

UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
Of the
BOARD OF DIRECTORS
 May 26-27, 2006
 New Orleans, Louisiana

Presiding: Albert Monaco

Recorder: Susan True

Present:

Executive Committee: Albert Monaco, President; Kevin Twohig, Executive Vice President; Susan True, Secretary; Stewart McDole, Treasurer; Ken Cain, Board Representative to the Executive Committee; Kevin Barnett, Secondary National Team Representative, Erik Sullivan, International Player Representative, Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Gary Colberg, Chris Clauss, Ellen Crandall, Harold Cranswick, Mike Gibson, Donise King, Sue Mailhot, Elaina Oden, Joseph Sharpless, Susan Sinclair, Sinjin Smith, Jeffrey Stork, Chuck Stemm and Barb Viera.

Division Vice

Presidents: Dave Gentile, Jonathan Lee, Roger Nepl, Cynthia Doyle Perkins, Glenn Sapp and Kevin Wendelboe (Chair of Championship Events Commission)

Parliamentarian: Karen Johnson

National Staff: Doug Beal, Liz Cornella, John Kessel, June Lobeck, Margie Mara, Tom Pingel

Guests: Peter Dunn, Andy Reif,

Excused: Elisabeth Bachman, Rebecca Howard, Liz Masakayan, Becky Oakes, Joan Powell, Charlene Tagaloa, Ethan Watts and Jerry Weydert.

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

I. CALL TO ORDER/INTRODUCTIONS

The meeting of the Board of Directors of the United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:05 am on Friday, May 26, 2006.

- A. Roll Call, Declaration of Quorum and Silent Roll Call.** Following the roll call, Susan True, Secretary, declared a quorum was present. She reminded the directors that a silent roll call is taken after each recess of the Board of Directors meeting.
- B. Special Rules of Order.** Karen Johnson, Parliamentarian, distributed the "Special Rules of Order," via email, and highlighted several rules at the beginning of the meeting.

MOTION #1: It was M/S/C (Twohig/Stemm) to approve the Special Rules of Order for the 2006 Annual Meeting of the Board of Directors.

II. ANNOUNCEMENTS

- A. Welcome to New Directors.** Mr. Monaco announced that Joe Sharpless has been elected for another three-year term representing Multi-Sport Organizations, and Angela Rock and Carl Henkel were elected as Player Directors, all three-year terms beginning July 1, 2006. Mr. Monaco welcomed Kathleen DeBoer to the Board of Directors representing AVCA. The Regional Operations Division re-elected Ken Cain and Jon Lee as Directors with three-year terms beginning July 1, 2006.

MOTION #2. It was **M/S/C (True/Stemm)** to approve the appointment of Chris Clauss as an At-Large Director.

MOTION #3. It was **M/S/C (Twohig/Sharpless)** to approve the appointment of Elaine Youngs as an At-Large Director pending her acceptance.

- A. Recognition of Frier Award Recipient.** Mr. Monaco recognized Rebecca Howard as the 2006 Frier Award Recipient.
- B. New Appointment.** Mr. Monaco announced that Dick Jones has agreed to serve as Assistant Vice President of Recognitions, Member Relations Division. He will report to Mr. Monaco as well as Vice President Cynthia Doyle and officer liaison, Susan True.
- C. Breakout Session Topic for Friday Evening.** Mr. Monaco announced the Ad Hoc Committee on USA Volleyball Governance will meet at 7:00 pm this evening. Andy Reif, COO of the Association of Volleyball Professionals (AVP) will be in attendance. All Board members were encouraged to attend.
- D. Special Recognition.** Mr. Monaco presented the Distinguished Service Award to Dr. Jonathan Reeser for his years of service as Chair of the Sports Medicine and Performance Commission (SMPC). Under his guidance, the SMPC has become a vital contribution force to USA Volleyball. The Team Physician Program simply would not exist without Dr. Reeser's foresight and energetic oversight of the program. We are pleased he will remain active with that program, and we look forward to working with Dr. Bill Briner as the new SMPC Chair.

III. APPROVAL OF AGENDA

MOTION #4: It was **M/S/C (Twohig/Clauss)** to approve the agenda as distributed with the provision for adjustments and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE JANUARY 14-15, 2006 MEETING OF THE BOARD OF DIRECTORS

MOTION #5. It was **M/S/C (Lee/Cranswick)** to approve the Minutes of the January 14-15, 2006 meeting of the Board of Directors.

V. OFFICERS' REPORTS

- A. President.** The following items were discussed.
 - 1. Executive Committee Actions.
 - a. Rules Testing Commission. The Executive Committee reviewed the revised Administrative Manual and endorsed the grassroots purposes of the Commission, the revised voting rights for members of the Commission and the appointment procedures of the Commission.
 - b. 2006 Budget Revisions. The Executive Committee approved the revisions to the 2006 Budget.
 - c. Player Severance Policy. Mr. Monaco asked Kevin Barnett, Men's National Team Representative to the Executive Committee to present the Player Severance Policy to the Board of Directors. Following an extensive discussion of the policy including the need to waive the policy prohibiting deferred compensation only as it applies to this policy and how

the policy would be funded, the following motion from the Executive Committee was approved.

MOTION #6. It was **M/C (Executive Committee)** that Whereas Board of Director policy prohibits deferred compensation to athletes (1996), and whereas there is proposed, the attached Player Severance Plan which could require deferred compensation, therefore be it resolved that the Board of Directors accept the attached Payer Severance Plan, and that the Executive Committee commit to a specific annual review of the policy as a part of normal budget process, and further that the Board of Directors waive the deferred compensation policy for the sole purpose of implementation of this severance plan.

- c. Diversity Commission. The Executive Committee endorsed several of the recommendations from the Diversity Commission which will be brought to the Board of Directors by Karen Johnson, Chair of the Commission. The Executive Committee does bring the following motion related to diversity to the Board of Directors for approval:

MOTION #7. It was **M/C (Executive Committee)** to require the slate for each officer of the Corporation to include at least one woman and at least one man, and that the total slate reflects some ethnic diversity.

- d. Update on Article VIII Complaint. Mr. Beal gave an update on the status of the Article VIII Complaint. Andy Reif, COO of AVP will present its recommended restructure plan for USA Volleyball at the meeting Friday evening of the Ad Hoc Committee on USAV Governance. In response to a question from Sinjin Smith, Mr. Beal assured the Board that the criteria for restructure (or no restructure) are completely open except for the required 20% voting strength for athletes. It is important to keep the restructure issue separate from the Article VIII Complaint.
- e. Ad Hoc Committee on USAV Governance. The Executive Committee has directed the Ad Hoc Committee to bring a recommendation to the Executive Committee no later than its December, 2006 meeting so a proposal can be brought to the Board of Directors at its January, 2007 meeting.
- f. International Player Representative to the Executive Committee. Mr. Monaco announced that Erik Sullivan's personal and professional schedule has made it necessary for him to resign his position on the Executive Committee. Jeff Stork was asked to gather the Player Directors over lunch to select a new International Player Rep to the Executive Committee in accordance with the Bylaws. Note: Elaina Oden was selected as the new International Player Representative to the Executive Committee. The Bylaws dictate that this selection reverses the primary and secondary representatives from the National Teams. Kevin Barnett will now be the primary representative from the National Teams.

Meeting recessed at 8:55 am and reconvened at 9:25 am

B. Executive Vice President. Mr. Twohig, Executive Vice President, reported on the following items:

1. Arbitrators Program. Qualifier and Bid Tournament Directors have generally embraced the Event Arbitrator Program. In fact, a number of regions have started training and using arbitrators at their regional events. Arbitrators are empowered to resolve ethics and eligibility issues during events. There is an Arbitrators Guidebook that serves as the training tool for Arbitrators, a Casebook that provides examples of incidents that Arbitrators have had to address, and a website where all incidents are filed. We have found that having an arbitrator to deal with incidents quickly helps to keep these incidents from escalating into more serious situations.
2. Ethics and Eligibility. We believe that it is a result of the Arbitrators Program that there are no

national E&E issues pending and no Corporate Ethics and Eligibility panel has been constituted this year

3. Qualifiers and Boys Bid Tournaments. More than half of the events have occurred including all of the Qualifiers and all of the Boys Bid Tournaments except the one being held this week-end. Qualifiers and Bid Tournaments allow teams' access to the National Championships. The Qualifiers are Girls events that have been in existence and quite successful for a number of years. The Bid Tournaments are Boys events that are in their first year of being under the National Championship guidelines. There were many compliance issues in year one. The Events Department is working closely with the Boys Tournament Directors to improve these events. Ultimately, if the events do not meet standards, the Events Department may have to take over the conduct of one or more of the Bid Tournaments in order to maintain the established standards. If we want volleyball to grow, we need to provide quality competition and the Qualifiers and Bid events are great examples of what the Events Department is trying to achieve.
4. Executive Council Report.
 - a. PAVO-USAV Reciprocity. In response to an inquiry from the Professional Association of Volleyball Officials about reciprocity between the organizations on any actions taken by one of the organizations for misconduct by an official. It was agreed that the two organizations will report any action, then it the responsibility of the other organization to investigate the incident to determine if it wants to take any action.
 - b. Officials Division Due Process. The Executive Council suggested that the Officials Division (OD) institute an Arbitrator Program with an Appeals Committee within the Division. In the case of a PAVO report, the OD Arbitrator can decide whether or not to initiate an investigative process on behalf of the OD. The OD will discuss this and decide how to proceed.
 - c. Officials Division. The Executive Council had a lengthy discussion of the impact of ever-expanding events as it impacts the ability of the OD to provide quality officials for all of the events. The ability to increase the number of certified national officials is further limited by the availability of trained evaluators. A point system is being considered as a means of expanding the officials' pool. This will be a major topic of discussion at the fall meeting of the OD.
 - d. Leadership Development. Rebecca Howard led a discussion of the need to start now to identify and develop the next generation of USAV leaders. Some of the suggestions were: include a rookie on every committee, identify a more diverse population of USAV members who are potential leaders, create a potential leaders list and consider having a leadership workshop beginning with the 2007 Annual Meeting. Everyone is encouraged to send names and contact information to Ms Howard.
 - e. YJOV Age Group Modification Request. The Executive Council was updated by Dave Gentile, Vice President, Youth and Junior Olympic Volleyball Division (YJOVD) on the continuing requests by Mr. Steve Novak to modify the age groupings for Juniors. The YJOVD will evaluate the age groupings as a part of the quadrennial evaluation of the Youth and Juniors program.
 - f. YJOVD Staffing. With the objective of improving the ability of the YJOVD to grow the sport, Mr. Gentile asked the Finance and Budget Committee to approve his request for a staff person to work with the Division in developing and implementing a plan for the continued growth of junior volleyball. Mr. Gentile will meet with staff to discuss the next steps, and talk with Mr. Sapp of the OD to see how well the contract staff position for officials' development is working.
 - g. Event Growth Plan. Several changes to the Event Growth Plan were presented at this meeting. Some are implemented in 2007 and others go out through 2012. The YJOVD would like to have more input into this plan and will discuss this at its August meeting. One proposal which was approved in concept by the YJOVD would modify the bid allocations for the Qualifiers.

The difference is that participating Clubs would enter a specific tournament within the Qualifier – either the Open, the National or the American tournament.

- h. **Championship Events Commission (CEC).** Mr. Twohig reported that the Chair of the Commission, Kevin Wendelboe is holding the first meeting of the Commission here in New Orleans.

D. Secretary. Ms. True reported on the following:

1. **Board Directory Update.** The Board Directory was distributed so the Directors could check the contact information, then initial if it is correct or initial changes and return it to the Secretary.
2. **Affiliated Sports Organizations.** Ms True reported that the Athletes in Action have resigned their membership with USA Volleyball.

Meeting was Recessed at 9:55 am and reconvened at 10:10 am.

E. Treasurer. Mr. McDole led the Board through the Treasurer's report. The following are highlights and action items:

1. **Audit Committee Report: 2005 Budget.** The Audit Committee will function independent of the Finance and Budget Committee with its Chair bringing the report and recommendations directly to the Board. In response to an auditor observation and subsequent review by the Audit Committee, the following motion was brought to the Board:

MOTION # 8. It was **M/C (Audit Committee)** to set a capitalization threshold of \$1,000 and the language specifying this threshold be added to the Internal Financial Policies and Procedures document.

The Audit Committee is drafting a charter to serve as its charge for on-going activity of the Committee including a policy on the regular transition of auditors.

MOTION #9. It was **M/C (Audit Committee)** to establish a policy to change auditors (including tax preparation) for the Corporation no less than every five years.

2005 Audited financials concluded with an actual surplus of \$1,162,363. The revisions to the 2006 budget were pre-funded with \$267,727 of that surplus. The net 2005 surplus of \$842,636 has been allowed to fall to the bottom line and be held in savings for the present. The Finance and Budget Committee recommended the following action which would complete the Quad goal of a \$400,000 surplus and taking the combined investment portfolio value just beyond the Quad goal of \$2,765,213 to approximately \$2,781,800.

MOTION #10. It was **M/C (Finance and Budget Committee)** to immediately transfer \$300,000 from the surplus funds to the USAVF portfolio account.

2. **Year-to-Date 2006 Budget.** The net result of 2006 budget revisions was to forfeit the appearance of a "break even" budget. The projected deficit of \$269,727 is "prefunded" from 2005 surplus funds. The Executive Committee approved the revisions at its April meeting and it would be prudent for the Board of Directors to sustain this action.

MOTION #11. It was **M/C (Executive Committee)** to approve the revised 2006 Budget.

3. **First Quarter Review.** Mr. McDole shared several observations from that review.
 - a. Income is down for the Championships to begin on Saturday because there were fewer teams participating than anticipated. This coupled with hotel costs that exceeded estimates potentially will produce a shortfall in the \$60,000 range.

- b. Junior Beach tour is still an unknown.
 - c. Most departments expect to operate within budget. A rough estimate is an overall shortfall of \$30,000, but many factors could either neutralize or inflate this estimate.
 - Examination of the potential budget impact in 2006 and beyond of the Player Severance Policy with projections being a part of the 2007 budget process and may prompt a revision request for the 2006 budget.
 - d. The Anaheim move is going well. We have encountered a need to insure vehicles that have been provided for our use.
 - e. The fiscal impact of the Article VIII Complaint is unknown.
 - f. The best case scenario on the World League is tied to good attendance, great play and good TV response.
 - g. The XP Apparel is still in the process of resolving obligations against 2005 activity. XP is making an effort with weekly payments that have reduced the obligation (including penalties) from \$360,000 to about \$135,000. Looking toward the near future, staff will as a matter of routine submit an RFP to the market place in search of a best supplier relationship.
 - h. The Taraflex Court will be used for the summer World League matches in the U.S.
 - i. Current cash position as of May 5th totals \$2,849, 000.
4. USAV Investment Portfolio. At the end of April, the account showed a year-to-date earnings on the USAV account stands at 6.61%. That percentage has declined since then. Legacy advisors are inviting serious consideration of “alternative investments.” Scott Fortune, Chair of the Audit Committee suggests an exploration of this by year-end.
 5. USAVF Investment Account. At the end of April the fund showed a year-to-date earnings of 5.32% with a similar decline as the USAV account since then. Resources have been reserved to seed an aggressive development effort within the USAVF. Presently \$50,000 has been identified as available for 2006 with the idea of maintaining that level of support for up to three years.
 6. Quad Goals. Mr. McDole reviewed the Quad goals including the following that have already been met: 2008 Olympic Support Fund of \$225,000 (current balance is \$231,000), \$400,000 surplus and to reach a combined portfolio value of \$2,765,213 (current balance is approximately \$2,781,800).
 7. Contingency Fund. Central to this discussion was consideration of an “operating reserve.” The staff was charged with the task of projecting a viable reserve. The following motion, supported by the Executive Committee in April, was brought to the Board:

MOTION #12. It was M/C (**Finance and Budget Committee**) that USAV immediately establish and maintain an operating reserve fund initially set at \$1,350,000. This fund would be available for use in the case of unforeseen fiscal emergency and as a means to take advantage of financial opportunities requiring immediate expenditure. The fund would be held in the internal USAV portfolio and generally be allowed to grow as a hedge against inflation. The size of the fund will be reviewed annually. At any point that the reserve funds have been utilized or the fund goes below approved levels, it will be an operating budget priority to rebuild the fund to the appropriate level.

8. 2007 Budget Process. Lay budget hearings have taken place and the Finance and Budget Committee will meet October 1-2 for staff hearings.
9. Staff Retirement Option. The following motion was brought to the Board by the Finance and Budget Committee:

MOTION #13. It was M/C (**Finance and Budget Committee**) to approve an amendment to the USAV employee 403(b) retirement plan to enable offering a Roth option to staff members. The contributions under the Roth option will be treated consistently as with all other available plans allowing pre-tax elective deferral contributions made by participants in the plan.

The meeting adjourned at 12:00 pm and reconvened at 1:40 pm

VII. PROFESSIONAL STAFF REPORTS

A. Chief Executive Officer. The following are highlights from Mr. Beal's report:

1. USOC-Funded Business Plan. The Board of Directors was encouraged to review the Business Plan completed at USOC cost with full cooperation from the USAV staff. Some of the positive comments were:
 - a. The range and depth of program services is impressive.
 - b. USAV has an optimal administrative structure that produces high levels of earned income and has created an admirable mix of events and programming.
 - c. There is a relatively low level of USOC support as measured against total revenue demonstrating a high level of ability to generate a diversified funding program.
 - d. Enhanced athlete membership level is noteworthy & represents one of the most substantial rates of growth in the US Olympic family.
 - e. Generally impressed with services and benefits offered to members.

The recommendations were:

- a. Generally to put more time, effort and resources to fundraising.
 - b. Put a serious effort toward meaningful diversity throughout the organization.
 - c. Attain consistency in the relationships with RVAs.
 - d. Give serious consideration to the USOC guidelines for governance as they may have relevance for the USAV.
 - e. Rethink the USAV relationships/partnerships with Member Organizations in order to focus effort and make them more efficient.
 - f. Grow beach.
 - g. Keep administrative overhead under 20%
2. Sources of Revenue for 2006. Championship Events-38%, Member Services-21%, HP (Junior & Youth)-13%, Marketing, Fundraising, Sales, PR-12%, USOC – 7%, HP (Indoor & National Teams)-2%, Education-2%, Governance-1%, Beach-1% and International Representation-1%. The USAV have shown a positive net at the end of the year in 2002-2005.
 3. Application of Financial Resources for 2006. Championship Events -24%, HP (Indoor & National Teams) – 22%, Member Services – 14%, HP (Junior & Youth)-13%, Administrative – 11%, Beach – 4%, Marketing, Fundraising, Sales – 4%, Education – 3%, Disabled – 2%, Governance – 2%
 4. Possible Relocation of National Office. The USAV has reached capacity in its current building. Since it is near the end of a lease period, this was a good time to search for a new location. Two potential sites were reviewed with the Board.

B. Secretary General. Mr. Beal highlighted Mr. Klostermann's report:

1. Sponsor Agreements. These were reviewed as a part of the Power Point presentation.
2. Television. CSTV has established a "Fields & Dreams" free ticket program in each city hosted a World League match to benefit the Boys & Girls Clubs of American.
CSTV could broadcast as many as 100 hours of World League competition including live broadcasts of all five home matches.

C. Senior Director. Some highlights of Margie Mara's report were:

1. Regional Registration. As of May 1, 2006, the total was 184,162. Twenty regions participate in the on-line registration database project which is in its second year. The added feature of direct

access for background screening updates has proven to be a significant enhancement. Ms Mara reviewed some of the benefits of the on-line system.

2. Financial Activities. Stacie Kearns was hired as Comptroller in March, 2006.
3. Officials Development. Kathy Ferraraccio was hired as a consultant. One of the first projects was to develop an officials' database integrated with national registration and event database.
4. Communication & Technology. Report from Brent Buzbee was highlighted. Adam Clotfeler was hired as Coordinator, Technology & Web Management. The traffic to the website continues to expand with an average of 565,000 page views per month. The addition of video clips should increase the traffic in the future. The CSTV broadcasts of the World League will be on-line.

Rotations have increased its subscriptions from 40,000 to over 115,000. The spring issue of *Volleyball USA* circulated to a record audience of more than 230,000.

5. Media Relations. BJ Evans was hired in March and Bill Kauffman will begin work in June. They will serve as co-managers for Media Relations and Publications. We plan to take advantage of our inclusion in World League 2006 to increase the visibility of the Men's National Team. We will also take advantage of the 2005 success of both National Teams to increase media coverage heading into the 2006 World Championships.

D. Women's National Team. The highlights of this report included the following:

1. Tryouts. Sixty-seven athletes participated in the January tryouts with three additional players chose to join the training team immediately. The A2 team is competing in the U.S. Open this week.
2. Italy Tour. USA training team played seven matches against A1 and A2-level club teams with an overall record of 4-3.
3. 2006 Goals and Priorities. The goals and priorities include: a) evaluating young players for training and competition, b) qualifying for 2007 World Grand Prix at this year's Pan Am Cup, c) finish in the top 8th in World Grand Prix and World Championships.
4. World Ranking. The Women's National Team is ranked 5th in the World.

E. Men's National Team. The highlights of the report included:

1. Anaheim Team Center. The men began practice May 1 with 20 athletes participating. The amenities at the American Sports Center were reviewed. As of July 1, players will move into the stadium loft apartments which are within 2 miles of the training facility.
2. 2006 Goals. The goals are to be in the World League finals, finish in the top 8 in World Championships and podium finished in all other events.
3. World Ranking. The Men's National Team is ranked 5th in the World. The USA (Men and Women) are ranked #1 in NORCECA.
4. Athlete Transfers. The United States does more athlete transfers than any other country in the world.

F. High Performance. The highlights of Tom Pingel's report were:

1. Junior National Teams. Both the women's and the men's teams train at the OTC in July prior to competing in NORCECA Championships with 3 bids to the Worlds coming out of that competition.
2. Youth National Teams. The Girls' Team will train at the University of Florida prior to competing in the NORCECA Championships with two bids to Worlds coming out of that championship. The Boy's Team will train at the OTC-Lake Placid in July, and then compete in mid-August in the NORCECA Championships with two bids to the Worlds coming out of that championship.
3. Camps and Clinics. The schedule of player and coaches' clinics were reviewed.

G. Beach. Mr. Beal reviewed Denny Lennon and Ali Wood's reports on beach programming.

1. The 2006-2008 High Performance Plan for Beach has been presented to the USOC for approval or recommendations for revision.
2. Staff is creating and maintaining communication with athletes and coaches. They are working with athletes to create a hybrid (AVP/FIVB) ranking system. Staff has acted as athlete support personnel at several AVP and FIVB events, and is educating athletes about USOC resources.
3. Staff is identifying developmental athletes (21-26) to send to tier II events (FIVB Challenger and Satellite events, Pan Am Games, World University Championships and Maccabiah Games).
4. We sent a men's team to NORCECA Beach Volleyball Championships in April and Billy Strickland and Adam Roberts won the gold medal.
5. We held the first ever USA World University Games qualifier event in April and had 16 teams compete. USAV will fund one men's and one women's team to the Cyprus event.
6. Ms Wood attended the second USOC Beijing High Performance Summit in April.
7. USAV is working to identify candidates for a Beach Advisory Council.
8. Junior Beach Program. There is a Junior Beach Tour with 12 tournaments in 8 states. There are two High Performance Camps

H. Events Department. Mike Chandler's report, reviewed by Mr. Beal, included the following highlights:

1. U.S. Open. There are 528 teams confirmed which is down from the projected 590. The 2007 championship has been awarded to Austin, Texas.
2. Junior Olympic Championships. 2006 Championships will be in Atlanta, Georgia (Girls) and Minneapolis, Minnesota (Boys JO Championships and the Girls' Invitational). The HP Championships will be held in Fort Lauderdale, Florida for the girls and Sacramento for the boys.
3. Junior Olympic Beach. The Championships will be played at a Southern California site in July or August. Denny Lennon has developed a USA Junior Beach Tour that began in May and will end with the Tour Championships in Seal Beach, California on August 19th.

I. Coaches Education. Mr. Beal highlighted Diana Cole's report. The department is working hard on an easy, compatible delivery system that makes Coaches Education as available financially and geographically as possible.

1. The Department is working with www.Dartfish.com on software for the production of a planned series of technical and tactical instructional CAP CDs. The CDs will blend text, live recorded and voice-over audio as well as live recorded and analyzed video formats to offer coaches a "take home" electronic delivery of instructional content.
2. Working with www.ToBee.biz on software for production and hosting location for a series of electronic CAP modules for sale to coaches who may not be able to get to an on-site location.
3. Working with www.DataProject.com on software for production of and location for the library of Drills and Samples practices which will be supplied by CAP Cadre members.

J. Disabled and Membership Development. John Kessel reviewed all the activities in disabled and the membership development project. The following are highlights of his report:

1. Disabled Program.
 - a. The Men's and Women's Teams have qualified for Worlds which is June 18-14 which will determine the first three slots in the Beijing Paralympics. There will be six resident athletes at the University of Central Oklahoma (UCO) Training Site by the end of 2006 and 10 in 2007. There is a Job Program for the athletes at the UCO Training Site.
 - b. Six Paralympic Military Summits were held this year. There is a military veteran training program at UCO Training Site.
 - c. Men's Collegiate. USAV partnered with AVCA and the host institution for the 2006 Molten Division III Men's Invitational Volleyball Championships in April. In the Men's Collegiate Grant Program, there have been 35 schools that received grants since 1989 with a total of \$214,000 distributed. There are 81 NCAA Men's Collegiate Volleyball Teams (22 Division I,

14 Division II and 45 Division III – it takes 50 schools with teams to petition for a championship.

- d. Boys' High School Volleyball. USAV is considering a Boys' High School Grant Program with Ohio as the pilot program for this initiative. Hugh McCutcheon invited all Colorado boys' high school teams and coaches to the Men's National Team Open Practice in March. There were 115 in attendance.
2. Membership Development. The MVP CDs have been completed for Boys, Girls, Beach, Disabled and Youth. Customized CDs have been developed for NIRSA, YMCA, Starlings, School Districts and After School Programs. UAV has partnering programs with Boys and Girls Clubs, Boy Scouts of USA, YMCA and NRPA.

VIII. DIVISION REPORTS

- A. **Member Relations Division (MRD)**. Cynthia Doyle Perkins, Division Vice President, reviewed the Division's action plan.
 1. Dick Jones has agreed to serve as Assistant Vice President for Recognition Services for the remainder of the Quad.
 2. Rebecca Howard was presented the Karen M. Johnson Human Resources Award.
- B. **Officials Division (OD)**. Glenn Sapp, Division Vice President, submitted an electronic report and highlighted the following:
 1. Officials Education. This is the second year for this program, designed and held in conjunction with NIRSA, Qualifiers and other USAV Junior National events to provide national level training for officials.
 2. Certified Officials. Sue Mailhot and Kathy Ferraracio have cleared out the officials' data base so the 645 on the list now are "active" officials. Currently, there is a need for 1,200 officials. There will be 60 Junior National candidates being evaluated at the Girls JO Championships. The OD has not been able to keep up with the demand for officials resulting from the ever-expanding national events.
 3. Evaluator Program. There is a shortage of national officials and a shortage of evaluators, a key component of the certification program. In order to help Regions develop more evaluators, the OD will split the cost with a Region of sending a national trainer/evaluator to the Region, at their request, to help provide whatever service, insight and training to enhance their existing program.
 4. Recruiting Program. Qualified people will be sent to Qualifiers and other Junior events to start identifying and contacting Provisional and Regional officials in hopes of interesting them in progressing to National certification. The OD is trying to work with high school officials to identify and encourage the best ones to become certified with USAV. The difficulty is there is no national or even state-level data base of high school volleyball officials.
 5. International Officials. Two more Beach officials have been internationally certified bringing the U.S. number to seven.
- B. **Regional Operations Division (ROD)**. Jon Lee, Division Vice President, submitted an electronic report and highlighted the following activities:
 1. Education Seminars. Diana Cole and Bill Neville made a CAP presentation to familiarize the commissioners with the CAP programs and modules available, cost, introduction of the Cadre, etc. Twenty-nine of the forty regions attended the late night presentation.
 2. Governance Committee. Ken Cain, Chuck Stemm, Hank Van Arsdale and Jon Lee are working with Mr. Beal and Mr. Monaco to explore ways to improve the relationship and efficiency of the ROD with the USAV staff.
 3. Players Party at U.S. Open. The ROD voted to assist in the budget shortfall for the Players

Party with a contribution of \$3,500.

MOTION #14. It was **M/C (ROD)** to accept on-line signatures for adult registrants.

D. Youth and Junior Olympic Volleyball Division (YJOVD). Dave Gentile, Division Vice-President, provided highlights of the YJOVD written report.

1. “Interface Commission.” Add changes to the Administrative Manual will be referred to the Structure and Function Committee for review including a protocol for requesting access to the YJOV Development Fund, the elimination of Qualifier Review Committee (will be a function of the CEC) and approval for the establishment of a secured YJOVD website with implementation scheduled for later this year.
2. Competition Commission.
 - a. The potential for over-subscription of teams this year at the Boys JO Championships will most likely be handled based on date of entry.
 - b. The Division did not support a change requiring assistant coaches to be on the bench or in the warm up; zone during play based on player and coach development opportunities present under the current protocol.
 - c. The Division approved modifications to field size at 2007 Girls JO Championships with 12 and under going to 72 teams and 13 and under going to 96 teams.
 - d. The Division approved a specific policy on Foreign Guest Coaches to be included in the USAV Policy and Procedures Manual.
 - e. The Division had lengthy discussions of changes as outlined in the Events Department’s Event Growth chart and will continue dialogue with Mike Chandler in the future.
 - f. The Division approved a change in the current procedure for awarding Open Level Bids at Qualifier via the “trickle-down procedure.” The maximum number of final placement positions an Open bid can “trickle-down” to will be set at the fifth position.

E. Disabled Sports Division. Roger Neppl, Division Vice-President stated that the majority of the Division report was included in John Kessel’s report. Mr. Neppl encouraged the Executive Committee to have one of its meetings at the National Training Center at the University of Central Oklahoma.

IX. REPORTS FROM STANDING COMMITTEES AND COMMISSIONS OF THE BOARD OF DIRECTORS

A. Championship Events Commission. Kevin Wendelboe, Chair of the Commission, reported that the Commission had its first meeting here in New Orleans. The main purpose of the meeting was to review the Administrative Manual for the Commission. The main purpose of the Commission is to evaluate USAV National Championships and make recommendations to the Events Department to ensure that we provide consistent, quality events across the board. In the future, the Commission will meet each year at the Annual Meeting and in the fall when all the Championships are completed. The CDC will meet once a year in the fall when all the events are concluded. The members of the CEC are representatives from the OD, ROD and YJOVD, the Arbitrators and the Championship Directors Committee. Should the USAV restructure and add a Beach Division, that Division would also have representation on the CEC.

B. Structure and Function Committee (S & F). Karen Johnson, Chair, submitted an electronic report, and brought the following action items to the Board of Directors:

MOTION #15. It was **M/C (S & F)** to approve revisions to Article IV, 4.02 and 4.03 of the Bylaws specifying inactive status for Member Organizations that do not pay membership fees for two consecutive years.

MOTION #16. It was **M/C (S & F)** to approve revisions to Article V, 5.01 A & B of the Bylaws to specify 20% voting strength for international players and to require that at least one-third of the player directors be beach and at least one-third be indoor players.

MOTION #17. It was **M/C (S & F)** to approve revisions to Article V, 5.09 F of the Bylaws to state there are four International Player Representatives on the Executive Committee.

MOTION #18. It was **M/C (S & F)** to approve revisions to Article VI, 6.03 of the Bylaws specifying the Immediate Past President or designee shall appoint the Officers Nominating Committee with approval of the Board.

MOTION #19. It was **M/C (S & F)** to approve revisions to Article VI, 6.06 of the Bylaws specifying the Executive Vice President presides at meetings of the Executive Council.

MOTION # 20. It was **M/C(S & F)** to approve revisions to Article VI, 7.01 of the Bylaws specifying an international beach player representative to the Executive Committee.

MOTION #21. It was **M/C (S & F)** to approve revisions to Article VII, 7.02 of the Bylaws specifying 20% voting strength for players, and the inclusion of the Chair of the Championship Events Commission on the Executive Council.

MOTION #22. It was **M/C (S & F)** to approve revisions to Article VII, 7.03 to adding Paralympic players to the list of eligible players to serve on divisions and substructures of the Corporation.

MOTION #23. It was **M/C (S & F)** to approve revisions to Article IX of the Bylaws to include the beach player representative and alternate to the Executive Committee on the Players Advisory Council.

MOTION #24. It was **M/C (S & F)** to approve the revision to Article XI of the Bylaws specifying 20% voting strength for player representatives on the Corporate Ethics and Eligibility Committee.

MOTION #25. It was **M/C (S & F)** to approve revisions to Article XII of the Bylaws regarding Other Due Process procedures.

MOTION #26. It was **M/C (S & F)** to approve revisions to Article XXI of the Bylaws specifying thirty days notice and a two-thirds majority vote required for any Bylaws changes.

MOTION #27. It was **M/C (S & F)** to approve editorial changes to the Bylaws deemed necessary by the Structure and Function Committee.

MOTION #28. It was **M/C (S & F)** to approve revisions to the Preamble of the Operating Code to include a reference to the Administrative Manuals.

MOTION #29. It was **M/C (S & F)** to approve the revisions to Article III B of the Operating Code specifying the Executive Vice President presides at meetings of the Executive Council, the Treasurer supervises the Audit Committee and the Immediate Past President appoints the Officer Nominating Committee.

MOTION #30. It was **M/C (S & F)** to approve revisions to Article III, E of the Operating Code to add the Audit Committee.

MOTION #31. It was **M/C (S & F)** to approve revisions to Article IV, C of the Operating Code concerning the Disabled Division.

MOTION #32. It was **M/C (S & F)** to approve revisions to Article VIII of the Operating Code concerning Definitions.

MOTION #33. It was **M/C (S & F)** to approve revisions to Article X of the Operating Code concerning Definitions of Clubs and Eligible Officials as well as eligibility requirements for Nationally Sanctioned Competitions of the Corporation. It also includes Qualification procedures for Member Organization access to the JO Championship event.

MOTION #34. It was **M/C (S & F)** to approve the revision to Article XIV of the Operating Code to add the Executive Vice President responsibility for the maintenance of the Policy and Procedures Manual with approval by the Board of Directors.

MOTION #35. It was **M/C (S & F)** to approve all editorial changes to the Operating Code.

C. Diversity Commission. Ms Johnson, Chair, submitted an electronic report, and then highlighted the following:

1. The Commission has developed criteria for the Molten Diversity grants (\$6,000 total). Ms Perkins has developed a list of historically black colleges and university which will be added to the distribution list for these grants along with all the Member Organizations. The Commission will partially fund a program in Southern California for low-economic youth.
2. Commission voted Star awards to members of the original Diversity Commission (Allen Chin, Eric Daly, Pete Dunn, Karen Gee, Paul Hughes and Kim Oden). A Star Award was presented to Molten for their support, and she presented a Star award to Roger Neppl for his assistance as the Commission included disabled in its diversity goals.
3. She reviewed the annual USAV Diversity report to the USOC.

The following motion was brought to the Board from the Commission:

MOTION #36. It was **M/C (Diversity Commission)** to insure 10% progress toward the 2008 gender and ethnicity goals by the 2007 Annual Meeting.

MOTION #37. It was **M/C (Diversity Commission)** that Diversity Workshops be planned and conducted initially for the Board of Directors (target: January 2007), for the Professional Staff (target: January 2007) and the Regional Operations Division (Best Practices Program target: May 2007) and other subsets of the Corporation as might be appropriate.

MOTION #38. It was **M/C (Diversity Commission)** that whereas there is a strong obligation to the USOC and to Congress to be increasingly diverse and reflective of the public at large in all governance units, and whereas there is a similarly strong ethical obligation that also supports this notion, the population reflective diversity and application of corporate diversity goals shall be continuous objectives in selection of appointments and nominees for all USAV corporate governance units. And it is further recommended that this policy/belief be added as a separate principle in the annual *Guide*.

MOTION #39. It was **M/C (Diversity Commission)** to approve the examination and execution of a Diversity Select/High Performance Camp initially targeted for the 2007 program year and ongoing; and further that staff be directed to examine the viability of such an effort and to design a model for execution of the program; and further that ultimate financial support is sought from the YJOVD Development fund

MOTION #40. It was **M/C (Diversity Commission)** that given the role of USAV as the governing body for volleyball disciplines contested at international levels, and given the ethical call to access all populations to the sport enunciated in our statements of belief, and given the demonstrated interest and success exhibited by disabled volleyball players and teams, to support an expanded conceptual and budgetary support for disabled sports programs

- D. Sports Medicine and Performance Commission.** Dr. Bill Briner, Chair of the Commission, submitted an electronic report.
- E. Recognitions.** Ms Doyle Perkins reported she had asked Joe Sharpless to develop a chart for all the awards committees as to who approves new awards, who appoints the committees, who approves the award recipients, etc. The document has been given to Dick Jones, new Assistant Vice President for Recognitions. Mr. Jones will insure that the document is kept up to date.
- E. Rules Testing Commission (RTC).** Mr. Ben Jordan, Chair of the Commission submitted an electronic report. Ms Mara reported for Mr. Jordan. She reported that although we have too many different sets of rules in this country, the various rule-writing organizations each have a constituency it must serve. USAV does send a representative to the NCAA and NFHS rules meetings and those organizations are represented at the February meeting of the RTC.
- The *Domestic Competition Regulations* will go to the printer on June 1 and will be available on August 1 to the Regions.
- The RTC is working hard on its Administrative Manual including a greater beach representation.
- F. Membership Review Committee.** Mr. Dick Jones, Chair of the Committee, brought the following motion to the Board:

MOTION # 41. It was **M/C (Membership Review Committee)** to approve the United States Specialty Sports Association as an Affiliated Sports Organization.

X. OTHER REPORTS

- A. USA Volleyball Hall of Fame.** Mr. Monaco encouraged members of the Board to attend the induction ceremony October 12 in Holyoke, Massachusetts and to continue to support the Hall of Fame financially.
- B. International Beach Commission.** Sinjin Smith, President of the Commission, reported to the FIVB recently for the Commission.
1. **World Championships.** It will be in Switzerland next year with \$1,000,000 prize money split evenly between the men and women.
 2. **2008 Olympics.** Mr. Smith reported that most everything would be the same for the Olympics as in 2004 except they will go to 14 days instead of 12 days of competition, and most of the televised matches of importance to the U.S. will be in the morning instead of the evening because of the time difference.

3. 2006 FIVB Beach Tour. Misty and Kerry placed second to Brazil in the first event in Italy. FIVB President Acosta allowed the players to form a Beach Players Commission which may communicate directly with him during the year which should improve communication. The U.S. should do better on the tour than last year.

In response to a question from the Board, Mr. Smith reported that the AVP is allowing the players to play in all the major international events. Next year those events will count toward Olympic qualification.

In response to a question from the Board, Mr. Smith reported that more and more countries are entering Beach competitions. Because of the difference in quality of National events, a country cannot earn points into the Qualifiers from National events. They can enter the lower tier of competition (Challengers and Satellites) to earn points to help them get into the Qualifiers for the Open Events. The upper tier competitions include the Olympics, World Championships, Grand Slams and Opens. FIVB want to get events into Japan, United Kingdom and the United States.

4. New FIVB Headquarters. The FIVB will move its headquarters to a beautiful building in the Lausanne area by the end of the year.

C. USA Volleyball Foundation. Fred Wendelboe, Chair of the Foundation Board, reported that the Foundation voted to extend the term of the officers at its recent meeting. The Board would like to expand the five members, and the Board was asked to share any recommendations to Mr. Wendelboe.

1. The Foundation approved a grant to PAVO for a training camp scholarship for one individual.
2. The Foundation collected donations for the Murray Koorhan Memorial Fund.
3. The silent auction at the reception prior to the Boyce banquet netted \$3,515 for the Foundation.
4. The Stars Heritage dinner will be held Saturday night.

D. NIRSA. Gary Colberg gave a brief report on the NIRSA Championship in Salt Lake City in April. The 2007 event will be held in Louisville, Kentucky.

XI. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be in Colorado Springs, January 12-13, 2007.

XIII. CLOSING REMARKS

Mr. Monaco thanked the members of the Board of Directors for their thoughts and actions.

XIV. ADJOURNMENT

<p>MOTION #40: It was M/S/C (Twohig/ Jones) to adjourn the Annual Meeting of the USA Volleyball Board of Directors at approximately 10:35 am on Saturday, May 27, 2006.</p>
