

**USA VOLLEYBALL
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
October 19-20, 2008
Colorado Springs, Colorado**

- Presiding:** Kevin Twohig, Interim Chair
- Recorder:** Susan True, Recording Secretary
- Directors:** Ken Cain, Mike Carter, Jason Hodell, Jon Lee, Ted Leland, Stewart McDole, Sarah Noriega, Adam Rymer, David Schreff, Sean Scott, Steve Simpson, Tyra Turner and Kevin Twohig.
- Director Level Staff:** Doug Beal, Mike Chandler, Stacie Kearns, Kendal Kelly, John Kessel, Kerry Klostermann, Margie Mara, Tom Pingel and Ali Wood
- Guests:** Matt Cramer, USOC, Bob Gambardella, USOC, Al Lau, AVP,
- Absent:** John Dunning, Dave Gentile, Karch Kiraly and Reid Priddy

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

I. CALL TO ORDER/INTRODUCTIONS

The meeting of the Board of Directors of the USA Volleyball was called to order by Kevin Twohig, Interim Chair at approximately 8:00 am on Sunday, October 19, 2008.

- A. Introduction of Interim Recording Secretary.** Mr. Twohig introduced Susan True who has served as the elected secretary during two separate quadrenniums and who will serve as Recording Secretary for this meeting.
- B. Roll Call, Declaration of Quorum** Mr. Twohig asked each person at the table to introduce themselves, and then Kerry Klostermann did the roll call and declared a quorum was present. Mr. Klostermann explained that as part of the settlement of the Article VIII Complaint, a fifty-five percent “super” majority vote is required to pass any motion of the Board of Directors. Since there are eleven votes present, it will take six votes to pass a motion.
- C. Board Directory, Conflict of Interest and Registration.** Mr. Klostermann reviewed the Conflict of Interest policy that each Director must sign. The directors were reminded that they must be current members of USA Volleyball. The Board of Directors was asked to review their information in the Board Directory, making any appropriate changes and initial the entry.
- D. Special Rules of Order.** Mr. Klostermann called the Board’s attention to the “Special Rules of Order,” distributed via email. A brief discussion followed resulting in the following two motions:

<p>MOTION #1: It was M/S/C (Simpson/Turner) to waive the thirty-day requirement to change Bylaws and Operating Code.</p>
--

<p>MOTION #2: It was M/S/C (Schreff/Simpson) to dispense with using Robert Rules of Order at this and future meetings of the Board of Directors to stimulate greater debate and decision-making, and that this change be reflected in the Bylaws.</p>

II. APPROVAL OF AGENDA

MOTION #3: It was **M/S/C (Lee/Carter)** to approve the agenda as amended with the provision for adjustments and additions as the Chair deems necessary.

III. BYLAWS AND OPERATING CODES

A. Bylaws and Committees. Mr. Klostermann began by explaining how and why the governance structure of USAV was changed. In summary, the USOC directed the National Governing Bodies (NGBs) to restructure their governance to reflect a Board-governed and staff-managed organization. The USOC guidelines suggested a board of 9-11 including 20% athletes and independent directors and recommended specific committees of the board. The rationale for the assemblies and the Volleyball Congress is to keep the member organizations connected and involved with USA Volleyball. In response to a question from one of the new directors, Mr. Klostermann clarified the phrase “committees of the board.” It does not mean the committees are composed entirely of directors. It means these committees report directly to the Board of Directors whereas the commissions report directly to a member of the staff.

1. A concern has been voiced that the Junior Indoor Director position should represent grassroots through high performance and elite level junior volleyball programs.

MOTION #4: It was **M/S/C (Lee/Cain)** that Article VI, 6.02-I-5 of the Bylaws be amended by deleting the word “elite” in defining the Junior Indoor Director position and deleting the reference to “adequately represent the high performance” and the word “elite” in 6.02, I, 5b and b (i).

2. Another concern was that all the directors should be independent in that the constituency they represent should not dictate how they vote on any issue. Every director should be focused on the “big picture” when addressing issues brought before the Board of Directors.

B. Operating Code. The Operating Code contains procedures for programs such as championships, awards, commissions, etc. details of which are not appropriate for the Bylaws of the corporation. Mr. Klostermann reviewed the changes that had been made in the document since it was approved by the Board of Directors in May.

1. New deadlines for Reports and Fees from Regional Volleyball Associations. Margie Mara and Jon Lee explained the changes in Article VI recommended by the Regional Volleyball Associations (RVAs).

MOTION #5: It was **M/S/C (Lee/Cain)** to amend Article VI, 6.03, A, 7b of the Operating Code to read, “The first regional membership report, fee payment and data transfer to the National Office is due no later than the 15th of the second month of the season. Data transfers shall be done no less than twice a month. Such data transfers shall include all membership data available at that time. Membership reports and fee payments shall be done no less than once a month through the end of the season. Eighty percent of the fees and data from the previous season must be submitted to the National Office by March 15th.”

MOTION #6: It was **M/S/C (Lee/Cain)** to amend Article VI, 6.03 A, 7 of the Operating Code to add, “c. The membership and insurance start date for the Regional Volleyball Association season shall be September 1st beginning with the 2009-2010 season.”

IV. Committees of the Board

- A. Audit Committee - There** was a brief discussion of whether or not the Audit Committee should be composed entirely of Board members. Some of the Board thought it should not be entirely Board members because they will be evaluating themselves while others thought it was highly recommended by some financial entities, the following motion was made:

MOTION #7: It was **M/S/C (Hodell/Leland)** that the Audit Committee shall be composed of members of the Board of Directors including the athlete representative on the Committee. If no Athlete Director is able to serve, any eligible international athlete may be selected who has the appropriate financial background or can take a finance course in preparation to serve.

Sarah Noriega agreed to be the athlete representative on the Audit Committee. The Board of Directors will discuss a separate Compensation Committee at the January Board meeting.

- B. Finance and Budget Committee -** The following motion was made after a discussion of the current budgeting process involving staff, the Finance and Budget Committee and the Board of Directors:

MOTION #8: It was **M/S/C (Hodell/Simpson)** to expand the Audit Committee to five members including Stewart McDole and Scott Fortune from the current Finance and Budget Committee. The first two responsibilities of the current Finance and Budget Committee will become the responsibility of the Audit Committee.

The first two responsibilities listed for the Finance and Budget Committee are: 1) assist senior management in the development, preparation and presentation of the annual budget of the Corporation and 2) conduct periodic reviews of the Corporation's financial statements to ensure that significant variances from the budget do not occur.

It was agreed that the procedures used in the past should be followed in developing the 2009 budget with the members of the new Audit Committee invited to attend the meetings of the current Finance and Budget Committee.

- C. Ethics and Eligibility Committee (E & E) -** The role of the Ethics and Eligibility Committee was explained including the Arbitrator Program. The rationale for not including members of the Board of Directors on this Committee is the philosophy that these issues should be resolved at the event or within the regions whenever possible. In addition, since the Board of Directors is the final appeal, the directors should not be involved in resolving the issue at the lower level. Consensus of the directors was that most of the members of the Ethics and Eligibility Committee should be members of the Board of Directors.

MOTION #9: It was **M/S/C (Schreff/Lee)** to approve Kevin Twohig as the Chair of the Ethics and Eligibility Committee.

Ken Cain was approved to serve on the Committee and the athletes recommended Reid Priddy as the athlete representative. Mr. Twohig will select the remaining members of the Committee.

- D. Nominating and Governance Committee (NGC) -** The role of this new Committee was reviewed. Some concern was voiced that some entities present two or more nominees to the NGC while others submit only one candidate. It was explained that the organizations that submit only one nominee are those that are not under the USAV corporate structure such as AVCA, NCAA and the AVP. Some members of the Board requested a future discussion of the value of specifying two to three nominees for all positions. That procedure should make it easier to maintain appropriate diversity (gender, ethnicity, expertise, etc.) on the Board.

The following individuals were approved to serve on the NGC:

1. Representative from the INGC – Since there was a tie when the INGC voted, the Board voted on the two candidates with Al Lau being elected.
2. Representative from the RVAs - Nancy Funk
3. Independent representative - Audrius Barzdukas was approved.
4. The athlete directors will work with staff to identify the athlete representatives for beach and indoor volleyball.

V. Officers

- A. Chair of the Board** – On Monday morning, the Board of Directors elected David Schreff as Chair of the Board and Kevin Twohig as Chair Pro-Tem of the Board.
- B. Corporate Secretary** - The new governance structure includes a Corporate Secretary who shall be a member of the Corporation's staff.

MOTION #10: It was **M/S/C (Schreff/Leland)** to approve Kerry Klostermann as the Corporate Secretary.

In response to a question from the Board, the rationale for a recording secretary who is not a staff member was explained as partially a trust issue and partially a concern about the situation when the Board of Directors goes into executive session and most of the staff must leave the room. The Board will revisit this issue at a future meeting.

- C. Treasurer** – Stewart McDole provided an extensive written report to the Board of the Directors. The following are highlights from the report:
1. Access to Financial Information - The Board of Directors was assured they had complete access to any financial reports including the complete monthly and trimester reports and the annual audit report.
 2. 2008 Budget – the 2008 budget originally accepted by the Board of Directors was a break-even budget. A collection of corrections and revisions were applied to the budget over the next few months when the income projections fell some \$166,235 below anticipated expenses. Taking into consideration the results of the review process in recent years, it was believed the shortfall could be resolved without the downward revision of program expectations so no action was taken to revise the budget.
Mr. McDole reviewed significant projections and stated that conservative forecasting suggests an end-of-year surplus of \$638,022.
 3. Finance and Budget Committee Items of Concern
 - a. What effort is or can be made to build on recent Olympic success and should this be a fiscal priority.
 - b. Will beach volleyball explode and do we have the infrastructure to handle such an explosion of interest? Have we given sufficient support to the NCAA women's sand volleyball initiative?
 - c. Should we expand the boys' high school grant program and retarget some of our fiscal and human resources to that project?
 - d. Is this a time to get serious about development and endowment efforts?
 - e. Do we have an accurate sense of the junior club scene and its probable programmatic implications?
 - f. The financial impact of the Player Severance Policy must be included in the 2009 budget.
 4. Current Financial Position
 - a. The line of credit with Chase Bank is set at \$500,000. The Board directed Stacie Kearns to check with the bank immediately on the status of the line of credit.
 - b. There is \$100,000 in the savings accounts, \$200,000 in the checking account, \$1,450 in the Legacy Money Market and the \$245,936 in Olympic funds was rolled over into a nine-month CD at 2% interest. The net worth of USAV is \$3,286,114 as of the end of September.

- c. The investment funds had lost 16.2% by the end of August and it is estimated that is probably about 20-22% at this time.
5. Audits: The USOC audit is scheduled for the week before Thanksgiving.
The Audit Committee met in May to review the 2007 independent audit and review financial policies and procedures. The recommendations have been implemented and the Board of Directors approved the audit at its May meeting.
6. Quad Goals: The Quad Goals are attached as Appendix A.

VI. NEW BUSINESS

- A. **Future Meetings of the Board of Directors**: The next meeting of the Board of Directors will be January 17-18, 2009 in California. Mr. Beal explained the schedule for the Annual Meeting, historically held the week before and at the site of the US Open Championship. The schedule would include meetings of the new assemblies (formerly divisions), the Volleyball Congress, the Boyce Awards and Recognitions Banquet and the Board of Directors meeting. The US Open Championship begins Memorial Day weekend. It was agreed that staff would develop several possible schedules for the 2009 meetings in Minneapolis. That meeting of the Board as well as the recommended fall meeting will be finalized at the January meeting.
- B. **CEO Evaluation**: It was agreed that Kevin Twohig would chair an Ad Hoc CEO Evaluation Committee consisting of Ted Leland, David Schreff and Sean Scott. The evaluation will be conducted and a report will be prepared for presentation to the Board of Directors at its January meeting.
- C. **New Corporate Structure**: Mr. Beal reviewed the attached Organizational Chart explaining that the Member Relations Commission and the assemblies replace the divisions in the previous structure. The Commissions generally replace previous committees with the significant difference being that these Commissions are identified as necessary by the staff and they will be appointed by staff and will report directly to staff. The Volleyball Congress is an important event for maintaining the involvement of member organizations of USA Volleyball. It will probably be a one day or day and a half meeting with a theme or specific topics for presentation. Mr. Beal encouraged the directors to review this chart and provide input to staff on the names, responsibilities and viability of each of these substructures of the corporation.

VII. AFFILIATED ORGANIZATION REPORTS

- A. **Volleyball Hall of Fame**: The Volleyball Hall of Fame is located in Holyoke, Massachusetts, the birthplace of volleyball. The Hall of Fame is a financially challenged organization and USAV has worked to get additional funding from other National Federations. This resulted in \$80,000-\$100,000 from outside the United States. In addition, USA Volleyball and its regions contribute about \$30,000 a year. The Hall of Fame inducts an international class each October and the directors were all encouraged to attend that event. USA Volleyball will continue its efforts to gain FIVB recognition for the Hall of Fame as the World Volleyball Hall of Fame.
- B. **USA Volleyball Foundation**: The Foundation is the custodian of the USAV investment funds. It is a 501(c)(3) organization with five officers including Scott Fortune, president, Fred Wendelboe, chair of the board, Stewart McDole, treasurer, Elaina Oden, secretary and Karen Johnson, vice president. Ms Johnson has resigned so a current Board member needs to be added to the Foundation Board. Kerry Klostermann is the managing director and as such he keeps the books, the balance sheets, writes approved checks, etc. USA Volleyball is the sole owner of the Foundation. There has been talk of expanding the Foundation Board to increase the expertise on the Board and to build the funds of the Foundation.
- C. **American Volleyball Coaches Association (AVCA)**: USA Volleyball partners and cooperates with the AVCA on several projects. The AVCA conducts an annual convention during the NCAA Final Four.

USAV staff is always present at the convention as exhibitors and presenters. It is an excellent opportunity to interact with coaches at all levels of volleyball.

- D. Professional Association of Volleyball Officials (PAVO):** The mission of this organization is to certify and assign collegiate volleyball officials. Its membership includes some officials who work USAV, college and high school volleyball. PAVO also meets during the AVCA Convention and USA Volleyball supports social activities with AVCA and PAVO during the convention.

VIII. STAFF REPORTS

Note: The Board of Directors was given copies of the complete report from each staff director, so the following are merely highlights of each report.

- A. Kerry Klostermann, Secretary General:** Mr. Klostermann reviewed the sponsorships which have been renewed through 2012 – City of Anaheim, Bank of America, Mizuno Japan, Mizuno USA, Molten, Sport Court and USOC (World League broadcast). He also explained the contracts with Albertsons, Active Ankle and DSM which are being re-negotiated. The corporation will soon be selecting a new event merchandise company.

Mr. Klostermann is also responsible for forty-fifty (40-50) player agreements, all corporate contracts and the preparation of the High Performance Plan for the USOC.

In response to a question of marketing to youth programs, he reviewed the affinity card, the centennial patch program, the poster project in 1984 (sold 3,000 when the hope had been to sell 50,000) and the virtual mall (VolleyMall). None of these have been particularly successful and advice from the Board of Directors and the new Marketing Commission is encouraged.

- B. Margie Mara, Senior Director:** Ms Mara is responsible for Operations and Domestic Programs. Other staff from her department will also be reporting so she addressed only the following areas:

1. Officials Development: The goal of this program is to recruit, train and retain qualified officials for all USAV events. The lack of certified officials is limiting the growth of events, especially for youth and juniors. The November Train the Trainer clinic in Dallas is already full (50 participants). There are National Referee Clinics held throughout the country, hosted by the local RVAs. Partnering with PAVO, officials clinics are conducted at NIRSA Championships and the Girls Junior Olympic Championships. Webinars will be developed to deliver officials' education the same as coaches' education.
2. Membership: Membership or registrants are done through the regions. There are currently 234,922 registrants. There are 173,000 girls and 11,000 boys. The goal is to have 10% of the registrants be boys. One of the challenges has been to involve adult players in USAV programs. We must overcome the perception of recreational players that USA Volleyball programs are elite programs.
3. National Database: Twenty-nine of the forty regions are participating in the development of this national database.

- C. John Kessel, Grassroots, Director, Membership Development and Disabled Programs**

1. USA Volleyball is working on joint membership with other organizations, and Mr. Kessel clarified that only a few dollars of each registration is returned to the National Office. The majority of the money remains with the RVA for programming.
2. USAV, through John's department works with many affiliated organizations (YMCA, NIRSA, Positive Coach Alliance, Boys and Girls Clubs, parks and recreation, etc.) to develop grassroots volleyball programs. Free CDs have been developed to assist organizations in developing indoor

and outdoor programs. USAV assisted with a Native American Volleyball Academy and has provided \$40,000 to grow and stabilize the Starlings programs across the country.

2. Adult Participation: There are divisions for ages 12 through 75 in U.S. Championships. We do need to do more to provide for the adult recreational volleyball.
3. Boys Volleyball: The ratio of boys to girls in USAV programs remains 1:16. Jeff Mosher is responsible for working with the high school boys and NCAA men's grant programs.
4. Disabled: The department works with Paralympics and Deaflympics in developing programs for the disabled. There is a National Training Center for the Sitting and Standing Paralympic teams at Central Oklahoma University in Edmond Oklahoma. The U.S. will host the 2010 World Disabled Championships.
5. Mr. Kessel told the Board of Directors that they could help by providing guidance with obtaining grants/funding, disabled and diversity projects, media contacts and coverage, expanding grassroots projects, adult growth projects, solving copyright issues (use of the word "Olympics" in USAV championships) and with a VolleyBloom Day where junior clubs reach out to their community all on the same day.

D. Tom Pingel, Managing Director, High Performance Indoor National Programs: The average annual growth in the High Performance Program since 2004 has been 13%. The High Performance Program includes coaches' clinics, player clinics, tryouts for the national teams and a High Performance Championship. The tryouts are taken to under-represented areas of the country.

1. Junior and Youth National Team Results: Men's Junior National Team finished 3rd and qualified for 2009 Worlds in India. The Boys' Youth National Team finished 1st and qualified for 2009 Worlds in Italy. The Girls Youth National Team and the Women's Junior National Team finished 1st and qualified for 2009 Worlds in Mexico.
2. 2008 High Performance Championships: It was the largest field to date with 83 teams (62 girls and 21 boys) with 12 international teams from Canada, Chile, Peru and Puerto Rico. There were fifty (50) teams from eighteen (19) different USAV regions.
3. Pipeline to the Games: Eleven of fourteen on the Women's Olympic Team (02 forms) came through the High Performance Program and eight of nine for the Men. The RVAs and the Board of Directors can help identify more people who ought to be in the High Performance pipeline.

E. Mike Chandler, Managing Director of Events:

1. Boys Junior Olympic Championships: There are close to 400 teams in the two divisions of the tournament – Club for boys 12-18 and Open for boys 14 -18. This is the only junior tournament where we accept foreign teams because the Amateur Sports Act prohibits us from taking foreign teams instead of U.S. teams into one of our championships and this is the only one that is not full with U.S. teams.
2. Girls Junior Olympic Championships: There are 788 teams participating in the two divisions of the championships with 1,200 teams playing in the ten Qualifiers in an effort to qualify for the Championships.
3. U.S. Open: The goal is to have 500 teams in this championship. There are twenty-nine (29) divisions (13 men, 13 women, two co-ed and Special Olympics).
4. World League: The U.S. has been back in the World League since 2006 with three matches played in the United States. The average attendance in 2008 was 3,828. Efforts are being made to increase that number through entertainment and music during the match.
5. Olympic Exhibition Matches:
 - a. The Women's Olympic Team played three matches against #1 Brazil. Two matches were at the Olympic Training Center (OTC) with the maximum crowd of 1,500 at each match. The other match was at the Air Force Academy with 3,500 in attendance. Brazil won two of the three matches
 - b. the Men's Olympic Team played two matches against #6 Argentina in Irvine, California. One of the matches was televised on MSNBC. The U.S. Men won both matches.

6. NORCECA: The U.S. hosted the 2006 NORCECA Youth Girls Continental in Florida. The Girls qualified for the 2007 Worlds at that event. The 2007 Men's Continental was held in Anaheim with the Men taking 1st place and qualifying for the World Cup. The 2008 Boys Youth Continental was held in Miami, Florida with the US team taking 1st place and qualifying for the Worlds in Italy in 2009.
7. Mr. Chandler reviewed the 2009 event dates and locations.

F. Ali Wood, Director, International and High Performance Beach Programs.

1. General Goals of the Program: The general goals are: 1) become the world-wide leader in the sports of beach volleyball, 2) grow the game, participation, programming and professionalism at the international, national and regional level, and 3) improve support services necessary for the quality and conduct of programs to ensure recognition as the authority and expert for beach volleyball.
2. The Beach Department works with the Beach National Team (FIVB World Tour), Elite Development Teams (U28/U26) for the Pan Am Games, World University Championships, FIVB Satellite and Challengers and NORCECA Beach Circuit, the Youth and Junior National Teams for World Championships and High Performance Camps and with grassroots and development programs.
3. National Team Support: Support for the Beach National Teams includes
 - a. Financial: monthly stipends, travel funding, coach funding.
 - b. USOC High Performance Summits: "Day at the Beach" Summit with super slow mo and Dartfish to enhance training and anaerobic threshold training, blood work, body composition and nutrition, Peak Performance Summit will be in December.
 - c. Support Services: sports medicine (USAV therapists at FIVB events, year-round physical therapy, and integrated AVP and USAV sports medicine staff), videography (USOC/USAV videography crew, created and will maintain a USAV video library and Data Volley training).
4. Youth and Junior Beach:
 - a. We sent an U19 Boys' Team to the World Youth Beach Volleyball Championships in The Hague, Netherlands, and send an U21 Men's Team to the World Junior Beach Volleyball Championships in Brighton, England.
 - b. The Junior Beach Tour was in nine states, thirteen tournaments and included one beach camp. There were 811 teams and 1,622 players participating in the tour.
5. US Open of Beach Volleyball: the 2008 event was in Santa Barbara, California with 149 teams participating in sixteen tournaments within the three divisions (men, women and co-ed).
6. Beach Camps: World University Camp was used to choose the training team for athletes for the championships in Germany. The International Selection Camp chose the U19 and U21 training team who would represent USAV at the Youth and Junior World events. The Beach Performance Camp was open to all youth players, ages 12-18 with twenty participants this year.
7. Coaching Education: Diane Cole will report on some of this in her report. The plan is to require all coaches at FIVB, NORCECA and USAV to be Beach CAP certified by 2010. The staff is working to complete the update on the *High Performance Athlete Handbook* and the *Development Athlete Handbook*.
8. NCAA Sand Initiative: USAV will provide on-court beach sessions at the AVCA Convention and are planning a USAV Collegiate Challenge at the AVCA request.

G. Diane Cole, Director, Coaching Education:

1. One of the major projects of the department is to develop a track through the certification program that would benefit coaches of the disabled, the Starlings program (IMPACT level) as well as Pipeline coaches' certification, beach-specific certification and a boy's high school-specific course.
2. The department provides 15-20 on-site courses each year including CAP I and II clinics at the Junior Boys and Girls Championships, Cap I and II plus a conditioning-specific segment is offered

at the AVCA Convention, and CAP is offered in conjunction with 1-2 AVCA/NCAA Minority Coaches Clinics. The goal is to have more clinics at sites where coaches will already be as well as the stand alone two-day courses.

3. USA Volleyball has entered into a partnership with AVCA and the NFHS for an online volleyball-specific course to compliment the NFHS's six-hour online general coaches' certification course. The volleyball section takes two hours and it will offer the coach the choice of IMPACT certification which is a pre-requisite for the CAP program.
4. IMPACT is now required for all junior coaches in the USAV system. The courses are taught by a regional cadre and usually are four hour face-to-face clinics.
5. One of the most successful programs this year has been the Webinar clinics. They are five hours long. There have been twenty-two (22) opportunities approximately twice a month from October to the end of June.
6. In addition there are coaches' educational videos on the DARTFISH.TV website and anyone can access those for a \$12.95/year collection fee.

H. Brent Buzbee, Director, Communications and Technology

1. Media Relations: Bill Kaufman and BJ Evans are responsible for media relations for the National Teams. They also do the e-newsletter *Rotations* and do some writing for *USA Volleyball Magazine*. In response to a question about why USAV doesn't go entirely to electronic communication, Mr. Buzbee reported that many people still want that magazine they can hold, they can save it, etc.
2. IT: Adam Clotfelter handles the day-to-day operations in this area. USAV has tried to invest in the best software possible as the staff and programs have grown. The staff is currently transitioning to the TeamUSA.org (USOC website). The site is not password protected, but USAV will have a protected site for some documents.
3. Phone System: USAV will have a new Microsoft system which will tie into video conferencing via the internet. The one problem is getting the equipment for this very new and powerful system. It will deliver faxes and voice mail directly to email.
4. Publications: *USA Volleyball* is the organization's quarterly magazine that is a means of insuring that key information is getting into the hands of all those subscribers at least four times a year. It has been a cost-effective method of promoting USA Volleyball (\$2.50/year is the membership cost of the magazine and USAV has gotten great value from it). The staff is trying to have more junior focus in the magazine.

USAV also publishes the *Domestic Competition Regulations* (85,000/year distributed, mostly to regions), *The Guide* which contains the Bylaws, Operating Code, leadership information and historic record of awards and recognitions.

5. Archive Project: For several years, the staff has been working on preserving, cataloguing and transferring to electronic format all the corporate documents, historic information and memorabilia of USA Volleyball. The staff has worked closely with the USOC and YMCA archivists on how to best preserve and store these documents and how to make it available to people.

I. Doug Beal, Chief Executive Officer

1. International Representation: USAV has more than twenty individuals representing the United States on NORCECA and FIVB commissions and boards.
2. National Office: USAV has moved its offices within Colorado Springs several times as programming and staff has increased. Once again the current 12,500 square foot facility is no longer adequate.

About eight National Governing Bodies (NGBs) are considering a move to University of Colorado-Colorado Springs (UCCS). UCCS is proposing an on-campus facility dedicated to NGBs as a part of an overall expansion project on the North Nevada corridor. This building would be one component of the proposed Sports Arena/Sports Park complex. The Board of Directors will be kept informed throughout this process.

3. Indoor National Team Coaches: These coaches are contracted through the end of the Year.
4. Chicago Bid for 2012 Olympics: USAV is supporting Chicago's bid for the 2012 Olympics.
5. Men's National Training Center: The contract with the city of Anaheim goes through 2012 and USAV will be discussing an extension of that contract.
6. Women's National Training Center: The staff will be looking for a situation for the women's indoor team that is comparable to the men's team. The plan is to have this accomplished within the next year.

IX. ADJOURNMENT

Chair pro-tem Kevin Twohig closed the meeting by thanking members of the Board of Directors for their attendance, for their great questions throughout the meeting and for their willingness to serve volleyball.

The meeting was adjourned at 12:08 pm, Monday, October 20, 2008.

Next Meeting of the Board of Directors: January 17-18 in a location to be announced.

Respectfully submitted,

Susan S. True
Recording Secretary

Conceptual Objectives:

1. Operate true to budget (break even or surplus) each year.
2. Develop an adequate financial base to support Olympic participation.
3. Develop a solid base for future capital purchase needs.
4. Enhance Championship events.
5. Increase revenue and reduce somewhat reliance on USOC budget contributions.

Quadrennial Objectives:

1. Achieve a cumulative financial surplus of \$1,150,000.
2. Create an Olympic Fund of \$250,000.
3. Establish and fund a capital reserve fund with defined objectives and uses to ultimately accrue at 5% of annual budget.
4. Create a resource of \$200,000 to enhance Championship events. .
5. Maintain or increase USOC total budget support dollars while at the same time reducing the ratio of contribution against total budget.

Annualized Objectives – applied/prioritized in the following order:

Olympic Preparation:

Amounts for an Olympic Account will be included in the annual budget at the following minimums until such time as the account is fully funded.

1. 2009 \$60,500 dedicated budget surplus
2. 2010 \$60,500 dedicated budget surplus + interest earned min. \$3,000
3. 2011 \$60,500 dedicated budget surplus + interest earned min. \$5,000
4. 2012 \$60,500 dedicated budget with a total of \$250,000 accessible for Olympic expenses.

Capital Reserve Fund:

The Capital Reserve account will be funded on an annual basis at a minimum of 1.5% of the prior year's audited expenses (\$175,000 approx.). This account will be available for ongoing use in years when necessary capital expenditures cannot be funded from operations. The maximum value of this fund during the initial four years will be equal to the 5% of the annual operating budget (\$700,000 approx.).

Championships Events Fund:

An annual resource of \$50,000 will be allocated to a Championship Event enhancement fund. The fund will accrue from year to year for on-going and one-time expenses to enhance the quality of the end-of-year events.

Accumulated Surplus:

- | | |
|-----------------------------|-----------|
| 1. Olympic Resource Total: | \$250,000 |
| 2. Capital Reserve Total: | \$700,000 |
| 3. Event Enhancement Total: | \$200,000 |

Aggregate Surplus Total **\$1,150,000**

MINUTES OF THE MEETING OF THE
USAV BOARD OF DIRECTORS
October 19-20, 2008