

USA VOLLEYBALL BOARD OF DIRECTORS

MINUTES

October 14-15, 2017

Denver, CO

Saturday, October 14: 5:00 pm – 8:00 p.m.

I. CALL TO ORDER

- a. Roll Call and Declaration of Quorum **Kerry Klostermann**

Present: A. Dombkowski, D. Donaghy, K. Fasbender, T. Haneef-Park, J. Hughes, S. Mailhot, L. Okimura, B. Rasmussen, A. Reiting, C. Reynaud, T. Rogers, D. Selznick, K. Shropshire,

By Phone: K. Shoji

Absent: A. Ross, K. Shoji, M. Stemm

Staff: J. Davis, K. Klostermann and R. Stafford

Recording Secretary: S. Smith

Guests K. Klostermann, R. Stafford, C. Seilkop

- b. Board Directory **Kerry Klostermann**

Mr. Klostermann passed around the Board contact sheet for updating.

- c. Introduction of Guests/Attendance **Lori Okimura**

II. EXECUTIVE SESSION **Participants to be confirmed.*

Motion #1 to go into executive session, with J. Davis, R. Stafford, K. Klostermann and S. Smith invited to join, made by Reiting, seconded by Dombkowski, approved unanimously.

*Staff invited to attend: Jamie Davis, Kerry Klostermann, Rachael Stafford

Motion #2 to come out of executive session, made by Dombkowski, seconded by Rasmussen, approved unanimously.

Sunday, October 15: 8:00 a.m. – 4:00 p.m.

Ms. Okimura reported that the Board covered the following areas during executive session:

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- a. Corporate Ethics & Eligibility Report (Rachael Stafford for Jon Lee)
- b. Legal Review (Steve Smith, Rachael Stafford)
- c. Audit, Finance & Budget Review (Ashley Dombkowski, Jamie Davis)
- d. Personnel Committee Report (Cecile Reynaud)
- e. Board succession & Chair Report (Lori Okimura)

III. ANNOUNCEMENTS

Ms. Okimura reminded the Board members about membership registration, as this is the season for that. Members were encouraged to register in the USA Volleyball region where they reside.

IV. APPROVED MINUTES

- a. May Meeting, 2017. Approved electronically. (2) - approved electronically

V. APPROVAL OF AGENDA / ADDITIONS

Motion #3, to add the AFB Report to the agenda before the Board policy update, and to move K. Fasbender's report to just after AFB, made by Reynaud, seconded by Rasmussen, approved unanimously.

VI. BOARD ADMINISTRATIVE OVERVIEW

Ms. Okimura went over the upcoming Board meeting schedule:

- a. Proposed 2018 Meeting Schedule
 - i. January 25-26 Board Succession Planning Retreat in Southern California (most likely - Anaheim or Los Angeles). Reported that due to the NAMM convention at the Anaheim Convention Center that will occupy most available hotels, the meeting was confirmed to take place in Los Angeles.
 - ii. January 27-28, 2018 Board Meeting in Southern California (Anaheim or Los Angeles). Reported that due to the NAMM convention at the Anaheim Convention Center that will occupy most available hotels, the meeting was confirmed to take place in Los Angeles.
 - iii. May 24, 2018 Annual Meeting in Dallas, Texas - could be adjusted based on other meetings, although Mr. Davis indicated that it most likely will not change. Reported that availability and cost in addition to the potential of other meetings being moved, if notification was not confirmed by end of session, decision would be made to change venue for Board meeting.
 - iv. Oct. 5, 2018 Board Meeting in Denver, Colorado *to be confirmed

VII. BOARD CHAIR REPORT

This was mostly covered in executive session, but Ms. Okimura encouraged anyone with questions to contact her.

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VIII. CEO REPORT

- a. Update on USAV Foundation joint task force recommendation.

Mr. Davis updated the Board on the Volleyball Nations League, which is a new League with a new format, involving men and women. 16 nations will be playing in a 5-week round robin format, with 12 permanent nations and 4 challengers; the U.S. is a permanent member. The permanent members were chosen because they are the most affluent nations, by GDP. The U.S. will host a women's pool in Lincoln May 15-17, 2018, and the men will be in Chicago, June 15-17, 2018. Agreements with host sites have been completed. Mr. Davis thinks USAV will lose money, but far less than in the past, and USAV could make money on the Chicago event. Mr. Rogers noted that hosting the events is good for the U.S., even though it may cost USAV some money.

Mr. Davis then updated the Board on the planned professional league. This is one of Mr. Davis's priorities since he came on board. USAV has terminated its agreement with Grand Prix entertainment as of July 31, 2017 for failure to pay amounts due, which leaves USAV unencumbered. USAV is now free to come up with a plan. Marc Fine will be consulting with USAV on this - he started on October 1st. Mr. Davis noted that it is important that the League be self-sustaining financially. Several people have approached Mr. Davis about investing in the Pro League. USAV's current investment in the consultant is very low due to Mr. Davis's friendship with Mr. Fine. Ms. Okimura noted that Mr. Fine is not interested in becoming commissioner or an employee of the League, which she viewed as a big positive compared to the past. Mr. Davis feels a successful league is one of the most important elements in growing the sport in the U.S. Mr. Davis also indicated that USAV will be looking for outside investors, but it first needs to have a business plan in place. Media distribution is also a very critical element to the success of a pro league. Ms. Haneef-Park asked whether player salaries are being factored into this. Mr. Davis replied that this is an element that is already being discussed, noting that the players were loud and clear about their need to make a living, but also would take a little less if they could stay in the U.S. Ms. Reynaud asked if this would be in competition with international professional leagues. Mr. Davis replied that it would, but it would be more condensed, perhaps a four-month season. Mr. Davis asked if it realistic for a new league to be able to compete on player salaries with, for example, Russia. Ms. Okimura noted that the goal is not necessarily to compete with Russia, but to offer other benefits, such as staying in the U.S., having a shorter season that would be enticing. The goal is to establish something in the US that creates options for US players and also could extend the careers of more established players. Mr. Davis indicated that the league would be open to international players, and USAV has already had discussions with FIVB. Ms. Reynaud asked if the US coaches were supportive of this, and Mr. Davis indicated that they are. He also noted that this could be a pipeline for players coming out of the NCAA.

Mr. Davis then discussed the 2018 Collegiate Beach Championships. He noted that the 2017 event was successful, and USAV has now signed a 3-year extension (for 2018, 19 and 20). The 2018 event will again occur in Hermosa Beach in May. NBCSN has agreed to extend the broadcast. USAV will be partnering with the USOC again.

Membership numbers - USAV finished the year with almost 340,000 members, which reflects 2-3% growth. Mr. Davis indicated that he was not happy with this growth. Most

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demographic areas grew between 1 and 2 percent, but junior boys grew by more than 10%. Mr. Davis indicated that he is working with the regions about how to increase growth. He is also looking at limited memberships, such as one-day membership, which is about 25,000. So, USAV's true membership is more like 365,000. He also wants to look at how USAV can convert limited members to full members. Another goal is to look at "membership churn," which is when some members leave and others join. Mr. Rogers asked if USAV has beach numbers, and Mr. Davis promised to provide those.

He then spoke about membership benefits. Officials training and education is now available only to members, for no charge. If someone is not a member, it is available for a \$395 cost, so it is more economical to become a member. USAV has also discussed allowing USAV-member clubs to put the USAV logo on their uniforms. He showed a photo of what this will look like. So far, only 14 clubs have taken advantage of this, but USAV has been reminding commissioners about this. Mr. Selznick indicated that he has not received any emails about this. Mr. Davis indicated that the notice has gone through the Regions. Ms. Donaghy indicated that at a meeting of Regional Commissioners, some indicated discomfort with several contract provisions. Mr. Klostermann noted that he clarified some of the questions that were raised by the Commissioners. Mr. Selznick asked what this does for USAV. Ms. Mailhot responded that a number of teams were coming to events with JVA logos on their uniforms, so this allows our members to show they are affiliated with USAV.

Mr. Davis reported that redesigned coaching education courses will be rolled out on November 1st., and there will be a single IMPACT course, which will be easier and more user friendly for the coaches. IMPACT online will be available free online beginning next year. We also have received permission from the USOC to offer their coaching materials to our membership. Also, USOC-defined athletes will be able to take courses for free. USAV is also looking generally at where we want to take coach education, noting that this is very important for the growth of the sport, but staff wants to focus on how we can complement other education programs. He noted that one advantage USAV has are the national teams and national team coaches.

Mr. Davis announced that USAV is starting an RFP for a member management system. Proposals are due by October 30th, and USAV has a working group that will review these and make recommendations by February, 2018. USAV has also reached out to other NGBs to see what they do. Our goal is to have all 40 Regions on the system. There are three Regions that are not on Webpoint. Mr. Selznick asked why those Regions are not on. Ms. Okimura responded that there are different reasons for each Region. Mr. Reitingier asked if any non-Webpoint Commissioners are on the review group, and Mr. Davis indicated there is one - Judy Praska.

He then announced 2018 and 2019 event dates.

Mr. Davis then discussed that he and staff have been working on a new and different RVA-USAV Beach Operating Agreement, and last week the parties agreed to have a unified National Beach Tour, which will be the officially sanctioned Beach Tour. Regions will be running the grass roots events and regional qualifiers, which would then lead to the Beach National Championships. USAV will run 12 Beach Nationals qualifiers around the country. Beach HP will also be offering selection camps at these Qualifiers. Ms. Dombkowski asked how the local clubs figure all of this

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out. Mr. Davis responded that this will all be done by and through the Regions. Mr. Reitingger, who was heavily involved in this process, noted that this is a huge step forward for USAV.

He then discussed branding, and in particular The Path to the Podium Initiative. Only USAV can make the statement that we start at grassroots and run through the Olympics. The Path includes all of the various steps to advance towards the Olympics. The Program is aspirational. But it doesn't have to mean the Olympics or Paralympics - it can mean Regional Championships or other key competitions along the Path. He then showed raw footage that will be used for a promotion that will be sent to the Regions to use. Ms. Okimura recommended that we also show athletes who have crossed over between disciplines. Ms. Reynaud recommended that USAV also use footage from athletes on Junior National Teams. Ms. Dombkowski noted that, as a parent, seeing the benefits of being in the program is important - the "How the Path Is Paved." Ms. Fasbender asked if we could incorporate a couple of questions about their NCAA championships experiences. Mr. Davis indicated that was certainly possible. Mr. Reitingger noted that it might be helpful for the athletes interviewed mentioned their regions and the events they played in.

With respect to the magazine, Mr. Davis indicated that he has a number of problems, including conflicting sponsors, content that is not that relevant to the audience that receives it, and the format is not up with the times, as our members live in a digital world and not in print. USAV has agreed to have four more issues of the print magazine, through next summer, but then to go to an interactive digital format. USAV will invest a lot of money on this, but will also have savings on printing. Ms. Mailhot noted that people like to have something in their hands at events and asked Mr. Davis to keep this in mind. Ms. Dombkowski asked about the format - Mr. Davis indicated that it would be in a digital magazine format. Ms. Okimura noted that a lot of the materials at events end up being thrown out, but it will be important to have something that they can do at the USAV booth at events, such as downloads or apps. Mr. Selznick suggested that video tips would be important. Ms. Haneef-Park suggested that, at events, interactive areas would be well received.

USAV is within 1-2 weeks of going live with the new ecommerce store. He showed a sample from that. USAV has negotiated with Adidas to have fan-wear that may not be manufactured by Adidas on the ecommerce site. It will also have a long line of products, which will only be available on the ecommerce site. Mr. Selznick suggested that there be a specific beach area on the ecommerce site and have specific beach products for sale. Ms. Okimura noted the popularity of items with USA Volleyball's name and logo on it at recent events. Mr. Davis noted that USAV is also creating a digital catalogue so USAV can make merchandise available to vendors at various events. Mr. Seilkop asked if this will be driven down to the clubs to promote this site. Mr. Davis indicated that clubs will be able to buy from vendors. Ms. Haneef-Park and Mr. Seilkop suggested that there be a link available when someone is registering for a club or an event. National Team athletes have received some of the new merchandise. National Team players have received Adidas very well.

In January 2016 the USAV Board approved a directive to suspend all activities of the Foundation until the Foundation Task Force was formed and could review and recommend reorganization, subject to USAV Board approval. The Foundation Task Force has met several times, and the Foundation agreed on a new mission statement, which is *"The USA Volleyball Foundation provides financial support for USA Volleyball mission priorities and thereby promotes the continued*

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development, growth and sustainability of beach, indoor and sitting volleyball in the United States.”. The Foundation will provide funding to USAV, an average of 5% of net assets per year, which should be in the range of \$180,000 per year, but will not touch the corpus. The Foundation will have no employees; development will be done by USA employees. Mr. Davis will be authorized to hire a development employee. Funds may be raised for restricted campaigns, which is part of our strategy to target funding to support specific projects/initiatives. The Task Force also checked with Steve Smith to ensure that these changes would not create risk of someone piercing the corporate veil and putting USAV assets at risk. The next step is to expand the size of the Foundation Board to get people who can help with fundraising. Restricted donations would go into the Foundation. Mr. Reitingger asked about controls to ensure that restricted funds are used according to the restrictions. Mr. Davis responded that ultimately this falls on the CEO to make sure this happens correctly. Mr. Klostermann noted that requests for restricted funds would go to Mr. Klostermann, who would then go to the Foundation for approval of a grant. If someone wanted to use funds inappropriately, it would have to get past Mr. Davis and Mr. Klostermann. Ms. Okimura noted that one concern in the past with the Foundation is that it provided money to other projects not within USAV, and addressing this is important moving forward. Mr. Reitingger asked when a new Board for the Foundation would be elected and the Foundation would be up and running. Mr. Davis indicated that the next AFB would approve a budget that would allow the Foundation department to begin running. Ms. Okimura indicated that the new Board would probably be elected by the USAV Board at its meeting in May, although possibly in January if time allows. Mr. Klostermann noted that the Foundation Board voted to approve the recommendations. A copy of those recommendations is attached.

Mr. Selznick asked if there will be more World Tour events in the US. Mr. Davis noted this is a priority and USAV is working on this, noting that this is largely driven by private promoters. Ms. Okimura noted that the FIVB's star ranking system has made this more complicated.

IX. ATHLETE REPORTS

a. USOC AAC report

Chris Seilkop

Mr. Seilkop reported on the Olympic Assembly, which he attended over the last few days. The USOC is considering a suggestion that athletes be sent home after they are done competing at the Olympics. Protests of the national anthem were also discussed, and any such protest would violate IOC Rule 50, and any violator would be sent home. There was discussion on how to communicate this to athletes. Safe Sport was also a big topic that was discussed. There is a bill going through Congress. Mr. Seilkop spoke with the Board Chair of USA Gymnastics, and he suggested that we look at what they've done to see if it can help USAV. The IOC is looking at creating an independent testing agency; this was not well received by the athletes. The USOC Athlete Ombudsman spoke about the 20% athlete representation rule, and USAV complies with this already. Sports psychology was also discussed, and a number of athletes feel their NGBs are behind the rest of the world in this area. There was a Bylaws amendment recommended that those with an anti-doping violation would not be able to serve in AAC positions. This was approved by the AAC but with the hope this can be modified in the future. The AAC was also asked to provide a statement on Russian doping violations, and the USOC AAC is looking to make a joint statement with other AACs around the world. Mr. Seilkop asked if there has been any progress on establishing

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a budget for the USAV AAC. He also would like to put together a newsletter that could be sent to the athletes he represents. Mr. Davis indicated that USAV would help him with that. Mr. Seilkop has been asked to sit on a Para Volley committee to look into a beach discipline. He would like to work on funding for this discipline in the US and perhaps money could be found in the USAV budget.

b. Beach Athlete report

Todd Rogers

Mr. Rogers reported on some of the summer finishes at the top tournaments as well as the FIVB rankings. He noted that the top men's performers are aging, which is not as prevalent but still an issue on the women's side. He noted this might be addressed somewhat through the NCAA program. Mr. Davis discussed their research on selection procedures for 2020. He noted that a series of events is not something that would interest the USOC, and they would want a one-event trials if a trials system is used. Mr. Klostermann confirmed this. He noted that the USOC is likely to support whatever system proposed by USAV that puts forward the two best teams on a performance basis. Ms. Okimura discussed a number of moving parts that go into the process. Mr. Klostermann noted that, under the FIVB system, the U.S. qualifies for berths and not particular teams. Mr. Rogers asked if a Task Force that includes some active players would make sense. Mr. Davis indicated his support of that. Mr. Klostermann raised the issue of whether active athletes who might be on such a Task Force might have a conflict of interest in that they could be helped or hurt by a trials process. He also noted the importance of getting the FIVB to adopt its regulations on qualifications as soon as possible. Mr. Rogers indicated that the fewer FIVB events involved in qualification, the better a trials would work, and vice versa.

c. Indoor

Tayyiba Haneef-Park/Kawika Shoji

Ms. Haneef-Park reported on the women's team, and they had a good summer of training. They are pleased with the Adidas contract. Both the men's and women's teams are still concerned about travel and being booked as a group, which makes upgrades to bigger seats difficult. They cannot even check in individually before the entire group checks in at the airport. Ms. Donaghy asked why this isn't getting fixed. Mr. Klostermann noted that, with Mr. Davis's approval, Carla has been booking economy plus, bulkhead seats, etc. that cost USAV extra money. Both he and Mr. Davis were surprised to hear this is still an issue. Mr. Davis said he would look into this. Ms. Okimura noted that the problem seems to be with athletes being able to upgrade using their points or money, and securing seat assignments in advance. Mr. Reitingner noted that one advantage of group booking is that names can be changed, whereas individual tickets cannot be changed and we often do not know our rosters very far in advance.

d. Sitting

Brent Rasmussen

Mr. Rasmussen noted that there is a push to set dates for sitting events earlier to allow for more athletes to plan ahead. The athletes are also very open to making appearances at events to put on sitting demonstrations. The athletes spoke positively about the changes to the meal programs. There was some disappointment among the women who did not get the same bonus for winning a gold medal as was paid for Olympic gold medalists. Mr. Klostermann reported that he has been working on a program that would work with the university and local companies to hire sitting athletes and allowing them time off to train. This is close to being finalized.

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- e. USAV AAC report

Rogers/Haneef-Park

This report was tabled.

X. COACHING UPDATE (Discussion)

- a. Discussion: USAV Coaching education, training, selection (Reynaud)

Ms. Reynaud suggested that some type of commission be set up to study coach education, which would include looking at long-range goals, which NGBs are doing the best job and what can we learn from them, etc. Some people have raised with Ms. Reynaud the possibility of a USA Volleyball Coaches Association and whether we can hold coaching education in conjunction with key events. Mr. Davis indicated that improving the coaching education is a high priority for him. Mr. Reitingner noted that there is not a good format for non-staff input, and encouraged that we find ways for them to be able to provide input. Ms. Okimura explained that she is torn between the idea of out-sourcing coaching education or trying to do it in-house. She noted that a lot of good programs are closely tied with sponsors. She also noted that we do not seem to be taking good advantage of the national team coaches. Sometimes third parties have better access to national team coaches than USAV does. Mr. Selznick emphasized the need to have continuity and consistency in coaching around the country, and USAV should try to develop a traveling program that could go around the country. Ms. Okimura thinks USAV needs to take everything that has been developed and bring them all together. Ms. Donaghy noted that Art of Coaching Volleyball has been pushing Regions hard and a number of Regions have contracts with Art of Coaching Volleyball. Mr. Davis agreed that the next step would be a task force.

XI. BYLAWS & GOVERNANCE

- a. Board Policy Update
- i. AFB Ashley Dombkowski

Ms. Dombkowski reported that the AFB committee met a few days ago. It reviewed the audit, and the Committee was satisfied with the successful audit. It was discovered that USAV is the sole member of the Foundation, and GAAP rules require there to be consolidated financials between the Foundation and USAV. AFB confirmed with Steve Smith that consolidated financials would not put the assets of the respective organizations at risk. The financials for 2015 should have been consolidated and were not. AFB accepted the audit and recommends Board approval.

Motion #4, made by AFB to approve the audit. Approved unanimously. (Note: no second needed as this motion was made by the Committee)

There were two minor recommendations coming out of the audit letter, including bank reconciliation and stale checks. These were reviewed by AFB.

The forecast for 2017 was discussed. The original budget forecasted a surplus of \$360,000, but the updated numbers now project a surplus of \$2M, which allows for funding goals for the quadrennium to be met up front. The reasons for the additional surplus include: (i) net savings from

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payroll related expenses (\$250,000); (ii) additional legal and PR expenses were over budget fit into the overall additional surplus; (iii) marketing and sponsorship; (iv) indoor championships had better than expected performance (\$500K); and (v) operational and non-operational activities are expected to add over \$750,000 to the surplus. Mr. Davis reported that some savings were non-operational and some were operational. The operational improvements were the result of looking at the cost and benefit of all activities to determine whether we were spending money appropriately. Ms. Dombkowski noted that none of these savings meant a cut to services provided, in fact some services were over-delivering. Mr. Davis noted that this same process will continue for next year to see if there are other savings, which would allow us to budget for other long-term goals, like a pro league and for digital independence - USAV is on the USOC's program for websites, which takes away our control. Mr. Davis's goal is to be able to have our own website on our own platform if we choose to do so at the end of the term of the USOC agreement. One other possible long-term goal is a unified national team training center. Ms. Dombkowski reported that the AFB budget meeting will be held on December 10th.

i. NCAA Report **Kristin Fasbender**

Ms. Fasbender reported that the indoor championships will be in Kansas City and the Beach Championships will be at Gulf Shores. The men's tournament will be held at UCLA at the same time as the Beach Championships. She noted that Todd Rogers is the newest member of the beach development committee. Ms. Fasbender noted that there still needs to be discussion about expansion of the tournament and what that means for the date of the Beach Championships. Ms. Fasbender noted that the NCAA is working on a sitting exhibition at the indoor championships in Kansas City. She also noted that the challenge review system will be expanded to include regionals.

ii. Code of Conduct revisions (needs action) **Kerry Klostermann**

This was addressed in May.

iii. Background screening policy (needs action) **Kerry Klostermann**

This was addressed in May.

iv. Directors' membership registration renewal (needs action)

This was just sent out to the Board.

b. Bylaw Revisions – Action Required

i. Results of electronic votes since May meeting. **Kerry Klostermann**

These will be incorporated into the minutes of this meeting.

ii. Non-disclosure agreements for Board-level **Jamie Davis**
/Rachael Stafford

Ms. Stafford indicated that some changes may be made to this document in the near future.

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Governance Committee Report

Andy Reitingner / Donna Donaghy

Mr. Reitingner reported that the first item is staff recommendations to the Bylaws, which he reviewed with the Board.

Motion #5 to waive the 30-day notice period for changes to the Bylaws. Made by Reitingner, seconded by Donaghy, approved unanimously.

Motion #6 to approve these motions (passed by committee). Approved unanimously. (Note: no second needed as this motion was made by the Committee)

A. Section 5.01 A. 1. n.: Housekeeping; RVA motion to change the name of the RVA “Compliance Committee” to the “Stakeholders Relationship Committee”.

B. Section 9.01 I. Recommend adding to the Bylaws to align with Section 8.01 G.”

Members of all substructures shall be registered with the region in which they reside or with the Corporation and shall be required to clear the appropriate USAV background screen and shall be SafeSport certified.

C. Section 9.02 Recommend adding the verbiage in parentheses to the title of the Section: Councils, Assemblies, Commissions, Sub-Commissions (collectively “Substructures”)

D. Section 14.04 E. modified to provide potential appellant with 30 days in which to provide notice that he/she is electing to pursue the appeal to the Board.

For matters in which the Ethics and Eligibility Committee is the initial level of review, decisions of the Committee may be appealed to the Board, which appeal shall be limited to a determination of whether the appealing party received due process.

“A person with the right of appeal to the Board shall be given written notice by the Chair of the Ethics and Eligibility Committee that he/she must respond within thirty (30) days of the date of the notice if they elect to pursue the appeal.”

Mr. Reitingner then went over the recommendations on the Operating Code with the Board

Motion #7 to approve the following motions. Approved unanimously. (Note: no second needed as this motion was made by the Committee)

A. 9.01 Official Guidebook. The Articles of Incorporation, the Bylaws, the Operating Code and other pertinent or required information will be made available to the membership, either in printed or digital form.

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B. 9.02 Domestic Competition Regulations. The Domestic Competition Regulations, based on the FIVB or World ParaVolley (WPV) Rules of Play, (Indoor, Beach and Sitting) shall be published biennially, either in printed or digital form.

Mr. Reitingger went over the amendments on publishing the magazine.

Motion #8 to eliminate the requirement to publish a magazine. Approved unanimously. (Note: no second needed as this motion was made by the Committee)

Mr. Reitingger then went over the proposed amendments on commissions.

Motion #9 to establish the following commissions as requested by USA Volleyball staff. Approved unanimously. (Note: no second needed as this motion was made by the Committee)

A. Men's Collegiate

B. Gender

C. Recognitions

D. Paralympic

E. Indoor Champ – Qualifier Directors

F. Int'l Indoor Officials

G. National Indoor Officials

H. Int'l Beach Officials

I. National Beach Officials

J. Rules of the Game

Mr. Reitingger discussed issues on the appropriate quorum and sought input from the Board to take back to the committee.

Mr. Reitingger and Ms. Stafford addressed the Ethics and Eligibility and Due Process issues, and Ms. Stafford indicated that changes will likely be proposed in the near future. Ms. Okimura encouraged the Board to let her know of any attorneys who might be interested in serving on

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Corporate Ethics and Eligibility, as we have only one attorney currently and would like to have others in case of conflicts or inability to serve on a particular matter.

Mr. Reitinger discussed the coach director position. Ms. Okimura explained that, with evolutions in coaching within the sport, some elements of the constituent coaching base do not know about a coach serving on the Board. If a coach is not a member of the AVCA, then he or she is not eligible for election to the Board. The question is how can we be more inclusive of coaches to be eligible to serve on the USAV Board. Mr. Reitinger noted that changes along this line would take a while to implement, if we choose to go that direction.

Mr. Davis and Mr. Klostermann provided an update on affiliated organizations. Mr. Klostermann noted that no notice has been provided to those organizations yet.

Motion #10 to remove the two member relations positions to the USAV administrative council. Made by Reitinger, seconded by Mailhot. Approved unanimously.

- i. Idea to establish a Vice-Board Chair/Associate Board Chair (Discussion)

Ms. Okimura reported that the idea for a Vice Board Chair was suggested as a way to engage more people and to help the Board Chair with the amount of work she has to do. Ms. Okimura recognized that the position of Board Chair requires a lot of work, but she expressed concern about having two people to whom the CEO might have to notify and report to on certain issues. Also, if the Chair and Vice Chair do not see eye to eye, it could be problematic with two different voices and philosophies. Mr. Reitinger indicated that the key would be to define well what the responsibilities would be, and how the Vice Chair would be selected. For example, if the Board Chair appointed the Vice Chair, the issues raised by Ms. Okimura might not be so problematic. Mr. Reitinger also noted that, for purposes of finding future Board Chairs, it will be necessary to reduce the work load.

- ii. Committee motions. (Quorum)

- iii. Affiliated Organizations review

- c. Nominating Committee Report ***in writing (3)** **Samantha Wolinski**

- i. Elections report; progress & results - provided in writing.

- d. Diversity & Inclusion Committee Report **Ken Shropshire**

Mr. Shropshire will provide this in writing.

Assembly Reports

- i. Administrative Council Report ***in writing (4)** **Chris Clauss**
- ii. Beach Assembly **Andy Reitinger for**
Chris Brown
- iii. Junior Assembly **Andy Reitinger**
- iv. Officials Assembly **Sue Mailhot**

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v. RVA Assembly

**Donaghy / Hughes
/ Stemm**

Ms. Donaghy recognized Michelle Carlton who chairs the Safe Sport committee for the RVA. The RVA has requested that we develop a youth portion of Safe Sport. Also, the RVA would like to see a list of all manuals that might affect the RVA in some form. The RVA marketing committee asked that it be allowed to work directly with the firm that is advising USAV. Ms. Okimura expressed concerned that the vendor might not understand that decisions made by the RVAA is not the same as decisions made by USAV. Mr. Davis noted that USAV hired a PR firm, but he would not be comfortable creating the confusion that Ms. Okimura noted. Ms. Donaghy noted that the RVAA motion says that their committee would like to work with the appropriate person in the USAV National Office. Mr. Davis responded that there is no Chief Marketing Officer yet, so there really is no such person. The general sense about the officials division is that they should worry less about small things and focus on calling the game. Mr. Davis asked what is meant by the "Officials Division." Ms. Mailhot indicated this is whoever is regulating the officials. USAV has looked into the commissions, and thinks it is necessary to restructure the officials area. He also noted that there are sometimes situations where there are multiple committees and commissions that can provide conflicting advice. His biggest priority is for members to come to an event and feel that it was fair and fun. We have to make sure it is fair, but we should not dwell on issues that do not impact competition. The RVA expressed some concern about the cuts to food and beverage at the RVA meetings. Mr. Davis reported that he gave Ken Cain a heads up on the changes that were made. Ms. Donaghy reported the RVAA thought that the company that USAV works with could work with the RVA to get things like this addressed. Finally, on the NCSA sponsorship (collegiate recruiting service) and the language on the registration form, the language previously used was viewed as problematic. Mr. Klostermann noted that this language has been changed, but also noted that this was an opt in issue. Ms. Dombkowski expressed concern about a situation where children's contact information could be shared. Mr. Klostermann mentioned that only limited information about the parents was received. Ms. Donaghy mentioned that the bigger issue is that some regions have sponsorships with different recruiting services, and the USAV program could create a conflict which might lead to the Region not using Webpoint. Mr. Hughes suggested that registrations at events should be done electronically and not on paper. Ms. Donaghy noted that the real issue may be that registrations at the events are not appropriate and should be handled electronically in advance.

e. Beach & Indoor High Performance (NCAA) Update

Kristin Fasbender

XII. NEW BUSINESS

a. Tokyo 2020 unofficial visit summary

Lori Okimura

Ms. Okimura reported on the Tokyo preparation plans, including relevant dates for volleyball disciplines. Tickets will be an issue. Costs are unpredictable, so USAV should expect higher costs than in London but fewer last-minute expenses than Rio. USAV should plan accordingly. The written report was provided to Kerry Klostermann for the working files.

XIII. ADJOURNMENT

USA VOLLEYBALL BOARD OF DIRECTORS

AGENDA

Motion #11 to adjourn. Made by Reitingger, seconded by Donaghy. Approved unanimously.

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