

MINUTES OF THE MEETING
of the
USVBA EXECUTIVE COMMITTEE
 January 13-14, 2005
 Colorado Springs, CO

PRESENT: Albert Monaco (Presiding), Rebecca Howard, Kevin Twohig, Susan True, Stewart McDole, Gary Colberg, Kevin Barnett, Erik Sullivan (January 14 only), Fred Wendelboe

ABSENT: Stacy Sykora (excused)

GUESTS: Doug Beal, Mike Chandler, Margie Mara, Tom Pingel, Glenn Sapp.

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 5:10 PM on Thursday, January 13, 2005
- II. **ANNOUNCEMENTS** - Susan True announced that since Erik Sullivan will not be in attendance until January 14 and Stacy Sykora (primary National Team representative) is in Italy, Kevin Barnett will have two votes during the January 13 portion of the meeting.
- III. **APPROVAL OF MINUTES.**

Motion 1: It was **M/S/C (Twohig/Howard)** to approve the minutes of the December 12-13, 2004 meeting of the Executive Committee with editorial changes.

- IV. **APPROVAL OF AGENDA.**

Motion 2: It was **M/S/C (True/Twohig)** 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. Nominating Committee for Board Representative to the Executive Committee. A discussion was held about making the term of the Board Representative more than one year. The consensus was that it should remain a one-year term. The following people were approved to serve on the Nominating Committee: Jonathan Lee, Chair, Liz Masakayan, Katherine McConnell and Joe Sharpless.

B. **Past President.** Ms Howard reported on the following items:

1. FIVB and NORCECA Update. Ms Howard has resigned all her positions with FIVB and NORCECA. Cristobal Marte Hoffiz, NORCECA President has invited Fred Wendelboe to attend the Congress meeting. Ms Howard reviewed the situation related to the USA Volleyball hosting the 2006 Pan American Cup. After we indicated our interest, Mr. Hoffiz granted Mexico the next three Pan American Cups. Therefore, USA Volleyball did not plan nor budget to host in 2006. Mexico has indicated it cannot host and Mr. Hoffiz has notified USA Volleyball that it must host the 2006 Pan American Cup. Ms. Howard will send n official letter explaining our position to Mr. Hoffiz.
2. New Director Orientation. Stewart McDole will conduct the New Director Orientation

with Ms. Howard assisting. Ms. Howard has developed a notebook for each new Director. She reminded everyone assigned to a new Director to be sure they make contact with them and attend the orientation with them

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

1. Arbitrators and Evaluators Program. Ms. Twohig reviewed the Arbitrators program for the new members of the Executive Committee. Doug Beal asked if parents interested in contributing could be trained and used as arbitrators. Mr. Twohig agreed that they could provided they were only assigned to events where they would have no conflict of interest.

Mr. Twohig report that after filling all the arbitrator slots, he has had two cancellations. Those slots have not been filled, but he plans to fill them. Currently, it requires in excess of twenty arbitrators working a week to ten days to cover all the events. With the addition of eight more events in 2006, he will need to train additional arbitrators. The decision was made not to conduct a training session during these meetings because of the expense. He reviewed the fact that no voting member of the Executive Committee may serve as an arbitrator because the Executive Committee is the ultimate authority on issues of ethics and eligibility.

2. Qualifiers and Bid Tournaments. Mr. Twohig reported that several qualifiers have requested extensions of their two-year contracts. The qualifiers have been a tremendous success for the directors, convention centers, USA Volleyball and the RVAs and the YJOVD. Following a lengthy discussion, mainly concerning whether or not to place limitations on qualifiers (i.e. limit each qualifier to two cities on no more than two week-ends), it was decided not to place any limitations on Qualifiers at this time. Mr. Wendleboe took the issue of limitations to the YJOV Administrative Council meeting. The members of that Council responded that we should consider a policy of prior approval on dates of Qualifiers so a national schedule could be developed. A Qualifier director would have to get approval from USA Volleyball before changing the city where a Qualifier was being held. These ideas and ideas from the ROD should be presented to the Qualifier directors prior to setting any limitations.

There was additional discussion about expanding the number of Qualifiers and having USA Volleyball conduct some of them. That might require renegotiating the number of guaranteed slots each Qualifier has into the national championship. If qualifiers are expanded, it would be important to maintain the quality experience they currently provide everyone involved.

Mr. Twohig reported that Mike Chandler is exploring the concept of a club-level series of events that would focus on the tournament experience rather than on qualifying for a national championship. They would be held in large facilities with all the amenities of the current qualifiers. Mr. Beal reported that he plans to talk to the owners of the Volleyball Festival concerning the future of that event.

3. Ethics and Eligibility. Mr. Twohig reminded the Executive Committee that it had asked the Structure and Function Committee to prepare an amendment to the Bylaws that would formalize an additional end-of-event Event Ethics & Eligibility Appeals Committee hearing as a final opportunity at the current event for anyone for whom a sanction that extends beyond the current event has been recommended.
4. Policies and Procedures Manual Review. The following revisions to the attached manual were approved:

Motion 3: It was **M/S/C (Twohig/Howard)** to accept the revision in Section A Policy Manual: Concept and Mechanics, #3 Policy Review.

- Motion 4:** It was **M/S/C (Twohig/McDole)** to accept the revision in Section A, #4 Manual Review.
- Motion 5:** It was **M/S/C (Twohig/Barnett)** to accept the revision in Section B. Lay Participation Guidelines, #2 Knowledge of Responsibilities.
- Motion 6:** It was **M/S/C (Twohig/True)** to accept the revision in Section B, #4 Board Attendance.
- Motion 7:** It was **M/S/C (Twohig/Howard)** to accept the revision in Section B, #7 Employees on Board.
- Motion 8:** It was **M/S/C (Twohig/True)** to request the Structure and Function Committee to review Section D. Division Structure and Terminology, #5 Commissions.
- Motion 9:** It was **M/S/C (Twohig/True)** to request the Diversity Committee review Section F. Diversity Policy, #1 Gender Diversity, #2 Ethnic Diversity and #3 IOC Gender Diversity Targets.
- Motion 10:** It was **M/S/C (Twohig/Colberg)** to move Section G Finance and Budget Committee, #5 Segregation of Financial Duties and #6 Check Authorization to the Staff Operations Manual.
- Motion 11:** It was **M/S/C (Twohig/True)** to move Section G, #10. Restricted Major Gifts Received by Staff and #11. Monthly Fiscal Performance to the Staff Operations Manual.
- Motion 12:** It was **M/S/C (Twohig/True)** requesting the Finance and Budget Committee to review Section G, #12 Individuals or Groups in Default.
- Motion 13:** It was **M/S/C (Twohig/Howard)** to accept the revision to Section #G Investment Policy.
- Motion 14:** It was **M/S/C (McDole/Twohig)** to place most of the Investment Policy and the Quad Objectives in Section G as appendices of the Policy and Procedures Manual
- Motion 15:** It was **M/S/C (Twohig/Barnett)** to move Section H National Championships, #5 Break Even Events to the Staff Operations Manual.
- Motion 16:** It was **M/S/C (Twohig/Barnett)** to accept the revisions to Section H, #7 Member Organization (Other than USVBA/RVAs)Access to USA Junior Olympic Championships
- Motion 17:** It was **M/S/C (Twohig/Barnett)** to accept the revisions to Section H, #8. Qualifier Licensing Agreement, B Professional Employee Involvement.
- Motion 18:** It was **M/S/C (Twohig/Barnett)** delete Section J. Fiscal Policy, #9 Technology VIK.
- Motion 19:** It was **M/S/C (Colberg/True)** to request the Finance and Budget Committee to review Section J, 13. Travel Authorization Policy.
- Motion 20:** It was **M/S/C (Twohig/Barnett)** to move Section K. Travel and Reimbursement Policies, #13 F Site Visit Regulations to Staff Operations Manual.
- Motion 21:** It was **M/S/ FAILED (Twohig/Barnett)** to move Section M. Miscellaneous, #1 RVA Modification of Rules, #2 RVA Membership Compliance, #3 RVA and Regional Operations Division-Proxy voting and #4 Board Policy for Replacement of RVA Directors to the RVA Manual.
- Motion 22:** It was **M/S/C (Twohig/True)** to accept the revisions to Section M Miscellaneous, #6 Publications.
- Note:** See attached Policy and Procedures, draft #3.

Doug Beal voiced some concern that the approved Head of Delegation policy might be too restrictive on head coaches. He will review it again and may bring forward a recommended change in the future.

Motion 23: It was **M/S/C (Twohig/True)** the following policy be placed in the Staff Operations Manual:

It shall be the policy of this corporation, the United States Volleyball Association, that no employee shall be penalized (e.g. demotion, loss of wages, loss of employment) should they bring to the attention of the governing entities (Officers, Personnel Committee, Executive Committee or Board of Directors) any valid and documented misconduct on the part of USAV staff or other persons representing the corporation in an official capacity.

Motion 24: It was **M/S/C (Twohig/Barnett)** to allow the Senior Director access to all corporation contracts. The Treasurer and the Senior Director will deal directly on financial issues, budget implementation and oversight..

D. **Secretary.** Ms True reported the following:

1. Directors Nominating Committee. We have received the following legal nominations for Multi-sport Organization Director: Gino Grajeda (AAU) and Jerry Weydert (US Army).
2. Player Directors Nominating Committee. No nominations have been received, but Ms True will invite all player directors and representatives to the Saturday meeting of the Committee to develop a list of possible candidates.
3. International Player Representative to Executive Committee. Erik Sullivan was approved by the Player Directors and will be in attendance Friday afternoon.
4. National Team Representatives to the Executive Committee. The primary representative is Stacy Sykora who is in Italy and cannot attend these meetings. Therefore, Kevin Barnett, representative of the men's national team, will be the voting national team representative at this meeting.
5. Board "Buddies" Mike Gibson – NAIA (Stewart McDole); Sue Mailhot – RVA (Ken Cain); Donise King – RVA (Fred Wendelboe); Joan Powell – PAVO (Susan True); Elaina Oden – Player Rep (Rebecca Howard).
6. Annual Meeting Schedule: The Annual Meeting Schedule was reviewed during the meeting of the Executive Council. The major decision was not to move the 2005 Boyce banquet to Friday. Staff will develop a recommendation to the Executive Council for the future as a part of developing the 2006 Annual Meeting Schedule.

Motion 25: It was **M/S/C (True/Twohig)** to receive Dr. Jonathan Reeser's document entitled, "Practical Guidelines for the Prevention and Treatment of Common Volleyball Injuries" as a position paper to be reviewed by staff for possible posting on the website.

Note: The meeting was recessed at 10:15 pm on January 13, 2005 and reconvened at 1:30 pm on January 14, 2005.

E. **Treasurer.** Mr. McDole reported on the following items (see attached report):

1. Transfer of Funds from Investment Portfolio to USA Volleyball Foundation. Mr. McDole will review key points of the memorandum with the Board of Directors, then present the motion to transfer \$1,280,000 from the USAV Investment Portfolio to the USA Volleyball Foundation.

Motion 26: It was **M/C (Finance & Budget Committee)** to recommend the Board of Directors approve the transfer \$15,000 from the 2004 surplus funds to the USA Volleyball Foundation to support initial operating expenses.

2. Relocation of Men's National Team and Budgetary Impact. Mr. Beal reviewed the current situation with the men's and women's national teams. Although a final decision

has not been made, we are fairly confident that the women's team will be allowed to live and train at the Olympic Training Center in Colorado Springs at least through September 30. We are not as certain about the men's team. The priority remains to move the men's team to southern California as soon as possible, although nothing has been finalized. Mr. Beal reviewed the possibilities for the men's team in Chula Vista, the AEG Home Depot Center in Los Angeles and the Anaheim proposal. The budgetary implications of moving either team from the OTC in Colorado Springs were discussed. It was determined that there are enough available funds to accomplish this during 2005.

3. Purchase of Courts. Kerry Klostermann reported on negotiations with Sport Court to purchase an additional forty (40) courts and have Sport Court donate nineteen (19) courts. These are in addition to the forty (4) courts provided by Sport Court.

Motion 27: It was **M/C (Finance & Budget Committee)** to recommend the Board of Directors authorize staff, in negotiations with Sport Court, to pursue an objective of attaining ownership of forty (40) courts as a part of the 2005 renewal of the Sport Court sponsor agreement. Staff should further be given considerable latitude to explore fiscal options, including purchase of some courts. Any funds that might be involved would come from current corporation assets with no impact on the 2005 budget.

Motion 28: It was **M/C (Finance & Budget Committee)** to recommend the Board of Directors allocate a 2005 budget amount not to exceed \$15,000 for the build out and occupation of a warehouse location sufficient to the needs of existing USAV storage and the expanded requirements of 40 Sport Courts and associated equipment.

4. Finance & Budget Committee Action Items to the Board of Directors. Mr. McDole reviewed the other action items that will be taken to the Board of Directors for approval
 - The Finance & Budget Committee to serve as the Audit Committee except that the chair will not be the current Treasurer.
 - The 2004-2008 Event Growth Projections Plan guide the Events Department budget and event planning efforts for the remainder of the quad.
 - The exploration with the RVAs concerning additions to the per registrant administrative fee to be effective in 2006.
 - Seek implementation input from the YJOVD and ROD that would allow application of a policy requiring teams participating in a USAV Junior Championship to have a CAP Level 1 certified coach on their bench during competition by the summer of 2006 or 2007. And, further, ask the USAV Education Department to determine the number of coaches who would have to be certified and to develop a practical plan to accomplish the training and certification required.
 - Receive the draft of the USA Volleyball Foundation Plan for Development.

Motion 29: It was **M/C (Finance & Budget Committee)** to recommend the Board of Directors approve the 2005 Budget..

- F. **Representative from the Board of Directors,** Mr. Colberg raised the following issues:
 1. Junior Olympic Report. Mr. Colberg said the top five recommendations from the report were to rethink old habits and reinvest in these events, chaperone and coaches meetings should be more professional (larger room, use of Power Point presentations,, etc., tournament administration reviewed and made more professional, have an information booth for spectators, have a results area and open the arena more in advance of the first

matches of the day to allow players to get taped and properly warm up prior to the match. Mr. Colberg further recommended that the seeding procedures be clarified. In the future, a report like this would go to the CEC, then to Events Department. If the response is not satisfactory, could then be brought to the Executive Committee.

2. Methods to Elevate the Collegiate Game in the U.S. Mr. Colberg believes that USA Volleyball needs to use collegiate units like the intramural programs and sport club programs to increase USAV memberships. He continues to recommend a collegiate membership for USAV. We need to do a better job of talking to collegiate volleyball officials and getting them into USA Volleyball officials programs. Mr. Monaco requested Mr. Colberg to develop a plan that incorporated these ideas and to share it with Mr. Beal.
3. NIRSA Championship. The NIRSA Championships will be in Kansas City in March. Mr. Colberg recommended the USVBA have a presence there in addition to him.

G. International Player Representative. No report

H. National Team Representative. Kevin Barnett reported that most of the players are in Europe playing in professional leagues, others will play beach volleyball or play in Puerto Rico. Many of the players are waiting to hear what is happening with the National Team Program. The players appreciated the Board's approval of participation in the World League and hope that occurs in the future because it provides competition against the best teams in the world.

Mr. Monaco congratulated the players for their accomplishments in Athens. Mr. Barnett responded that the difference between a medal and fourth place for the men's team is very small. We need stability in the national team program and continue study improvement in competitive play and we will be on the medal stand in the future. Mr. Beal added that the most frustrating part of the training center situation is the men's team is in a position to improve their position internationally. We have seen a number of players make substantial improvement from the international experience, and we have some players who are at the top of the leagues they are playing in overseas. This year is so important for setting the tone for the quad. The women's team has a full schedule of good international competition and we need the same type schedule for the men's program.

I. Special Adviser, Mr. Wendelboe reported the USA Volleyball Foundation issues were presented during the Treasurer's report.

J. Chief Executive Officer, Ms Howard will give her report at the Board meeting.

K. CEO Nominee, Mr. Beal will give his full update at the Executive Council meeting tomorrow morning.

VI. NEXT MEETING. April 8 (Noon – 10:00 pm) and 9 (all day) with departure on April 10, 2005, in San Diego, California. The Executive Committee will meet on May 24, 25, 28, 2005, at the Annual Meeting in Denver, Colorado

VII. ADJOURNMENT

Motion 30: It was **M/S/C (McDole/Colberg)** to adjourn the meeting at 5:35 pm. on January 14, 2005