

**USA VOLLEYBALL  
MINUTES OF THE MEETING  
OF THE BOARD OF DIRECTORS  
JANUARY 25-26, 2015  
LOS ANGELES, CA**

**Presiding:** Lori Okimura

**Directors Present:** Jeff Conover, Andy Reitingner, Kristin Fasbender, Ashley Dombkowski, Bill Barnum, Gabe Gardner, Ken Shropshire, April Ross, Ken Cain, Cecile Reynaud, Sarah Sulentor, Todd Rogers, Brent Rasmussen, John Hughes

**Directors Absent:** Sue Mailhot

**Treasurer:** Kevin Twohig

**Recorder:** Steven B. Smith, Recording Secretary and Legal Counsel

**Staff Present:** Doug Beal, Kerry Klostermann, Chris Vadala, Stacy Kearns, Margie Mara, Tom Pingel

**Guests:** Avery Wilson (USOC), Chad Sunderland (USOC), Al Monaco, Jon Lee, Nancy Funk

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

**SUNDAY, JANUARY 25<sup>th</sup>**

**I. CALL TO ORDER/INTRODUCTIONS**

**A. Welcome to New Board Member.** Ms. Okimura welcomed new Board member Brent Rasmussen, representing the paralympic discipline. Mr. Rasmussen gave a brief summary of his background.

**B. Roll Call and Declaration of Quorum.** Mr. Klostermann called the roll and confirmed that a quorum was present.

**C. Board Directory.** Mr. Klostermann circulated the Board Directory for any updates.

**II. ANNOUNCEMENTS.**

**III. APPROVED MINUTES.**

Ms. Okimura noted that the minutes from the October meeting were already approved by email vote.

#### **IV. APPROVAL OF AGENDA/ADDITIONS.**

Ms. Okimura discussed the changes to the order of the agenda. At Mr. Vadala's request, a report on the Learning Management System was added as item XII.F on the agenda.

**Motion to approve agenda. Made by Mr. Reitingner, seconded by Ms. Reynaud, approved unanimously.**

#### **V. BOARD ADMINISTRATIVE OVERVIEW.**

##### **A. Next Meetings 2015.**

**May 21-22, Detroit.** Ms. Okimura noted that three members may have conflicts for the proposed meeting date, and mentioned that they could participate by phone. Mr. Beal noted that USAV is hosting an international NORCECA event in Detroit on those dates, which also creates a conflict, and NORCECA has set its Board meetings on those same dates, which could make Mr. Beal unavailable. Mr. Beal raised the possibility of USAV hosting the NORCECA Board meeting in Detroit. Ms. Okimura indicated that she thinks there are benefits to USAV in hosting the Board meeting, even though there are some costs. It was noted that if the NORCECA Board meeting is not held in Detroit, then Mr. Beal would be obligated to attend the NORCECA Board meeting and thus would not be able to attend the USAV Board meeting. To accommodate the highest number of members to attend, including Mr. Beal, Ms. Okimura raised the possibility of moving the Board meetings to the following weekend in Southern California, near USC, which corresponds with the World League match v. Iran. Mr. Beal raised the issue of the value of having the meeting at the annual meeting, which allows more people to drop by. Ms. Ross indicated that there is an FIVB Grand Slam event that weekend, which might only impact one beach person.

**Motion to move meetings to Saturday, May 30 and Sunday, May 31 in Los Angeles. Made by Ms. Dombkowski, seconded by Mr. Shropshire. Motion passed without dissent, with Ms. Reynaud abstaining.**

Ms. Dombkowski suggested that the AFB Committee meet on the Friday evening before the Board meetings. Ms. Kearns indicated that she could arrange for assembly chairs to participate in some way, since the AFB Committee had been planning to meet in Detroit.

**October 11-12, Denver, possibly in conjunction with RVA.** Ms. Okimura noted that these dates were set at the last meeting. Ms. Dombkowski noted that the AFB meeting is scheduled for noon to three on the 11<sup>th</sup>.

**Motion to set October meeting for October 11<sup>th</sup> and 12<sup>th</sup> in Denver, immediately following the RVA meetings, with first day meeting to start at 5:00 pm. Made by Mr. Reitingner, seconded by Mr. Shropshire. Motion passed without dissent, with Ms. Sulentor abstaining.**

**VI. EXECUTIVE SESSION.**

- A. Retreat Review.**
- B. Personnel Committee.**

**Motion to go into executive session, with guests and staff as needed, and with right to ask any to leave at any time. Made by Mr. Reitingger, seconded by Ms. Sulentor. Approved unanimously.**

The Board then went into executive session at 2:35 pm Pacific Time.

The Board completed the executive session for the evening and adjourned at 10:34 pm Pacific Time.

**MONDAY JANUARY 26<sup>th</sup>**

**VII. INTRODUCTION OF ATTENDING STAFF.**

Mr. Beal introduced members of the USAV staff from the Anaheim and Torrance, California offices who were in attendance at the Board meeting.

**VIII. NATIONAL TEAM COACHES UPDATE (John Speraw/Karch Kiraly)**

John Speraw reported on the Men's National Team. The short term goal is to win a gold medal in Rio. Some of the areas where the Team could use help for this short term goal are: committing to a hotel in Rio; hosting the World League Finals in 2016; hosting all 2016 World League pool play matches in Southern California; possibly keeping some players home in the year before the Games, although this is still being debated; and continue playing in the USA Cup. The Team's long-term need is hiring a Youth Development Director, which would help USAV to manage and improve the careers of some of our most promising youth. Ms. Reynaud raised the possibility of working with the IMG Academy in Bradenton, Florida on youth development. Mr. Klostermann indicated that the hotel in Rio is looking very possible, and he is working with the USOC on this. The World League Finals is a challenge because of the price, but it is something we should look at. Mr. Gardner said that everything Mr. Speraw was requesting is something that current athletes would support. Ms. Sulentor asked whether a Youth Development Director could also service the Beach side; Mr. Speraw said he would have to think about this. Ms. Okimura indicated that the Board, during its retreat, incorporated some of Mr.

Speraw's ideas in its tactics and outcomes for the Strategic Plan. Ms. Okimura asked if the amount budgeted for the National Team was sufficient. Mr. Speraw indicated that he would always like more, but he will put the best team on the court with whatever he is given. He identified coaching consultants, technical assistance and interns to help with data input as the most immediate needs. Ms. Dombkowski asked Mr. Speraw to delineate between what is needed for 2015 and 2016, and whether other things that are being funded are all higher priorities at this time. Mr. Speraw indicated that his discretionary budget decisions typically involve coach consulting and sports psychologist, which have been very helpful, but there is very little in his budget that he could cut or move to fund other things, and the technical assistance and coaching consultants were more for 2015 than 2016. Ms. Dombkowski indicated that it would be helpful to understand the full request and to quantify it for 2015 and 2016 to be able to consider it.

Karch Kiraly then discussed the Women's National Team. The short term plan for Rio in 2015 involves qualifying, which begins in August. So, planning will be focused on selecting the athletes who give us the best chance of qualifying. A challenge is that fact that many women spend part of the year playing professionally overseas. A long term goal would be to have a professional league in the U.S. Another short-term goal is athlete preservation, specifically overtraining and over-use. Mr. Kiraly also indicated that a hotel in Rio close to the volleyball venue would be a huge benefit, noting the athlete's village is 2 – 2 ½ hours away from the venue. Mr. Kiraly also raised the possibility of being able to offer some athletes the opportunity to stay home, as opposed to playing professionally overseas, to allow them to be in the best shape physically for next season. Opportunities to play on U.S. soil is a huge short-term and long-term goal, and the upcoming events in the U.S. are greatly appreciated. One goal would be to host a Grand Prix weekend in 2016. Another long-term goal is a national training center. Athlete preservation and athlete retention are also important long-term goals, including convincing women that they can have a family and stay in the program. A director of operations would also be helpful in the long-term. Mr. Kiraly confirmed that the U.S. has a practice facility close to the hotel in Rio. Ms. Ross expressed her support for, and the benefits of, a national training center. Ms. Ross asked if there are other ways to preserve athletes, such as coming home early from playing overseas, given the amount that the athletes make overseas. Mr. Kiraly said it is difficult to expect overseas teams to release players early, but they are looking at options. Mr. Kiraly expressed his belief that it is very helpful to have different programs training together, as it leads to sharing of ideas. Ms. Reynaud asked if someone is working on a plan for a national training center. Ms. Reynaud expressed her support for pursuing this, and Mr. Klostermann noted that it is part of the strategic plan.

Sean Scott discussed the Beach program. The FIVB and NORCECA schedules just came out, so a big focus now is on scheduling the athletes to compete in these events. FIVB is bringing back on-site qualifiers, which drastically changes USAV's plans. One issue is athlete withdrawals if one of our teams doesn't qualify. The beach program recently opened its weight room. Mr. Scott is also putting together a quote to add showers to the facility. On February 2<sup>nd</sup>, the newly hired ATC will start. USAV is also talking with coaches and athletes about high performance and how we can help them. Long-term needs include hiring a full-time Data-Volleyball person and a full-time strength and conditioning specialist, increasing the number and depth of athletes that USAV supports, more money for the beach program national coaches, and hiring a national development director. Ms. Okimura commended Mr. Scott for his work on getting the new strength and conditioning area built, and noted that money is still needed for the build out of the

training room/wet area. Mr. Klostermann indicated that this will be brought before the USAV Foundation for possible support. Ms. Okimura noted an issue that we need to look at is elite level players, including medalists who take time off, lose points, and then come back and don't qualify for as much or any funding. Mr. Conover asked what is being done to engage and coordinate with the domestic tours. Mr. Scott responded that he would love to do more. Mr. Clarke indicated that domestic tours are important to get athletes in the pipeline. Ms. Ross expressed her support for seeing more cooperation between USAV and AVP, especially in the area of athlete support, and especially for developmental athletes. Mr. Scott expressed his support for a combined, national training center facility. Mr. Scott noted that athletes want objective criteria for earning support, but Mr. Scott expressed that this is not always easy and there is a need for some subjective consideration.

Brent Rasmussen then discussed the sitting program. Mr. Rasmussen indicated that there is now a sitting division for many tournaments. Some men's sitting athletes have begun to receive financial support for the first time. Mr. Rasmussen also expressed his support for a national facility. A long-term need is for athletes from other programs to migrate to sitting and helping existing athletes train. At the World Championships, there will now be standing disabled beach and sitting sand competitions. The last chance to qualify for Toronto will be this fall in Canada. Finding competition to prepare is an important challenge. Mr. Reitingner noted that, if our goal is to win medals, we need to concentrate on the sitting division as well. Mr. Rasmussen agreed, and noted that funding is always an issue. Mr. Reitingner noted that finding more competition should be an important issue. Mr. Klostermann indicated that the IPC may be adding another qualifying opportunity in 2016. Ms. Sulentor asked whether the challenge that classifies sitting is physical or cognitive or both. Mr. Rasmussen indicated that it is physical only. Mr. Vadala indicated that two of USAV's Sitting Program staff, formerly University of Central Oklahoma employees, Bill Hamiter and Elliot Blake, are now USAV employees.

**Motion to move AAC report in agenda. Made by Mr. Reitingner, seconded by Ms. Fasbender. Approved unanimously.**

## **IX. USAV FOUNDATION REPORT (Monaco/Fortune/Klostermann)**

**A. Investment Comparison Overview.** At Monaco, the Chairman of the Foundation, updated the Board on the history of the Foundation and why it was formed. In the 1990s, unrelated business income became an important issue for the IRS, and some forms of USAV's income were subject to tax, and could have jeopardized USAV's tax exemption. In response, USAV formed a Properties corporation to handle the taxable elements, and a Foundation to hold a number of assets. The IRS then clarified its rules, minimizing unrelated business income for NGBs, so Properties was no longer needed. Another goal of the Foundation was to protect USAV assets from liabilities of USAV, and to manage the revenues received from the LA Olympics.

**B. USAV Sole Member Authority.** Mr. Smith indicated that he had reviewed the Foundation Bylaws, and confirmed that USAV is the sole member of the Foundation, and USAV has the right to appoint and remove directors of the Foundation. Mr. Smith noted that this is a

common structure for foundations, and gives the parent company, like USAV, great authority and control over the Foundation. Mr. Reitingger asked how USAV has populated the Foundation Board, and Mr. Monaco indicated that the Foundation Chair works with the USAV Board to identify and elect good directors. Ms. Okimura noted that, in the past, it is her recollection that Mr. Beal has nominated directors. Mr. Monaco indicated that was likely because the USAV Chair could not be present at some meetings. Ms. Okimura asked what was the right way for USAV to appoint directors to the Foundation and what would happen if she was unable to attend a meeting. Mr. Barnum indicated that, in the past, Tim McCune was involved in identifying good people to serve on the Foundation Board.

Mr. Barnum also indicated that defining the mission of the Foundation is an important issue. Ms. Dombkowski asked what the mission of the Foundation is. Mr. Monaco indicated that the Foundation's mission is to manage assets, and identify potential donors. Ms. Dombkowski then inquired as to the goals of the Foundation and whether it has particular focus on returns, and management of the corpus. Mr. Monaco indicated that \$1.2M of the corpus came from an initial investment after LA, with one-half of the increase in assets coming from growth and half coming from money put into the Foundation by USAV during periods of operating profits. Mr. Monaco indicated that there have been no large donations to the Foundation in its history. One obligation of the Foundation is to provide support to USAV of \$165,000 per year to pay the mortgage on the building in Colorado Springs. Other areas of support are for the Hall of Fame, and a Safe Sport summit held several years ago. Mr. Gardner asked whether the Foundation has a specific, set dividend that it pays to USAV every year, or is there money paid to USAV as requested, on a project-by-project basis. Mr. Monaco indicated that much of the income has been spent on current projects, and there has been no set strategy for preserving and growing the corpus through a set dividend strategy. Mr. Monaco indicated that several years ago, Legacy agreed to take on the Foundation to manage its investments. Mr. Monaco provided a summary of the Foundation's investment performance. The Foundation looked into investing with the U.S. Olympic Endowment, but they had a policy of not allowing any withdrawals for one year, which didn't work for the Foundation. Mr. Monaco indicated that it is his understanding that Legacy's return on investment has been comparable with the USOE. Mr. Reynaud inquired about considerations of diversity on the Board. Mr. Monaco indicated that this is a factor, and is something that the Foundation is working on. Mr. Rasmussen asked if the Foundation taps into principal for any purposes, and Ms. Kearns indicated that the Foundation does not do so for the mortgage or other programs. Mr. Barnum indicated that there is no payout ratio, and the Foundation effectively serves as a piggy bank. Mr. Barnum indicated that the Foundation needs to know what the Board's priorities for funding are so it can focus on fundraising for those projects. Mr. Barnum suggested an ad hoc committee to help define strategic goals and priorities.

**Motion: To form an ad hoc committee of USAV to generate a list of priorities and projects for fundraising by the USAV Foundation, as well as the selection of Foundation directors, with such committee to be appointed by the USAV Chair, subject to Board approval. Made by Mr. Barnum, seconded by Mr. Reitingger. Approved unanimously.**

Mr. Gardner expressed a desire for the Board to consider, at some point in the future, evaluating whether to move funds to the U.S. Olympic Endowment. Ms. Okimura suggested this be a task for the ad hoc committee.

## **X. RETREAT REVIEW (Okimura/Beal)**

Ms. Okimura noted that the Board met for the last day-and-a-half to focus on strategic planning, and the Board in Executive Session developed the following motion:

**Motion to approve the Board Retreat Strategic Plan as a draft document to be attached to the January, 2015 Board meeting minutes, with a request to start to develop metrics, key results and timelines to be added in cooperation with the Board of Directors and governance input, by the May, 2015 Board meeting. Made by Mr. Hughes, seconded by Mr. Conover. Approved unanimously.**

## **XI. CEO/STAFF REPORTS (Beal)**

**A. Transition Fund Update.** Mr. Klostermann referenced a report provided to the Board on the costs of winding up the transition fund. Ms. Kearns noted that USAV must show a liability for those athletes who have accrued credits under the fund but are still competing. To estimate costs, USAV must estimate when athletes might retire. The gross amount due is \$535,000, but using net present value, it is \$392,000 in 2015 dollars. If athletes who are currently competing for USAV reach their maximums under the Plan, then the total cost could be around \$1,040,000, but Ms. Kearns noted that this is probably an overestimate because not all athletes will reach full vesting. Mr. Klostermann indicated that the Board must decide whether or not to continue the program or to pass a motion to discontinue it and consider other options. Mr. Gardner stated that addressing all disciplines should be the first order of business, and second, USAV should look at ways to make the program more effective, with a combination of transition services and mentoring so that athletes have some transition to their next careers with payments made over a longer period of time. Mr. Beal expressed a desire to move this issue to some sort of deadline for a resolution. Ms. Ross indicated that she had spoken with several beach athletes, who are interested in some sort of program to help them transition to new careers. Ms. Okimura asked the athlete members of the Board to meet and come to the Board with a recommendation on moving forward. Mr. Shropshire agreed to help this group if needed.

**Motion to suspend the entry of new athletes into the transition program effective January 26, 2015, with USAV to maintain a budget line item sufficient to fund obligations to existing athletes and to provide funds for use in a future transition program that will include all disciplines. Made by Ms. Ross, seconded by Ms. Sulentor. Approved, with Mr. Cain voting against.**

**B. Executive Session.**

**Motion to go into executive session. Made by Mr. Rogers, seconded by Mr. Reitingger, approved unanimously.**

**The Board came out of executive session at 1:08 pm.** The Board reported on five issues that were discussed in Executive Session:

1. The draft Strategic Plan document was approved for circulation to, and comment by, the membership;
2. An incident review involving the Beach discipline was discussed. The Corporate E&E committee will follow up on staff actions on this matter;
3. Three Regional Volleyball Association issues came forward, all of which were referred to the RVA Assembly for review;
4. The Board agreed to spend more attention on the USAV Board's involvement in the USA Volleyball Foundation; and
5. The Board heard a Personnel Committee report, which is confidential.

**XII. CEO/STAFF REPORTS (verbal updates)**

**A. Housing Partner (Pingel).** The Housing Partner Request for Proposal process is not quite done, but should be completed in the next few days. The process has winnowed candidates, and USAV is down to one finalist. The contract will be for 2017-2020. The cities that will be looking at making bids will work through the Housing Partner. The contract will include new incentives, such as a room allocation that can be used for those who cannot afford rooms.

**B. 18s Girls National Tournament (Pingel).** Mr. Pingel stated that a concern has been the breakoff of the Girls 18 and under national championship. There are two overriding factors: those going to college are getting pressure to go to college in the summer to begin their career, and those going to college but not playing collegiately cannot afford to play into July. These factors lead to a number of teams dropping out of the tournament. Mr. Pingel suggested that moving the dates of the Girls 18s would be a solution. He noted that some clubs are in favor of this and some are against it. USAV is looking into moving the event dates for 2016. Mr. Barnum suggested to Mr. Pingel that he be careful of the clubs leading the parents to play AAU rather than USAV, even though the parents and athletes want to play USAV. Mr. Pingel indicated that he was not planning to bring a proposal to the Board for an entry fee increase.



**C. Safe Sport Update (Mara).** Ms. Okimura encouraged everyone on the Board to take the Safe Sport training course. Ms. Mara indicated that USAV hired Quintiya Miller as Safe Sport coordinator, and as of January 1, she is now full time with USAV. As of today, USAV has had over 7,000 USAV people take the Safe Sport training course online, including 2,200 in the last two weeks. Those required to take the course by the end of 2014 have done so. The USOC is working on creating the US Center for Safe Sport, and hopes it will be open in 6-9 months. USAV has budgeted \$55,000 as its contribution towards the USCSS in 2015. Ms. Okimura noted that a lot of other organizations are way behind USAV in Safe Sport issues. Mr. Cain added that the RVAs should be part of any discussion regarding adjudication matters before this matter moves forward.

**1. Draft Adjudication Flowchart (attach).** Mr. Klostermann introduced the Draft Adjudication Flowchart. Mr. Klostermann proposed that a commission consisting of Ken Cain, Jon Lee and Andy Reitingen to work with Mr. Klostermann to review the flowchart and finalize that document, then review the Bylaws to ensure they are in sync with the flowchart.

**D. FIVB Grand Prix Finals Update (Klostermann).** Mr. Klostermann reported that the 2015 Women's World Grand Prix Finals will be held in Omaha at the Century Link Center, and the host hotel will be the Hilton linked by a skyway to the venue. USAV is working on television coverage of the event. So far, \$150,000 in tickets have been sold.

**E. Beach Olympic Selection Procedures.** Ms. Okimura introduced Donald Sun and Al Lau of the AVP. Mr. Sun reiterated the fact that cooperation between AVP and USAV is very important. AVP has scheduled 7 domestic events and one international event. Ms. Okimura indicated that Mr. Beal reported that the decision-making process on whether to hold a hybrid selection process has been put on hold until after the hiring of a director of beach operations.

**F. Learning Management System (Vadala).** Mr. Vadala reported that there were 147,000 users of LMS this season, launching 1.8M courses, with 532,000 completed, all of which represent significant increases over the prior season. Because of problems in the first two seasons, USAV hired Trevantis to held iron out problems. This year, USAV had the hardware to handle the increased traffic, and the system has run well this year. The "Forgotten Password" feature was not working for a while. On December 30<sup>th</sup>, the system started to be sluggish, due to the load balancer, and in fixing that, it created new problems of kicking off users or users being unable to find courses. The failure rate of the system this year was less than 1 percent.

### **XIII. BYLAWS AND GOVERNANCE**

#### **A. Audit, Finance and Budget Committee Report.**

**1. 2014 Budget Status.** Ms. Dombkowski reminded the Board that it had approved a \$400,000 deficit in the 2014 budget, but as the year progressed, it looked like there would be a positive variance of \$540,000, resulting in a surplus of approximately \$150,000 before mortgage and capital expenditures. Since the October Board meeting, the World League Prize money generated an incremental positive variance of approximately \$350,000. After

subtracting out budgeted capital expenditures, there will be a surplus of approximately \$64,000. This surplus, plus some of the 2013 surplus, was recommended to be allocated into: Olympic & Paralympic Fund (Target \$450,000), Facilities Fund (Target \$350,000), Contingency Fund (Target \$400,000), and \$580,000 to support the 2015 budget.

**2. 2015 Budget Approval.** Ms. Dombkowski explained that the 2015 Budget anticipates just under 10% growth, which is not out of line given recent growth in the organization, which leads to a budget of just under \$29M. The proposed budget contains a \$580,000 deficit, which will be covered by the fund discussed above. Ms. Dombkowski discussed the sources of revenue and spending, as well as profitability or loss by department. Mr. Klostermann then showed the Board slides outlining the goals of the organization and the return on investment towards those goals.

**Motion to approve the 2015 Budget as submitted by staff and recommended by AFB, made by Ms. Dombkowski, seconded by Ms. Reynaud. Approved unanimously.**

**3. RVA Membership Fee Payment by Credit Card Update.** Ms. Dombkowski and Mr. Cain explained that the AFB and the RVA need more information to be prepared to discuss this in more detail at the May Board meeting.

**4. Restricted RVA Insurance Fund.** Mr. Cain stated that the proposed RVAA motion would make the RVA Insurance Fund a board restricted fund and would clarify the allowed expenditures from the fund. Mr. Reitingger asked what the ramifications of this would be. The Board agreed to table this matter to the May, 2015 Board meeting.

Ms. Dombkowski indicated that there was a document circulated outlining the duties and obligations of the AFB Committee.

**B. Document Review Task Force Report (Reitingger).** Mr. Reitingger reported that the task force worked with various assemblies on review of their manuals, namely the Beach Assembly Administrative Manual and the Junior Assembly Manual.

**C. Revised Bylaws and Operating Code.** Mr. Reitingger asked that the Board table action on the Bylaws and operating code changes.

**D. Beach and Junior Assembly Manuals.** Mr. Reitingger reported on the revised manuals.

**Motion to approve the Beach Assembly Administrative Manual. Made by Mr. Reitingger, seconded by Mr. Conover. Approved unanimously.**

**Motion to approve the Junior Assembly Manual. Made by Mr. Reitingger, seconded by Ms. Fasbender. Approved unanimously.**

**E. Ethics and Eligibility Committee Report (Lee).** Mr. Jon Lee discussed the Ethics & Eligibility Report. The arbitrator event operating manual has been updated. The committee continues to evaluate the arbiters.

**F. Nominating and Governance Committee (Funk).** Ms. Funk had three positions on NGC that expired in December, and all three incumbents are returning – Larry Linne (independent), Tom Hoff (athlete) and Glenn Sapp (beach). Four individuals were returned from the Paralympic group for their Paralympic Athlete board member with Mr. Brent Rasmussen elected to serve a four-year term. Ms. Funk also reported that not all NGC members have undergone background screening.

**Motion to waive 30 day Bylaw notice requirement. Made by Mr. Reiting, second by Mr. Rasmussen. Approved unanimously.**

**Motion that Board members and standing committee members shall be currently registered with the Corporation or with one of the Corporation's RVAs and be cleared by the appropriate -approved background screen. Made by Mr. Reiting, seconded by Mr. Hughes. Approved unanimously.**

**G. Board Orientation Task Force (Fasbender).** Ms. Fasbender reported that the task force has received information since the October Board meeting, but has not reviewed it as a task force, but will do so for the May Board meeting.

**H. Administrative Council Report (Funk).** Ms. Mara indicated that there was nothing major to report.

**I. USOC AAC Report.** Mr. Gardner reported on AAC issues. One important issue of particular importance is women athletes and families. This will be worked on in the near future. Kacie Wallace is now in place as the new Athlete Ombudsman. Safe Sport has been approved to be handled as an independent entity by the USOC Board, and Mr. Gardner noted the Safe Sport program started at the AAC. The National Medical Network is expanding across the country, and Mr. Gardner encouraged athletes to consider this network if their own coverage doesn't apply, if they have no coverage, or if they need particular specialists who are not in their network. Mr. Gardner also indicated that the USOC has put money aside for athletes to see specialists. Mr. Gardner reminded everyone in the Olympic movement about a responsibility to reach out to the community, and Olympic Day is one opportunity to get involved. Olympic Day typically is held in the last two weeks of May, and it is flexible. Mr. Gardner encouraged the athletes on the Board to stay in front of their athletes and to keep them informed. Cynthia Barboza is the AAC Representative, Kevin Hansen is the alternate, and Katie Holloway is also an alternate. Ms. Okimura noted that USAV has four representatives actively involved in the AAC, which is one of the best showings for any NGB.

**J. Beach Search Committee Report.** Ms. Okimura reported that the Beach Search Committee report was provided in executive session.

**K. Governance Review Committee Update (Okimura).** Ms. Okimura introduced the following members of the Committee: Ken Cain, John Hughes, Sue Mailhot, Donna

Donaghy, Sandy Abbinanti, Joe Williams, Dain Blanton and Chris Brown and indicated that there is no report yet since the members were just appointed.

**L. Beach Assembly Report (Conover).** Mr. Conover reported on the Beach Assembly meeting in Oklahoma City. This meeting focused on beach staff reports, constituent reports (which raised concern about the pipeline programs), and invited guests.

**M. NCAA Update (Fasbender).** Ms. Fasbender reported that the NCAA voted to hold a national collegiate sand volleyball championship. There has been some discussion to change the name to beach volleyball, but for now it is referred to as “sand volleyball.” An NCAA committee is being established for the event. In addition, the NCAA rules committee met and received a proposal from the Big 12 to have instant replay for indoor matches. The request was granted for the first stage of the approval process and will now go to other committees for review.

#### **XIV. 2016 OLYMPIC/PARALYMPIC GAMES UPDATE**

Mr. Klostermann showed the Board a map of the venues and the proposed hotel. Nothing is confirmed at a hotel yet, but the USOC is hoping to move to contract shortly. Brazilian law allows for a hotel to lease out hotel rooms to another party if a higher room rental rate is offered, even though it is under contract with a party. The Paralympic venue is very close to the athlete village. The USOC is willing to split the cost of the hotel with USAV, and to help with food, transportation and other logistics. However, there will be other U.S. delegations involved, including water polo and track and field, which could raise issues.

#### **XV. NEW BUSINESS.**

**A. Facebook.** Ms. Okimura reported that she and a group of others met with Facebook. There is a program being put together to more actively engage athletes on the Facebook platforms to drive likes and hits during major world events, like the Olympics.

#### **XVI. ADJOURNMENT.**

**Motion to adjourn. Made by Mr. Reitinger, seconded by Ms. Reynaud.  
Approved unanimously.**

## Kerry Klostermann

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**From:** Lori Okimura <loriokimura@hotmail.com>  
**Sent:** Tuesday, March 17, 2015 1:13 PM  
**To:** Ashley Dombkowski; Bill Barnum; klshrop@gmail.com; Gabe Gardner; g2volleyball@yahoo.com; sarahsulentor@icloud.com; Todd Rogers; rasmussenbrent@yahoo.com; April Ross; Reynaud, Cecile; Kristin Fasbender; Jeff Conover; Andy Reitinger; Sue Mailhot; Ken Cain; John Hughes; Lori Okimura  
**Cc:** steve.smith@bryancave.com; tracy.garcia@bryancave.com; Doug Beal; Kerry Klostermann; Chris Vadala  
**Subject:** RE: (ACTION NEEDED) For USAV BOD Approval, minutes of Jan. 25-26, 2015 meeting.

Dear USAV Board:

Thank you for your confirmation vote for the January 2015 Board Meeting Minutes. The official record will reflect the following, to be added to the May 2015 Board Minutes:

YES - 14  
NO - 0  
ABSTAIN - 1  
NO RESPONSE - 1

Steve/Kerry - Given this vote, please upload the January 2015 minutes to the website at your earliest convenience. And thanks to you both for the assistance.

Best Regards,  
Lori Okimura

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**From:** loriokimura@hotmail.com  
**To:** ashleydombkowski@gmail.com; bbarnum@brentwood.com; klshrop@gmail.com; ggardner8@yahoo.com; g2volleyball@yahoo.com; sarahsulentor@icloud.com; toddjrogers@hotmail.com; rasmussenbrent@yahoo.com; er.april@gmail.com; breynaud@admin.fsu.edu; kfasbender@ncaa.org; jeffconover@hotmail.com; andysummit@yahoo.com; suemvb@cox.net; krcj@bellsouth.net; wevajohn@gmail.com; loriokimura@hotmail.com  
**CC:** steve.smith@bryancave.com; tracy.garcia@bryancave.com; doug.beal@usav.org; kerry.klostermann@usav.org; chris.vadala@usav.org  
**Subject:** (ACTION NEEDED) For USAV BOD Approval, minutes of Jan. 25-26, 2015 meeting.  
**Date:** Fri, 6 Mar 2015 16:29:15 -0800

Dear USAV BOD,

Attached is the revised DRAFT of the January 25-26, 2015 meeting minutes for your final approval. Please take one last look at the minutes and provide your YES or NO vote as indicated below. Please return your vote no later than 5:00 p.m. PST on Monday, March 16, 2014. Once we have received the required approval, the minutes will be uploaded to the USA Volleyball website and the link may be distributed to your constituent groups, etc. Thank you in advance for your cooperation.

YES - I accept the minutes attached.

NO - I do not accept the minutes attached. (Please provide any further comments as needed.)

ABSTAIN

Thank you again for your swift reply and cooperation.

Best Regards,  
Lori Okimura

## Kerry Klostermann

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**From:** Lori Okimura <loriokimura@hotmail.com>  
**Sent:** Tuesday, December 23, 2014 11:35 AM  
**To:** Ashley Dombkowski; Bill Barnum; klshrop@gmail.com; sarahsulentor@icloud.com; April Ross; Gabe Gardner; Todd Rogers; Reynaud, Cecile; Kristin Fasbender; Jeff Conover; Ken Cain; John Hughes; Sue Mailhot; Andy Reitinger  
**Cc:** Margie Mara; Chris Vadala; Kerry Klostermann; Donna Donaghy; Sandy Abbinanti; Joe Williams; Dain Blanton; Chris Brown; steve.smith@bryancave.com; Doug Beal  
**Subject:** RE: FOR YOUR APPROVAL (by Fri., Dec. 19; 5:00 PST): USAV Ad Hoc Committee

Vote update: As of Dec. 19, we reached the required majority votes to approve this committee, please note below for the official minutes/records:

YES: 14  
NO: 0  
NO RESPONSE: 1

Steve/Kerry - the Motion referenced is below in the original email thread.

THANK YOU for your quick reply and action - and Happy Holidays.

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From: loriokimura@hotmail.com  
To: ashleydombkowski@gmail.com; bbarnum@brentwood.com; klshrop@gmail.com; sarahsulentor@icloud.com; er.april@gmail.com; ggardner8@yahoo.com; toddjrogers@hotmail.com; breynaud@admin.fsu.edu; kfasbender@ncaa.org; jeffconover@hotmail.com; krcj@bellsouth.net; wevajohn@gmail.com; suemvb@cox.net; andysummit@yahoo.com; loriokimura@hotmail.com  
CC: margie.mara@usav.org; chris.vadala@usav.org; kerry.klostermann@usav.org; donna@ncva.com; sabbinanti@comcast.net; com@deltavolleyball.net; dainger1@gmail.com; chris@campsurf.com; steve.smith@bryancave.com; doug.beal@usav.org  
Subject: FOR YOUR APPROVAL (by Fri., Dec. 19; 5:00 PST): USAV Ad Hoc Committee  
Date: Fri, 12 Dec 2014 11:22:25 -0800

\*REQUIRES BOARD APPROVAL.

Dear USAV Board:

In accordance with Motion #7 of the May 2014 USAV Board of Directors Meeting, I would like to confirm the formation of the Ad Hoc Committee to work with Doug Beal, senior staff and us to examine Board and Organization structure and composition as listed below:

Members:

Ken Cain (USAV BOD RVA rep)  
John Hughes (USAV BOD RVA rep)  
Sue Mailhot (USAV BOD Officials rep)  
Donna Donaghy, NCVA  
Sandy Abbinanti, Great Lakes Region  
Joe Williams, Delta Region  
Dain Blanton, NGC & International Athlete  
Chris Brown, NGC & Beach Assembly member

Those who have agreed to serve are copied on this email. I would like to extend my thanks to each for their willingness to participate on this committee and continued service to USA Volleyball. And, thank you to the other Board Members who helped to identify the group and seek their participation.

As we have already discussed this matter at the May and October 2014 meetings, please respond with your confirming vote as follows:

YES - to accept and approve the members listed above to the Ad Hoc Committee

NO - to not accept (please provide any commentary as needed)

Your swift attention to this vote is appreciated - **please respond no later than next Friday, Dec. 19 by 5:00 p.m. Pacific Time.**

Kerry/Steve: This item should be included in the January 2015 meeting minutes, I will confirm the final vote tally for the record.

Best Regards,  
Lori Okimura

**May 22-23, 2014 USAV Board of Directors Meeting**

**Page 3, "Motion #7: It was M/S/Tabled until 5/23/Withdrawn (Reynaud/Lee): Move to add an additional RVA Representative to the Board. The motion was tabled to investigate whether the motion can be considered. On 5/23 the motion was withdrawn and the Chair will appoint an Ad Hoc Committee to consider Board and organization structure and composition."**