

USA VOLLEYBALL BOARD OF DIRECTORS

January 29-30, 2017

Colorado Springs, CO

Sunday January 29: 2:00pm – 8:00pm

I. CALL TO ORDER

a. **Roll Call and Declaration of Quorum**

Kerry Klostermann

Present: Dombkowski, Donaghy, Fasbender, Gardner, Haneef-Park, Hughes, Mailhot, Okimura, Rasmussen, Reiting, Reynaud, Rogers, Stemm.

Absent: Barnum, Conover, Ross and Shropshire.

Guests: Jen Armson-Dyer, Nancy Funk, Tami Tranter, Heath Hoke, Tori Hoke, Bill Kauffman, Tom Donaghy, Kay Rogness, Kristy Cox, Barbara Eisenbeis, Kris Britton, Tom Pingel, Giuseppe Vinci, Melissa Weymouth, Gary Moy, Janice Kosbab, Stacie Kearns, Bill Hamiter, Margie Mara, Michelle Carlton, Chester Wheeler, Mark Paaluhi, Tracy Hughes, June Sander, Brynn Murphy, Melissa Dawson, Peter Diamond, George Egan, Ken Cain, Jason Thompson, Kaemara Therron, Kevin Pearson, Malia Arrington, Shellie Pfohl, Peter Diamond.

b. **Board Directory**

Kerry Klostermann

Mr. Klostermann passed around the Board directory for updating.

c. **Introduction of Guests**

Lori Okimura

Ms. Okimura welcomed the guests.

II. ANNOUNCEMENTS

a. **Introduction of USA Volleyball CEO (2)**

Lori Okimura

Ms. Okimura introduced the new CEO, Jamie Davis, who started about 3 1/2 weeks ago. Ms. Okimura noted that the Board's decision to hire Mr. Davis was unanimous, and the Board looks forward to him helping USA Volleyball reach the next level.

Mr. Davis thanked the Board. He expressed his excitement for the organization and is very much looking forward to finding ways to grow USA Volleyball. He indicated that transparency and communication are of utmost importance to him. He also told the Board and guests that he will be reaching out to them to help the staff reach the goals for the organization.

III. APPROVED MINUTES

a. October 9-10, 2016 – Approved electronically. (3)

b. November 11, 2016 Special Meeting (phone) – Approved electronically (4)

c. December 21, 2016 Special Meeting (phone) – Approved electronically (5)

IV. APPROVAL OF AGENDA

Changes: Move Beach athlete report to beginning of meeting; (ii) reports from guests as they are available; (iii) adding item to Executive Session; (iv) staff reports have been provided with agenda.

Motion #1 to approve the agenda as amended, made by Reiting, seconded by Rasmussen, approved unanimously.

V. BOARD ADMINISTRATIVE OVERVIEW

Ms. Okimura announced the next meetings, noting that there will be two conference calls held in addition to the regular meetings.

- a. 2017 Meeting Schedule
 - i. March 15, 2017 (phone)
 - ii. May 25-26 in Minneapolis, MN
 - iii. August 9, 2017 (phone)
 - iv. October 15, 2017 in Denver, CO

VI. STRATEGIC PLANNING MEETING RECAP

a. Summary by Avery Wilson, USOC Director of Strategic Planning

Ms. Wilson met with the group for a day-and-a-half over the weekend. The meetings started with a review of where we have been and lessons about what has worked well and not so well. After that, the group spoke about the future landscape and what success for USAV would look like in 2020. The second part of the session was focused on putting together a playbook of the top goals and strategies for the Board and the staff. The USOC encouraged the group to look across the entire quadrennium.

A few key things that came out included (i) communication between USAV office and key constituencies (regions, players) and how that communication could be more frequent and consistent; (ii) athlete voices and how we could leverage athletes as ambassadors for USAV; (iii) timing in the planning of activities and how we can get those more in synch; (iv) collaboration across and within the various constituencies; (v) value proposition, which touched on all pillars, as well as sponsorships; (vi) education, particularly in the coaching space; (vii) recognition that USAV has competition and how we can overcome that, which means focusing on how USAV can be the best it can be; and (viii) utilizing existing assets, especially events.

Mr. Stemm commented that the session was the best session he has experienced at the Board level. Mr. Davis thanked Ms. Wilson for her help.

VII. STRATEGIC PLANNING OVERVIEW

a. 2016 Year End Dashboard Update & Goals Review

Mr. Vadala reported on the four strategic priorities and how USAV has done in meeting those priorities. A copy of his slide show on this is attached to these minutes. Of the 12 different performance markers, USAV achieved nine, had a partial achievement in one and did not achieve two, which he considered to be a very good year.

He also discussed the Department Goals, noting that USAV met 71 percent of the Department Goals, and 49% of the Other Key items. He noted that there were probably too many Other Key Items for USAV realistically to achieve.

VIII. SPECIAL GUEST PRESENTATIONS

a. NBC Olympics & NBC Sports update, Peter Diamond, Executive Vice President of Programming

Mr. Diamond thanked the Board for inviting him, and wished Mr. Davis well in his new position. He and NBC thought Rio was a terrific effort by everyone involved in volleyball. The beach tournament was fantastic at Copacabana. A lot of progress has been made making volleyball look like the modern and progressive sport that it is, citing the challenge system utilizing "Hawkeye" as an example. There were a total of 90 volleyball and beach volleyball matches across the NBC networks. The public loves the sport and understands it, and the athletes are impeccable. NBC is excited about Tokyo. He noted that the level of players across all sports has been great, and he expects that we will see the same in Tokyo. NBC is pursuing volleyball rights, and it intends to stay as the key volleyball network in the U.S.

Ms. Holloway asked, if LA gets the 2024 Olympics, would NBC increase coverage of volleyball? Mr. Diamond responded that rights discussions are occurring. Ms. Okimura noted Tokyo's emphasis on disabled sports, and the fact that many headquarters of volleyball-centered companies are located in Japan. Mr. Klostermann noted that several matches in the

last two years were live on NBC Network, which is thanks to Mr. Diamond. Mr. Davis noted that exposure is a key area for USAV going forward, and expressed a hope to help NBC and the USOC in their endeavors.

Ms. Okimura asked Mr. Diamond if he had any advice for making our athletes "stars." Mr. Diamond noted that beach volleyball is a little easier since there are fewer athletes. Digital is a huge opportunity. He encouraged athletes to visit with NBC on this. He also believes in cross-over media - getting athletes out of just sports programming and into other areas of programming, such as the Today Show.

b. **Molten USA remarks, Melissa Dawson-Ricketts, President**

Ms. Dawson-Ricketts reported that Molten will be on site for every qualifier. One ball will be offered for bid at each event, with the proceeds going to charity. Molten is also trying to work with referees this year - there is a volleyball specific whistle that has been in development for the past four years. The junior beach concept is exploding, and there are a lot of unaffiliated organizations - Molten wants to work with USAV to help find a direction for this area. Ms. Dawson-Ricketts then passed along that she has heard from more than five large clubs that have switched to JVA, and nobody has called them to ask why they left. She reiterated that they have a wonderful relationship with USAV, and they are open to any areas where they can improve. Ms. Mailhot noted that USAV often doesn't know when a club has left, but the suggestion is a good one. Ms. Okimura mentioned that there are several staff members present who would like to work with her on the junior beach area.

c. **USOC Marketing, Chester Wheeler, USOC**

Mr. Wheeler noted that the USOC's relationship with USAV has improved immensely over the last eight years. He cited the Beach Pairs Championships as an example of doing more on the beach side. He also noted the junior championship events, and called the USAV Girls' and Boys' Junior National Championship among the most popular events on the USOC's digital platform. USAV is on the Team USA platform and is the number one draw to that platform. He also said that, with the new Olympic Channel, the USOC feels this is a great opportunity to increase exposure.

IX. ATHLETE REPORTS

a. **USOC AAC report**

Tamari Miyashiro

Ms. Miyashiro reported that the USOC AAC had its first meeting last weekend in New Orleans. Scott Blackmun spoke to the group. There is a wide disparity in rewards for Olympic and Paralympic athletes, and the athletes are working to close that. She also noted that there needs to be better communication about the programs available to the athletes. The new SafeSport entity will be launched at the end of next month.

b. **USAV AAC report**

Katie Holloway

Ms. Okimura noted that Ms. Holloway was elected vice-chair of the USOC AAC. Ms. Holloway reported that Scott Blackmun was very hopeful about the next Quad. USADA reported on the Russian doping scandal and the need for athletes to get behind their respective organizations to make sure Russia is clean. Doug Beal is now on the USADA Board. LA 2024 reported on their efforts on the bid.

c. **Beach Athlete reports**

Todd Rogers/April Ross

Mr. Rogers reported on the upcoming FIVB schedule and a players meeting held at the home of Kerri Walsh. The players passed along questions about the 2020 Olympic qualification process, and what are USAV's plans to create or piggyback off existing Beach events. He also complimented Sean Scott and Aimee Miyazawa in the Beach Office for the job they are doing. Alan Ashley of the USOC is open to a reallocation of funds within Olympic and Paralympic disciplines.

Ms. Holloway also reported that the first meeting of the USAV AAC will be coming up soon. There are 13 athletes so far who have committed to serving on the committee to assist with writing bylaws, deciding on composition, what the group will do, etc. Ms. Okimura asked if the USAV AAC will be part of USAV or a separate entity; this is being discussed. Mr. Gardner noted the importance of keeping this moving forward for generations of athletes.

d. **Indoor Athlete reports**

Tayyiba Haneef-Park/Gabe Gardner

Ms. Haneef-Park also noted the importance of communications in programs and education. She also noted the importance of keeping a low profile while overseas, noting the bombing in Turkey which occurred close to American players.

She also mentioned efforts of the NBA and an app as a way to keep track of players. Ms. Dombkowski asked if there was any coordination with the USOC on this. Ms. Haneef-Park said she didn't know of anything.

Mr. Gardner noted that athletes overseas are usually there with no family, no close-knit community of support. The closest support is the team manager of the professional club. This makes it important to remember that most of our athletes are in this environment, so tracking them and improving security is important. He said that the players are very interested in the new CEO and what that will mean for them. The men's team was coached by Doug Beal and there was a feeling that he did a good job for them, and they hope that will continue. He also commended Katie Holloway for giving USAV a leadership role in the AAC, as it involves a lot of work and not much reward.

Mr. Vadala assured the group that USAV is going to work with Coach Kiraly and Coach Speraw and will come back to the Board with a plan very soon. Ms. Okimura agrees that this is a very important issue.

e. **Sitting Athlete report**

Brent Rasmussen

Mr. Rasmussen updated the Board on Zonals that were under consideration to be held in the U.S., but will be held in Canada. A men's training camp is occurring this weekend. He also reported that the men have asked for a more long-term contract for the coach, and they've seen progress on that front. He also noted the first "profitable" sitting event that will be held in Tulsa. He also emphasized the need for recruiting to increase the number of people participating in sitting volleyball. Ms. Holloway noted that World ParaVolley has allowed Russia to participate this year. She asked for support of USAV in this area. Ms. Okimura asked what USAV could do to help. Ms. Holloway mentioned not competing if Russia is allowed to participate. Ms. Okimura encouraged Ms. Holloway to let us know what we can do moving forward. Mr. Hamiter noted that the decision on whether to participate in the World Super 6 is on January 30th, and Russia has been invited to play. Mr. Klostermann noted that both he and Ms. Okimura know key people within World ParaVolley and they could reach out. Ms. Fasbender encouraged the possibility of a demonstration of the event during the NCAA National Championship - this was done for sled hockey. A sitting volleyball demonstration area would fit well into the NCAA's Fan Experience in the venue.

X. STAFF REPORTS (Written & distributed prior to meeting.)

a. **Introduction of staff present.**

b. **International relations.**

Kerry Klostermann/Carla Hall

Mr. Klostermann reported that there were no updates since his written report. Mr. Klostermann then reviewed the tentative international calendar. Ms. Okimura mentioned that several Board members have close ties with Tokyo and the Japanese federation. Mr. Hughes asked if more information on the sponsors could be sent to the Regions; Mr. Klostermann agreed to do so. The event-related discounts from United are in place. Mr. Davis noted that an important thing moving forward will be benefits to the Regions. Ms. Haneef-Park asked about priority seating for athletes and whether any progress has been made - Mr. Klostermann reported that it is difficult for United, as they are reluctant to treat certain NGBs differently from others. USAV may have more control in this area for indoor teams since the FIVB will no longer book travel for teams, leaving the cost and responsibility entirely up to the National Federation. USAV already books travel for sitting teams while beach teams typically book their own travel due to smaller delegations.

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c. **Operations, IT, Diversity & Inclusion.**

Chris Vadala

Mr. Vadala added two updates to his report. First, the Nominating Committee has positions they are working on for Beach and Sitting representation. We did not receive any candidates for Beach, so Mr. Vadala will reach out to Mr. Rogers and Ms. Ross. We received one candidate for Sitting. Ms. Okimura asked about the Beach Development Director election and whether there has been any progress on that front. Mr. Vadala said a mailing went out this past week and he will follow up at the appropriate time. Also, Bernie MacLean will serve as the diversity champion to the USOC. Ms. Okimura noted the discussions on security for the Colorado Springs office, and asked if the same discussions were occurring for the other offices. Mr. Vadala reported that evaluations have been done on Torrance (no recommendations made). USAV is looking at installing the same entry system as in Colorado Springs. Edmond is different because it is part of the university, as is Anaheim, since it is part of a more public facility. Mr. Hughes asked about the Anaheim office and whether we can make any improvements. Ms. Okimura reported that we have very little ability to mandate tenant improvements in the space, unless we pay for them. Mr. Moy reported that the office has gotten quotes on a couple of projects, including expansion and installing the second shower for the Women's Team. Both estimates were very high. He did report that he would be interested in seeing if there were ways to increase security. Ms. Haneef-Park asked if there was a backup plan in case the SCVA decided to move. Mr. Klostermann reported that, as long as we don't move out of Anaheim, the funding from Visit Anaheim would be available. But, the value of the current office is that it has sports medicine and strength and conditioning as well as coach and administrative staff office space so close to the courts. Mr. Moy reported that the court space might be available, but other services would not be in the same proximity (training rooms, weight rooms, etc.). Mr. Stemm asked about a shower trailer. Ms. Okimura reported that space would still be a problem.

d. **USOC, Sponsorship, Television & International Events**

Kerry Klostermann

Mr. Klostermann reported that progress has been made on six sponsorship agreements.

e. **Q&A for written reports submitted by department (8-16)**

i. **Communications & Creative Services (Charlie Snyder & staff)**

Mr. Reitingler asked if we are sending out the same content across social media platforms. Mr. Kaufmann responded that a lot is similar, but different platforms require different types of media, features and spotlights. Ms. Okimura asked about the PSAs. Mr. Vadala agreed to follow up with Mr. Snyder on this.

ii. **Indoor High Performance & Domestic Events (Tom Pingel & staff)**

Mr. Pingel reported that there was nothing new to add. Ms. Okimura asked about background screenings and registration for evaluators and volunteer coaches. Mr. Pingel responded that they are working on this to make sure nothing falls through the cracks. Mr. Reitingler asked if USAV has a plan to split the Junior Girls Championships into two events. Mr. Pingel reported that a lot of those registering in the Patriot Division intend and hope to move up. He went on to say that this is something that staff will look at. There is also a challenge that we are outgrowing our markets particularly for the Junior Girls Championships - there are only 5-6 cities in the mix that have the convention Center space and affordable hotel rooms available to host the event. Mr. Stemm noted that there were a lot of teams way down on the wait list who made the tournament. Ms. Reynaud asked that female coaches be included in pictures on the website for the presenters at the coaches' clinic.

iii. **USA Beach Teams & High Performance (John Ruger & staff)**

Mr. Ruger was not present. Questions were directed to Mr. Vadala to relay. Ms. Okimura asked (i) what is happening with JBT/ABT program, as there seems to be some confusion in the marketplace; (ii) who is running the college pairs event and are there others partnering with us (Mr. Vadala reported that USAV will be running this with no outside partners, other

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than the USOC); (iii) there are a lot of similarities between USAV HP program, JBT and AVP Juniors, and a lot of confusion of whether USAV membership allows for participation in AVP. We need to be more proactive about these issues with the membership; (iv) why there are different registration systems across the different disciplines within USAV; and (v) are potential members being properly redirected to the proper Region for registration? Mark Paaluhi indicated that a lot of memberships are lost because of the different systems. Ms. Okimura asked if it would be possible to include a link on the map of Regions a link to the registration for that Region.

iv. **Region Services, Sport Development, Coaching & Officials (Margie Mara & staff)**

Ms. Okimura asked if there is a different domain name (other than ref training site) that can be used which wouldn't specifically refer to referees, as that doesn't apply to some people seeking education materials on that site (i.e. IMPACT, etc.). This same point was addressed in previous meetings without result. Ms. Mara responded that we can rename the domain.

v. **Foundation staff report & Board summary (Tami Tranter or Board Chair)**

Tayyiba Haneef-Park asked what the status was of the USAV Alumni Association since the Foundation was where the Alumni Association began. Tami Tranter responded that she did not have any information about the Alumni Association and that it was not started yet. Haneef-Park commented that was not her recollection as she and others had attended many events in 2016 held by the Foundation to celebrate and promote the Alumni Association. Ms. Okimura agreed and had also attended those same events. Ms. Tranter responded that she had not received the approval from AFB. Ms. Okimura explained that AFB held the 2017 budget approval recommendation to the Board for the Fundraising/Development department (excluding payroll) due to the ongoing reorganization of the Foundation. As of the October 2016 Foundation Board meeting, activities related to the Alumni Association were suspended pending the fundraising plan that was requested by the Foundation Board as recommended by staff.

vi. **National Team Training Center – Anaheim (Gary Moy)**

Mr. Moy reported that, in addition to the written report, there are four athletes in house at the training center - 2 men and 2 women. Some of the leftover Hilton VIK was redirected which allowed for new chests and other items to be provided in the apartments. Mr. Moy is working to transition out of the existing athlete apartments - there is a new property that we hope to move to fairly quickly that is one year old. We are also going to shorter term leases that will better fit the athletes' schedule which will save money, although there will be one apartment per gender leased year-round.

vii. **National Team Training Center – Edmond (Bill Hamiter)**

Mr. Hamiter reported on the upgrades to the UCO apartments, which have been well-received by the athletes.

viii. **National Team Beach Center – Torrance (Sean Scott)**

No updates.

ix. **National Team & International Events (Melissa Weymouth)**

Ms. Weymouth reported that volunteers are needed for the NORCECA Event to be held September 24 through October 1 in Colorado Springs. Also, although the Sears Center in Chicago would like to have matches against Poland, due to the international schedule, it won't work out. Ms. Okimura asked about the possibility of watch parties for international events.

Motion #2 to recess for the evening, made by Rasmussen, seconded by Reynaud, approved unanimously.

--- END DAY ONE ---

Monday January 30: 8:00am – 1:00pm

Motion #3 to go into executive session, made by Reynaud, seconded by Fasbender, approved unanimously.

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XI EXECUTIVE SESSION – 8:00-9:45 a.m. *Participants to be confirmed.

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| a. | Corporate Ethics & Eligibility Case Review (if needed) | Jon Lee/Steve Smith |
| b. | Contract Review Committee Report | Lori Okimura/Kerry Klostermann |
| c. | Personnel Committee Report *Board only | Cecile Reynaud |
| d. | CEO Contract Review | Lori Okimura |

Motion #4 to come out of executive session, made by Mailhot, seconded by Reitingger, approved unanimously.

Ms. Okimura reported that, in executive session, the Board passed a resolution on restructuring the Foundation to address its mission and purpose, and the USAV Board elected a new 7-person Foundation Board of Directors . The Board also received reports on corporate E&E, the Contracts Committee and Personnel Committee.

XII BYLAWS & GOVERNANCE

- a. Motion to table items to conference call meeting in March 2017. (if needed)
- b. Bylaws Revision – Action Required
 - i. **SafeSport revised language (tabled from Dec. 21, 2016 Special meeting) (17)**
 - ii. **Section 4.06**

Mr. Reitingger would like to have Regions included in the process, such as through notification, and addressing due process. Mr. Smith addressed the concerns, noting that the intent of the proposal was not to eliminate the Regions from the process, but rather to confirm that USAV has authority to take action. Further, the Ted Stevens Olympic and Amateur Sports Act requires that USAV provide an opportunity for a hearing, and any such hearing must provide fair process. Ms. Okimura recommended that the 3 RVA Board representatives go back and work with the Regional Volleyball Association Assembly (RVAA) to develop acceptable proposed language for review, with the goal of taking action at the March conference call or, at the latest, at the May Board meeting. The Board agreed to this approach without dissent.

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| c. | Governance Committee Report | Andy Reitingger/Donna Donaghy |
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No updates.

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| d. | Audit, Finance & Budget Committee Report | Ashley Dombkowski |
|----|---|--------------------------|

Ms. Dombkowski reported on the last AFB meeting, held in Colorado Springs. The 2017 Budget assumes \$29.2M in income, with spending at \$28.9M, with a proposed surplus of \$283,000. At the end of the meeting, AFB recommended that the Board approve the Budget, with one exception that the fundraising department be put on hold. There was discussion on portable net systems and whether those should be purchased. There was a motion approved to purchase 60 portables. There was also a discussion to ensure that the RVA insurance fund is being held separate from other funds, which it is. Finally, Stew McDole was elected as associate chair of the AFB Committee.

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| i. | CFO report and 2016 Budget Status | Stacie Kearns |
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Ms. Kearns reported on 2016 financial performance. The 2016 budget had a projected deficit of \$850,000 as an Olympic year is always challenging, and they expect to come in right around that number. The junior girls championships lost \$210,000 due primarily to lower hotel room rebates and paid attendance. There were also increases in professional expenses. USAV's cash position is \$5.4M, with \$4.3M or so unrestricted. The RVA insurance fund will have just over \$1M once a transfer is made at the end of the month. The building line of credit was extended for 10 years, with the interest rate reduced to

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4% fixed for 5 years, and then increasing to 4.75%. When USAV has significant cash in the bank, this gets paid off, with the ability to borrow against it. USAV did have to borrow against the line in 2016, with interest costs of \$13,000 for the year. Ms. Kearns also reported that the finance department is looking at goals over the entire Quad, as opposed to individual years or shorter periods.

ii. 2017 Budget Review & Approval

Motion #5: Ms. Dombkowski brought forward the motion from AFB to recommend the 2017 Budget as presented by staff, with the fundraising department put on hold. Ms. Kearns noted that the proposal to purchase portables was added, and fundraising expenses were taken out of the Budget presented to the Board. **Stemm called for the vote, seconded by Rasmussen, approved unanimously.**

Ms. Dombkowski said AFB also considered a motion to consider membership benefits as part of its consideration, which was discussed but no formal action taken. Ms. Okimura noted that this is in line with the goals of USAV, and this should be put back in the hands of staff to develop.

e. Nominating Committee Report

TBD (pending election of chair)

Ms. Okimura reported that the Nominating Committee is filling the two athlete positions. The beach athlete position needs to be filled - the sitting athlete position should be filled shortly. The Coach Director, Indoor Athlete Male, Beach/Indoor High Performance Director and Independent Director positions are up for election, as well as the Beach Development Director position. All current directors in those seats, except for Bill Barnum (Independent) are eligible for reelection. Mr. Vadala reported that the Nominating Committee also needs to appoint a Chair. Ms. Okimura led a discussion on how to best reach out to the most coaches possible to generate interest in serving on the Board or other bodies and whether the Bylaws should be changed to allow organizations and individuals outside of the AVCA to elect the Coach Director. She also suggested that we look at this question for other Director positions as well.

Mr. Reitingger indicated that the Governance Committee motion should be updated to include better language, which will be brought up on the March call. Also, he noted that there are conflicting Bylaws on action by membership, which he will also bring to the March call. Also, there was some question about how the 20% international athlete rule works for the different committees and commissions.

**NOTE: The following agenda items will be reports submitted in writing and distributed at least 2-weeks prior to meeting.*

f. Ethics & Eligibility Report (18)

Jon Lee

Mr. Lee was not present, so Ms. Okimura reported on the ethics & eligibility program.

g. Diversity Committee Report (19)

Ken Shropshire/Tracy Hughes

Ms. Okimura reported that this committee took some time to assemble. It will be chaired by Ken Shropshire and Tracy Hughes. Ms. Hughes reported on the committee's first agenda items, including defining diversity and how to include and reach out to stakeholders.

h. Assembly Reports (20-24)

i. Administrative Council Report *in writing

Chris Vadala/Margie Mara

No updates.

ii. Beach Assembly

Chris Brown

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Chris Brown submitted a written report. Mr. Reitingger reported that all six positions have been restructured. New members are Andy Reitingger (Junior Assembly), Chris Brown (Chair, Member Organizations Adult Beach), Gino Ferraro (Zonal Event Organizers), Steve Kenyon (Beach Officials), Christian Honer (Athlete Rep), and Chris Hannemann (At Large).

iii. **Junior Assembly** **Andy Reitingger**

No updates.

iv. **Officials Assembly** **Sue Mailhot**

The Officials Assembly will be meeting towards the end of February. Mr. Reitingger asked about governance issues and whether lay staff should be mixing with paid staff. Ms. Mailhot agreed to take this issue/question to the Assembly.

v. **RVA Assembly** **Donaghy/Hughes/Stemm**

Ken Cain was elected as RVAA Chair. There has been some movement on Section 4.06, which can be discussed in the governance portion of the meeting.

i. **Coaching Update (25-26)** **Cecile Reynaud/Jeff Conover**

Ms. Reynaud discussed her report, which was submitted in writing. Ms. Haneef-Park asked why the drop off between Cap 1 and 2. Ms. Reynaud noted that Cap 2 requires the submission of an article, so a number don't submit this. Ms. Reynaud agreed that we need to look at how to avoid losing coaches.

j. **NCAA Update (27)** **Kristin Fasbender**

Ms. Fasbender reported that the women's championship in Columbus was a huge success. The four regional sites were all sold out. ESPN approached the NCAA about putting the semis on ESPN, which was ultimately done. In 2017, the men's championship is in Columbus, and the women's championship will be in Kansas City. The beach championship is back in Gulf Shores. There are now 55 beach programs. The bid process for finals sites was delayed, and sites will be announced in April, with announcements covering through 2022. Ms. Fasbender said that the NCAA would love to work with USAV on promotions for the beach championships.

k. **Commission Reports**

i. **Sitting Commission Report (28)** **Brent Rasmussen**

I don't believe a written report was submitted but did Brent give a verbal?

XIII. NEW BUSINESS

a. **U.S. Center for SafeSport Update** **Shellie Pfohl/Malia Arrington**

Ms. Okimura noted that USAV is 100 percent behind the Safe Sport program and the U.S. Center for Safe Sport. Ms. Pfohl was introduced, who introduced Ms. Arrington as the COO. Ms. Pfohl's main focus will be on fundraising. The Center has two main areas - response and resolution, and education and outreach. Ms. Pfohl discussed her extensive background in public health and safety.

Ms. Arrington discussed the purpose and goals of the Center. She emphasized the education component and the desire for the Center to be viewed as a resource. The Center expects to open in the first quarter of 2017, so it should go ahead and consider adding language to its Bylaws recognizing the Center. A copy of the presentation provided by Ms. Arrington is attached. Ms. Mailhot asked about the refresher course and how often it needs to be taken. Ms. Arrington reported that this

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will be up to the USOC, and likely will be required every two years. Mr. Stemm asked how a decision against an alleged violator would interact with other areas, such as background screening. Ms. Arrington reported that, once a decision becomes final, all NGBs will receive notification. How the NGBs work with local organizations will be up to the NGBs. The Center is also considering a searchable database.

b. **USOC Diversity Update**

Jason Thompson

Mr. Thompson discussed the initiatives of the Diversity and Inclusion department, including the scorecard program, diversity trainings, the FLAME program, The Scorecard for each NGB is on the USOC website. A copy of the presentation provided by Mr. Thompson is attached.

Motion #6 to add Jason Thompson or his designee to the USAV Diversity Committee, made by Rasmussen, seconded by Haneef-Park, approved unanimously.

XIV. ADJOURNMENT

Motion #7 to adjourn, made by Reitingger, seconded by Reynaud, approved unanimously.

Please note that electronic votes taken between meetings are attached to these minutes.

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Board of Directors Actions between Meetings October 11, 2016 to January 29, 2017

Date: December 20, 2017

Motion: To approve the members of the Special Hearing Committee

- 1.) Katie Holloway, Paralympic Gold Medalist, 2-time Paralympic Silver Medalist sitting volleyball. (current Corp E&E member)
- 2.) Gayle Stammer, former Collegiate Head Coach at Dominican University, club coach, former indoor and beach professional.
- 3.) Tamari Miyashiro, USAV's elected USOC AAC rep., Olympic Silver Medalist, coach and founder Give It Back Foundation Clinics
- 4.) Pat Guillen, Athletics Director, University of Hawaii-Hilo, former athletics director Cal State Dominguez Hills, Vanguard University.
- 5.) Chris Seilkop, USAV's elected USOC AAC alternate rep.; 4-time Paralympian; CEO of Golden Crescent YMCA; youth coach, parent
- *6.) Misty May-Treanor, Head Coach of Long Beach City College Women's Volleyball; Beach 3-time Olympic Gold Medalist, 3-time World Champion (alternate special hearing committee member)

Vote Results: YES - 15
NO - 0
ABSTAIN - 0
NO RESPONSE - 2

MOTION PASSES

USA VOLLEYBALL BOARD OF DIRECTORS

AGENDA

Date: December 23, 2016

Motion: To approve the members of the Diversity Committee (Ad Hoc)

The following are submitted for approval by the USAV Board of Directors to serve on the Diversity Committee:

Board Members:

Tayyiba Haneef-Park

Lori Okimura

Ken Shropshire

Staff:

Gary Moy, USAV Staff, Director of Indoor National Team Center

Mark Paaluhi, USAV Staff, Manager of Junior Beach Tour

Nominees in alphabetical order:

Jocelyn Benson, Chief Executive Officer, R.I.S.E.

Dr. William Briner, Chair of USAV Sports Medicine Performance Committee

Michelle Brittain-Watts, Indianapolis Public Schools, Starlings USA

Michelle Carlton, Keystone Region, Regional Commissioner

Terry Condon, Senior Assoc. AD, Head Coach Women's Volleyball, UMASS Boston

Rita Crockett, Head Coach Florida International University (indoor & beach)

Nancy Funk, Pioneer Region, Associate Commissioner

Hayes Grooms, Vice President, Athlete Engagement & Outreach, R.I.S.E.

Tracy Hughes, Founder & CEO, Silicon Valley Sports Ventures

Shreya Mantha, Founder and President, Foundation for Girls

Janice Reece, Founder, Network PDF

Pati Rolf, USA International Indoor Referee, Board Member, Badger Region

Angells Simms, Referee Chair, Bayou Region

Kennedy Wells, Dir. of Membership, Research & Board Relations at AVCA

**Vote Results: YES - 14
NO - 0
ABSTAIN / NO RESPONSE - 3**

MOTION PASSES

USA VOLLEYBALL BOARD OF DIRECTORS

AGENDA

Date: December 23, 2016

Motion: To approve the minutes of the Special Meeting held November 11, 2016.

Vote Results: YES - 14
NO - 0
ABSTAIN / NO RESPONSE - 3

MOTION PASSES

Date: December 23, 2016

Motion: To approve the minutes of the Special Meeting held December 21, 2016.

Vote Results: YES - 12
NO - 1
NO RESPONSE - 4

MOTION PASSES