on the Executive Council. Mr. Monaco asked the Executive Council to approve having the Commissioner of the CEC serve as a voting member of the Executive Council

**Motion 5:** It was M/S/C (**Sapp/Lee**) to direct the Structure and Function Committee to amend the Bylaws to reflect that the Chair of the Championship Events commission has voice and vote at the Executive Council.

- D. **Annual Meeting Schedule.** The major decision to be made is whether or not to move the Boyce banquet from Thursday night to Friday night. Mr. Monaco explained that the USAV Foundation needs an event that can recruit the people that could contribute to the Foundation to attend the banquet. Age Group play begins on Saturday so it was thought that we would get more of them to attend the banquet if it was held the night before age group play began. In addition, placing the banquet on Friday night in the middle of the Board meeting would get more Directors to attend.  
Glenn Sapp and Mr. Forrester explained the schedule conflicts officials that would prevent them from attending a banquet on Friday night. In addition, many regional commissioners attend the banquet on Thursday after their meetings conclude and then return home on Friday. After a lengthy discussion, it was decided that this decision should be delayed. Mr. Beal said the staff would develop a proposal as a part of the 2006 Annual Meeting Schedule for consideration at the 2005 Winter Meeting of the Executive Council.
- E. **Substitute Motion for Postponed Motion from NCD at the May BOD Meeting Requiring USVBA Certified Officials for Specified Events.** Mr. Sapp stated that the policies and procedures still need to be developed and a program of reciprocity with high school and collegiate officials need to be developed with the stipulation that USVBA certify them on the rule differences and they buy a one-time membership for the event.  
Mr. Gentile reported that the YJOVD wants the qualifiers to take some responsibility for getting high school officials into clinics and getting them certified to officiate. Mr. Sapp stated that the Qualifiers Manual stipulates that the officials have to be at least regionally qualified and the level of the demand for officials makes that an impossible requirement. We have to strike a balance between providing certified officials and allowing the Qualifiers to grow.

**Motion 6.** It was **M/S/C (Sapp/Howard)** to recommend the Board of Directors approve a substitute motion to Motion #14 at the 2004 Annual Meeting of the Board of Directors. Request the Structure and Function Committee amend Article X-B-9 of the Bylaws to read, "To be eligible for assignment to USAV sanctioned events, including all USA Championship and National Qualifier Events, officials (i.e., referees and scorekeepers) shall be registered with the Corporation or a Regional Volleyball Association. Further, officials shall be certified by the USVBA or one of its Regional Volleyball Associations with a rating approved by the USVBA Officials Division. The Officials Division shall be responsible for developing and implementing policy and procedures for specific qualifying criteria for assignment of officials to these events."

**Motion 7.** It was **M/S/C (Lee/Sapp)** to recommend the Board of Directors request the Structure and Function Committee to amend Article XI-G-4 to read, In order for officials (i.e., referees and scorekeepers) to be assigned to USA Volleyball sanctioned events they shall comply with Article X-B-9 of this Operating Code and shall hold ratings consistent with the current policy established by the USVBA Officials Division.

- F. **Treasurer.** Mr. McDole reminded new Division Vice Presidents that even though they have just begun operating under the 2005 budget, they must turn in their 2006 budget requests by April 1.
- G. **Awards.** Ms Doyle Perkins, Vice President, Member Relations Division, explained the Medallion of Merit Award that is given to individuals who have contributed significantly to the honor of the sport but whose contributions are not specifically covered by the criteria and provisions of other Corporation Awards must be approved by the Executive Committee.

It was **M/S/C (Doyle Perkins/Colberg)** that Glen Davies be presented the Medallion of Merit Award for his work on the *USVBA Diamond Jubilee Celebration: 75 Years of USA Volleyball History*.

**VI. NEXT MEETING.** The next meeting of the Executive Council will be held, Wednesday, May 25, 2005, from 2:00-6:00 pm at the Annual Meetings in Denver, CO.

**VIII. ADJOURNMENT.** It was agreed by consensus to adjourn the meeting of the Executive Council at approximately 11:50 am on Friday, January 14, 2005.