

USA VOLLEYBALL BOARD OF DIRECTORS

ANNUAL MEETING MINUTES

May 25-26, 2017

Minneapolis, MN

**Thursday, May 25: 9:00 a.m. - 5:00 pm**

**I. CALL TO ORDER**

a. Roll Call and Declaration of Quorum Steve Smith

b. *Present:* Barnum, Conover, Donaghy, Haneef-Park, Mailhot, Okimura, Rasmussen, Reiting, Reynaud, Rogers, Stemm.

c. *Absent:* Dombkowski, Fasbender, Gardner, Hughes, Ross, Shropshire

Ms. Okimura recognized Mr. Barnum for his service to the Board, noting this was his final meeting. Mr. Rogers presented him with framed photos from Rio.

d. *Special Guests:* Ms. Okimura recognized Dr. Ary Graca, FIVB President, and Mr. Fabio Azevedo, FIVB General Director, as well as President Cristobal Marte Hoffiz of NORCECA.

e. *USAV Staff:* Elliot Blake, Carla Hall, Tori Hoke, Bill Kauffman, Janice Kosbab, Tom Pingel, June Sander, Melissa Weymouth.

f. *Guests:* Jon Ahroni, Carole Anderson, Mary Andrew, Jen Armson-Dyer, Jason Badell, Bob Baker, Steve Bishop, Bill Briner, Kris Britton, Ken Cain, Harold Cranswick, Ann Davenport, Melissa Dawson, Tom Donaghy, Bill Doyle, Hazel Goldstein, Michelle Goodall, Jon Lee, Roxann Link, Stew McDole, George Mulry, Elaina Oden, Dave Peixoto, Judy Praska, Fred Wendelboe, Kalysta White.

g. Board Directory Kerry Klostermann

h. Introduction of Guests/Attendance Lori Okimura

**II. ANNOUNCEMENTS**

a. Special recognition

b. Introduction of FIVB President, NORCECA President & executives. (Photo)

**III. APPROVED MINUTES**

a. January 29-30, 2017. Approved electronically. (2)

b. March 23, 2017. Approved electronically. (3)

Ms. Okimura noted that all minutes from previous meetings have been approved electronically.

**IV. APPROVAL OF AGENDA / ADDITIONS**

a. **Motion #1 to Approve Agenda, made by Reiting, seconded by Reynaud. Approved unanimously.**

Mr. Reiting asked that staff note any meeting materials that are sensitive that should not be shared when meetings materials are sent out.

Ms. Okimura publically thanked Molten for their fundraising initiative that raised significant awareness and money for important charities.

V. **BOARD ADMINISTRATIVE OVERVIEW**

- a. 2017 Meeting Schedule
  - i. (Phone call) August 9, 2017
  - ii. October 14, 2017 in Denver, CO
- b. Proposed 2018 Meeting Schedule
  - i. January 27-28, 2018 in Los Angeles, CA
  - ii. (Phone call) March 2018

VI. **INTRODUCTION & REMARKS FROM THE FIVB PRESIDENT Dr. Ary S. Graca F.**

Mr. Graca thanked USAV for inviting him to speak. He stated that his goal is to bring the same success of Brazil's federation to FIVB. He stressed transparency, noting that everything in FIVB is open. He said that he could not imagine volleyball growing worldwide without the United States. He noted that FIVB and USA Volleyball are together and on the same page - FIVB looks to USAV for ideas. He remarked on the number of teams participating in the girls championships (1,300), which is more than all of the teams in Europe. In Rio, Mr. Graca considered volleyball to be the best sport. Beach volleyball was the most charming, with lots of entertainment. Ninety-nine percent of tickets were sold. He also touted the success of the FIVB Volleyball House, which was a retrofitted school for poor children that was given back to Rio to use again as a school with significant improvement in the facility. He noted that the key to success in Rio was planning, which started four years ago. He also presented statistics that show volleyball was one of the most popular sports in Rio, and the U.S. is by far the leading market. Americans love volleyball. For the future, he wants volleyball to be the number one family sport in the world. New media is key to the future. The 9 goals for FIVB include (i) move volleyball to group one in IOC ranking, (ii) increase revenue, (iii) reach 2 million fans by 2016 on social media, (iv) secure 4 global sponsors, (v) partner with humanitarian organizations, (vi) guarantee a live feed for matches to all national federations, (vii) increase the number of licensed players, (viii) ensure a competitive event bidding process, and (ix) increase the aggregate worldwide TV audience. He then discussed the FIVB Nucleus Project, with a budget of 57.8M Swiss francs. He mentioned the plan for FIVB to create an Over-the-Top Channel. He suggested that USA Volleyball create a USA National League. He also expressed an interest in having a Beach Volleyball World Championship in the U.S.

VII. **CEO REPORT**

Mr. Davis reported and thanked everyone for their patience as he took a deep dive in volleyball to get up to speed. On May 15, there was a major reorganization of staff. The goal was to find a new way to look at the business, so rather than organizing by discipline, USAV is now organized by business function. This allows for cooperation among all disciplines, as opposed to the old structure, which created silos. Mr. Davis also met face-to-face with 33 of the 40 Regional commissioners in the first two months on the job, with the goal of having all 40 Regions and USAV work together. He has also worked on a brand for USAV that would be used from grassroots to elites. USAV has hired a branding company to help with this project. New media (digital and social media) are a key to the strategy for growing USAV - we want our content where the people are. Mr. Davis announced that USAV has arranged two friendlies for both the men and women against Brazil. The Collegiate Pairs Beach Championships, which was a partnership with the USOC, was a big success. It was broadcast live on NBCSN, with a 0.7 rating, and strong numbers for online visits. The USOC has confirmed that this is something that will continue through the Quad. Mr. Davis has been asked to lead the task force to define the mission of the Foundation, and a motion will be presented to approve the new mission statement. Competitive excellence has continued. The Junior Women's National Team qualified for the U-20 World Championships. The sitting team won the Silver Medal at the World ParaVolley tournament in China, even while missing three key players.

**VIII. SPECIAL GUEST PRESENTATIONS - Sponsors & Partners**

a. NORCECA Confederation - Pres. Cristobal Marte Hoffiz

President Marte thanked USAV for the invitation to the Board meeting, which is valued and appreciated. He noted that reports and other information are all available on the NORCECA website. He looks forward to working with USAV, and thinks this is an extraordinary opportunity. Ms. Okimura thanked President Marte for attending.

b. 2017 FIVB Beach Volleyball World Championship - Hannes Jagerhofer, Beach Majors.

Mr. Jagerhofer discussed the stops for the series, including Ft. Lauderdale, Florida. Ft. Lauderdale was the first place to have night matches in the series. The night matches were well attended. The estimated economic impact of the event for Ft. Lauderdale was \$16.1M. 96% of those surveyed said they would come back next year. Stadium entries, the number of journalists and viewers on NBC were all up significantly over 2015. His goal is to stage as many as three events in the U.S. in a year.

**IX. GENDER COMMITTEE REPORT**

a. Report on transgender athlete case.

Dr. William Briner

Dr. Briner reported a case recently discussed by the Committee, which focused on the testosterone level that would be acceptable for a male athlete to compete in a women's event, which has been set at 10 na/liter. In 2015, the World's experts decided that gender reassignment surgery is not necessary for there to be gender reassignment. He noted that cases arise from both perspectives on this issue.

Ms. Okimura discussed the case, which involved a transgender athlete asking to play in a USAV-sanctioned event. She had previously played as a male, and this year registered as a female as she identified as a female. Previously, she had registered as a female, but was denied based on the then prevailing criteria. She brought a new request this year. The athlete made statements in the media about trying to qualify for Tokyo, which creates issues in complying with international rules. Ms. Okimura noted that USAV defers to the USOC, FIVB and the IOC on this issue. There was a request to change the gender in Webpoint, which raised the question about the role the Region should play in this decision. Mr. Okimura stated that the goal is to develop as clear of a structure as possible going forward.

Ms. Reynaud asked what the time frame is for an athlete to file a request, and suggested more specificity on the timing. Dr. Briner suggested three months as an appropriate window. Mr. Reitingger asked about a recent determination, and who should be contacted to start the process. Mr. Davis explained the statement issued by USAV, and Mr. Reitingger encouraged the committee to create a clear procedure. Mr. Stemm asked what the protocol should be if a Region receives such a request. Ms. Okimura stated that the key is for USAV to come up with a clear process that starts within the Region, as the Region should be involved in the decision, or else provide a clear written waiver turning over jurisdiction to USAV. Ms. Okimura also noted that, eventually, this will have an impact on international competition. Ms. Donaghy asked how much the Committee is looking at state laws on this issue. Dr. Briner suggested that the Gender Commission needs to deal with this. Ms. Okimura raised the question of whether the Gender Commission should be placed under E&E, rather than as a commission under the President, and also noted the need to have more people involved in the discussion. Mr. Bob Baker commented on a situation in his Region, where he knew what the process was, he gave the athlete's parents the Commission email address, and the matter was addressed in about a week. He also noted the importance of communicating with the Region on any decision. Mr. Reitingger noted that the Gender Commission (GC) is not specifically listed in the Bylaws. The GC is not a standing committee of the Board, and as a commission previously under staff supervision, he recommended that USAV confirm what the GC's authorization or oversight was intended to be under the motion that was passed. Mr. Reitingger indicated that the Governance Committee will look into this. Mr. Barnum expressed his view that there is a need for a clear policy. Mr. Rogers raised a concern about the USAV Statement that applies when someone wants to compete in a gender other than his birth gender, and what would happen if someone is able to change the gender on his/her birth certificate. He also expressed concern about countries using the rules to put men into women's events. Mr. Rasmussen echoed what Mr. Rogers said, and encouraged the AAC to discuss this issue. Ms. Haneef-Park noted that the women's team has discussed this, and expressed concern that there will be some people who try to take advantage of loopholes.

President Graca noted that FIVB has a medical commission that is studying this, and its recommendations will be sent to the IOC, which is also discussing this. He also expressed concern about over-reliance on birth certificates, as countries can change them, noting that five years ago the Iranian National Team had all 14 players born on the same date. He also mentioned that FIVB is in the midst of a case where a former male from Belgium is now playing as a female in Italy and is dominating her division. For the moment, we need to address this on a case-by-case basis. He encouraged USAV to send its cases to FIVB, which will send it to the IOC. He also indicated that the USOC should be involved in this decision. Mr. Reitingger indicated that USAV never authorized a commission. Ms. Okimura noted that this will be an action item for follow up after the Board meeting. Mr. Barnum suggested that the language in the statement be changed to "gender originally registered on your birth certificate" to address the concern.

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### X. ATHLETE REPORTS

- a. Beach Athlete report Todd Rogers  
Mr. Rogers reported on results from recent events and also announced upcoming events. The players are generally pleased with the services being offered through the beach department. Players asked about the scenario for qualifying for Tokyo, and whether there might be an Olympic Trials. He encouraged staff to come out with the parameters as soon as possible. Mr. Davis responded that USAV is in discussions and is exploring options, and he understands the need for this to be a priority.
- b. Indoor Tayyiba Haneef-Park  
Ms. Haneef-Park noted that the women are a young team right now who are excited to be part of the program. They like the environment so far, as well as the adidas gear. **Motion #2 to allow for free coaching certification for all of those who are within the 10 year rule, made by Haneef-Park, seconded by Rogers. Ms. Haneef-Park and Mr. Rogers accepted a friendly amendment to change the language of the motion to read as follows: Motion #2 for USAV to waive registration fees for CAP level I, II, and III certification courses with no cost impact to the Regions for current National Team Athletes in all disciplines and Retired athletes in all disciplines who are within the USOC's 10-year Elite Athlete definition and who are members of USAV and a Region in good standing. This is limited to one course waiver at each level per person. Approved unanimously.**
- c. Sitting Brent Rasmussen  
Mr. Rasmussen reported that the Women finished 2nd in China. The players did win some money. This was a great result because a number of newer players attended, and there was a fair amount of lineup shifting. Work on the apartments is moving forward. The issue of athlete support payments has been resolved. Mr. Rasmussen gave kudos to Mr. Davis for meeting with both the men's and women's team players. So far, only one men's player has retired and no women have retired, which bodes well for the Quad. Ms. Reynaud asked if we could send Michelle Goodall's report to the entire Board, which was approved. Ms. Okimura encouraged Mr. Rasmussen to think about ways to promote sitting volleyball in Japan in advance of the Tokyo Games.
- d. USOC AAC report Chris Seilkop  
Ms. Okimura welcomed Mr. Seilkop to the Board meeting. He reported on a meeting held last weekend in Denver. The AAC began to focus on an action plan for the AAC. The AAC also discussed the bill authored by Dianne Feinstein, noting that, while it covered National Governing Bodies, organizations like the AAU are not covered by it. Travis Tygart of USADA spoke to the group, and noted that WADA is in discussion about eliminating Therapeutic Use Exemptions (TUEs). Several athletes expressed concern about not getting TUEs quickly enough. Some concern was expressed about the contract that athletes are being asked to sign with The Olympic Channel.
- e. USAV AAC report **(written) (6)** Katie Holloway  
Ms. Holloway reported in person that there was a meeting of the ad hoc group about two weeks ago. The group discussed eligibility and what the group should look like, with a goal of having a USAV AAC by 2018. There was some discussion about a pregnancy/injury policy for the National Team.

### XI. STAFF REPORTS (Written & distributed prior to meeting.)

- a. International relations Kerry Klostermann

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Mr. Klostermann noted that we are living through the best international relations in recent memory, and complimented Ms. Okimura and Mr. Davis for this.

- b. USOC, Sponsorship, Television & International Events. Kerry Klostermann  
Mr. Klostermann noted his written report was distributed to the Board. He pointed out that we have a very robust television schedule, and noted that NBC is paying for the production costs, for the first time. President Graca congratulated USAV on this, as it is a big improvement. Mr. Davis noted that USAV is repurposing its budget to find ways to get more events televised. Mr. Reitingger asked that the Events Department Report be sent out to the Board.
- c. Operations, IT, Diversity & Inclusion Chris Vadala  
Ms. Okimura noted that Mr. Vadala has distributed his written report. Mr. Vadala stated that he looks forward to providing more detail on the diversity plan. He asked if the Board is getting enough information from the written staff reports. Ms. Okimura indicated that she feels the Board is getting the information it needs, but encouraged more communication outside of the reports. Mr. Davis agreed and indicated that he has encouraged staff to do this.
- d. Q & A for written reports submitted by department **\* in writing (7 - 23)**
  - i. USA Beach National Teams  
Ms. Okimura asked that coaches be confirmed as members and to be Safe Sport certified.  
  
Ms. Okimura asked about the wild card process for qualifying for the World Beach Championships, and asked that staff be sure to communicate the process for all international events.  
  
She also noted that USAV should confirm membership and Safe Sport certification for all individuals traveling with U.S. teams.  
  
Mr. Conover said that athletes are interested in more follow up on the strategic plan and what events are affected.
  - ii. USA Indoor National Teams  
No questions
  - iii. USA Sitting National Teams  
Ms. Okimura asked whether there were bid specs for new events, such as narrow court events. If we do have that, she encouraged that it be circulated.
  - iv. Communications & Creative Services  
Mr. Reitingger asked if all events were being streamed. Mr. Davis said the plan is to stream everything, and whether some might be upgraded. President Marte noted that NORCECA just signed a contract for all events to be streamed.
  - v. Indoor High Performance & Domestic Events  
No questions
  - vi. Beach High Performance & Domestic Events  
Ms. Okimura asked how people who work on high performance were being screened.  
Ms. Donaghy noted that a number of Regions are unhappy about the high performance beach operations.
  - vii. Sitting High Performance & Domestic Events

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- Mr. Elliot Blake discussed the program, noting the importance of recruiting year-round and camp structure, because we do not have a formal club grassroots program. Grants and fundraising remains important for the program, as some athletes cannot afford to come to camp.
- viii. National Team & International Events  
Ms. Okimura complimented this department on putting together USA Volleyball Cup matches when there are no world events being hosted in the U.S.
- Mr. Reitingner asked if there were any details on the new World Volleyball League yet. President Graca reported that there is a problem because next year is the World Cup Soccer event and the World Volleyball Championship, so there is some difficulty in finding the appropriate time on the calendar. In the future, there will be less expected of the National Federations due to the agreement with IMG.
- ix. Region Services  
Ms. Donaghy noted that the Regions have been talking to the Board about their competition for registered members???, and she noted that the USAV??? numbers were either down or stagnant, and the report may not adequately explain that.
- Mr. Stemm noted that membership numbers will have a direct impact on the Regional insurance fund.
- Mr. Davis explained that USAV is looking at the value that USAV provides in membership to make sure it is competitive.
- Ms. Okimura asked if the RVA is working on types of membership that keeps players who graduate as part of the Regions.
- Mr. Stemm noted this is a model used by the PGA.
- Ms. Okimura asked Ms. MacLean to look at the Safe Sport portal to make sure everything is up to date.
- x. Sport Development  
Ms. Okimura asked how USAV is screening people who appear on USAV's behalf at clinics or on panels.
- She then asked how blogs are being vetted for content and accuracy. She asked what is the multi-regional boys power league is. Mr. Davis thinks this is the Western Boys Power League.
- Finally, she asked for input from USAV staff about how Molten grants were allocated to make sure they are in line with Molten's parameters as previously reported.
- xi. Coaching

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Mr. Conover asked if previous questions about BCAP (Beach Coaching Accreditation Program) were answered. Mr. Conover will send an email to Ms. Okimura and they will find answers.

Ms. Reynaud asked what we see as our philosophy for coaching education moving forward. Mr. Davis indicated that he would evaluate this, and would focus on doing something new and not simply replicating what others are doing.

xii. Officials

Ms. Okimura asked if USAV anywhere is addressing sitting referee development. Mr. Elliot Blake indicated that a module has been created.

Ms. Mailhot indicated there is some concern about the cost for officials to attend seminars. She encouraged that staff consider Skype and other technological means.

xiii. National Team Training Center – Anaheim

Ms. Haneef-Park said the women who moved into apartments had good reviews.

xiv. National Team Training Center – Edmond

No questions.

xv. SafeSport

Ms. Donaghy noted that there are conversations and comments on Safe Sport coming from the Regions.

Ms. MacLean noted that all USAV members are considered Covered Individuals under the U.S. Center policies, so everyone should be reporting any violations they see to the Center. Any questions should be directed to Ms. MacLean.

xvi. Human Resources

No questions.

xvii. Finance

AFB meeting was postponed, with no substitute date yet set.

— END DAY ONE —

**Friday, May 26: 8:00 am - 1:00 pm**

**XII. EXECUTIVE SESSION** *\*Participants to be confirmed. (8-11 a.m.)*

Motion #3 to go into Executive Session, made by Reiting, seconded by Rasmussen, approved unanimously.

Motion #4 to come out of Executive Session, made by Donaghy, seconded by Rasmussen, approved unanimously.

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- XIII. Ms. Okimura reported that, in Executive Session, the Board heard the report from Corporate E&E, a report from Legal Counsel Steve Smith, a report on Safe Sport and an update on contracts and the reorganization that was put into place last week.
- Corporate Ethics & Eligibility Report (Jon Lee)
  - Legal Review (Steve Smith)
  - Contract Review Report (Jamie Davis)
  - Personnel Committee Report (Cecile Reynaud)
  - CEO Evaluation Update (Lori Okimura)

XIV. **PRESENTATION OF SNOW VOLLEYBALL (Veit Manninger, Martin Kaswarm)**

Mr. Manninger and Mr. Kaswarm reported to the Board on snow volleyball. They noted that it is focused on grassroots and families. They also raised the possibility of snow volleyball being added to the Winter Olympics program. Mr. Stemm asked if there is special equipment needed. Mr. Manninger replied that they use the same equipment as beach volleyball. Ms. Donaghy asked about the conditions of the snow. Mr. Manninger responded that it is very similar to the beach. President Graca agreed.

XV. **BYLAWS & GOVERNANCE**

a. Board Policy Update

- i. Code of Conduct revisions (24) Kerry Klostermann

Mr. Klostermann introduced the proposed changes to the individual membership form. The language added by Legal Counsel on Safe Sport is included.

Motion #5 to approved the changes, made by Stemm, seconded by Rasmussen, approved unanimously.

- ii. Background screening policy (25) Kerry Klostermann

Mr. Klostermann noted that the proposed changes were sent to the Board for review. He noted this would allow USAV and the Regions to ask for additional background screens, if needed.

Motion #6 to adopt the changes to approve the proposed changes, made by Reitingner, seconded by Stemm, approved unanimously.

b. Bylaw Revisions - Action Required

- i. SafeSport - result of electronic Apr. 28 vote (26) Kerry Klostermann

The document showing the changes made for the Safe Sport Bylaw was included in the Board packet sent via email.

- ii. RVAA proposal to Bylaw 4.06 (27) Donaghy / Hughes / Stemm

Motion #7 to amend former Section 4.06 of the Bylaws to read as follows, made by Stemm, seconded by Donaghy, approved without dissent:

**Former 4.06 Registration Privilege, is amended to read as follows.** USA Volleyball grants the privilege of registration, either through one of the Corporation's Regional Volleyball Associations or through the Corporation, to individuals committed to the principles contained in the Corporation's Code of Conduct. The privilege of registration may, therefore, be withdrawn or denied by USA Volleyball's Regional Volleyball Associations or the Corporation at any time where one of the Regional Volleyball Associations or the Corporation determines that a registrant or prospective registrant's conduct is inconsistent with the applicable Code of Conduct, rules or policies, or is contrary to the best

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interest of the sport and those who participate in it. If individual registration is withdrawn, suspended or denied by one of the Regional Volleyball Associations, the Regional Volleyball Association will notify the Corporation promptly after final determination is made. If individual registration of a member that is registered with a Regional Volleyball Association is to be withdrawn, suspended or denied by the Corporation, the Corporation will notify the Regional Volleyball Association promptly after final determination is made.

- iii. Number of members on Governance Committee Andy Reitingger  
Mr. Reitingger asked this his proposal be considered electronically. Ms. Okimura agreed.
- c. Governance Committee Report **(28)** Andy Reitingger / Donna Donaghy
  - i. Board evaluation status
  - ii. Lay Leadership evaluation status
  - iii. Membership requirement to serve on committees (i.e. background screening, SafeSport certified)
  - iv. Removal of Directors (Attendance/Participation)
  - v. Independent Director criteria
  - vi. Coach Director selection criteria
- d. Nominating Committee Report **\*in writing (29)** Samantha Wolinski
  - i. Nominating Committee election results.  
Beach Development Director (Expired June 30, 2016)  
Ms. Okimura noted that Sam Wolinski sent out the written report.
  - ii. Elections report; results  
Board elections - terms ending June 30, 2017
    - a. Coach Director  
Ms. Okimura notified the Board that Cecile Reynaud is eligible for re-election and was encouraged to stay on the Board.
    - b. Indoor Athlete Male Director  
Ms. Okimura announced that Kawika Shoji was elected to the position of Indoor Male Athlete Director. She also thanked Gabe Gardner for his service to the Board.
    - c. Beach/Indoor High Performance Director  
Ms. Okimura hopes to hear back on this position soon.
    - d. Independent Director
- e. Diversity & Inclusion Committee Report **\*in writing (30)** Ken Shropshire
  - i. Ms. Okimura noted that the name of the committee was changed to "Diversity and Inclusion."
- f. Assembly Reports
  - i. Administrative Council Report **\*in writing (31)** Chris Clauss

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- ii. Beach Assembly (32) Chris Brown
- iii. Junior Assembly Andy Reitinger  
Mr. Reitinger reported on the Junior Assembly, noting that the issue of 11 year old championships was discussed, among other issues.
- iv. Officials Assembly (33) Sue Mailhot
- v. RVA Assembly Donaghy / Hughes / Stemm  
Mr. Stemm reported on the RVAA meetings. There was a motion passed to look into an 11 Year Old Championship at Nationals. There was a lot of conversation about Safe Sport. He also discussed the background screening policy, and the fact that both ESIX and the background screening company suggested that no changes be made. There was some concern that the Safe Sport due process is not up to the Ted Stevens Act requirements.
- g. Coaching Update (34) Cecile Reynaud / Jeff Conover
- h. NCAA Update (35) Kristine Fasbender
  - i. Ms. Okimura reported that the NCAA had a successful beach volleyball championship, which was televised on TBS. There has been some question of whether the men's and women's championships could occur in the future on different weekends.
- i. Commission Reports (if any)
  - i. Sitting Commission Report Brent Rasmussen  
Mr. Rasmussen noted that everything from the Commission was reported earlier in the meeting.

#### XVI. NEW BUSINESS

President Graca thanked USAV for allowing him to attend. He agreed that this has been an historic meeting. FIVB is definitely with USAV; FIVB is not going to do anything without the approval of USAV. Dialogue is very important; a fight is not good for anyone. He thanked Lori Okimura for taking the initiative to invite him. Ms. Donaghy applauded Ms. Okimura for using her connections to make the FIVB visit possible.

Mr. Reitinger raised some concerns about the Beach Assembly. The work getting done with players on the beach discipline was being done through meetings of the athlete representatives. He thinks it would be better for the RVAA, Officials Assembly and Junior Assembly to add Beach Committees rather than having a Beach Assembly. Ms. Okimura agreed with these recommendations and likes the idea of consolidation. Mr. Reitinger agreed to put together a resolution for consideration electronically.

Ms. Okimura asked the Board to add to their calendars January 27-28, 2018 in Southern California (Anaheim) for a planning meeting, which she proposed be devoted to succession planning. Ms. Okimura asked Ms. Haneef-Park to help spread the word among alumni about this meeting. Ms. Okimura complimented Bill Kauffman for all of his efforts and specifically noted the appreciation of Dr. Graca.

#### XVII. ADJOURNMENT

Motion #8 to adjourn, made by Reynaud and seconded by Mailhot, passed unanimously.

**NOTE: Numbers in parentheses refer to the supporting document number label on the files sent electronically and stored in the Board Share Folder.**