

**UNITED STATES VOLLEYBALL ASSOCIATION
DRAFT MINUTES OF THE MEETING
Of the
BOARD OF DIRECTORS**

January 14-15, 2006
Colorado Springs, CO

Presiding: Albert Monaco

Recorder: Susan True

Present:

Executive Committee: Albert Monaco, President; Rebecca Howard, Past President, Kevin Twohig, Executive Vice President; Susan True, Secretary; Stewart McDole, Treasurer; Ken Cain, Board Representative to the Executive Committee; Elisabeth Bachman, Primary National Team Representative, Kevin Barnett, Secondary National Team Representative, Erik Sullivan (January 15 only), 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, Liz Masakayan, Elaina Oden, Joan Powell, Joe Sagula, Susan Sinclair, Sinjin Smith, Jeffrey Stork, Chuck Stemm, Barb Viera, and Jerry Weydert

Division Vice

Presidents: Dave Gentile, Jonathan Lee, Roger Neppel, Cynthia Doyle Perkins, Glenn Sapp

Parliamentarian: Karen Johnson

National Staff: Doug Beal, Mike Chandler, Diana Cole, Liz Cornella, Christy Cox, Jennifer Joseph, John Kessel, Kerry Klostermann, June Lobeck, Margie Mara, Hugh McCutcheon, Jenny Lang Ping, Tom Pingel, Paul Soriano

Guests: John Armuth, Rebecca Crawford, USOC, Jenny Hahn, John Nicoletti, City of Anaheim, Norm Nowell, American Sports Center and Curt Pringle, Mayor of Anaheim, California.

Excused: Becky Oakes, Joseph Sharpless, Charlene Tagaloa and Ethan Watts

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 Saturday, January 14, 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

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

II. ANNOUNCEMENTS

- A. Welcome to New Directors.** Mr. Monaco welcomed new Directors, Elisabeth Bachman, Women's National Team Rep to the Executive Committee, Harold Cranswick, Regional Volleyball Associations, Joe Sagula, American Volleyball Coaches Association and Jerry Weydert, Multi-Sport Organizations.
- B. Death of Dr. Murray Koorhan.** Mr. Monaco asked for a moment of silence in memory of Dr. Koorhan. He further reported that the 2006 U.S. Open Championships would be named in honor of "Doc" Koorhan. Fred Wendelboe announced USA Volleyball Foundation has established a memorial fund in Dr. Koorhan's memory.
- C. Elaina Oden Honor.** Mr. Monaco recognized Player Director Elaina Oden on being named to the 25th anniversary team at the NCAA Division I Volleyball Championships in December.
- A. D. Breakout Session Topics for Sunday Morning.** Mr. Monaco announced the following topics for the breakout session:
1. Strategic Plan
 2. Coaching Certification Requirement Plan
 3. USOC-USAV Governance Restructure
 4. RVAs Working Relationship with USAV

III. APPROVAL OF AGENDA

MOTION #2: It was M/S/C (Twohig/Stemm) 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 15-16, 2005 MEETING OF THE BOARD OF DIRECTORS

MOTION #3: It was M/S/C (Twohig/Powell) to approve the Minutes of the May 27-28, 2005 meeting of the Board of Directors.

V. SPECIAL PRESENTATION

- A. Mayor of Anaheim California.** Mr. Monaco introduced Mr. Curt Pringle, mayor of the City of Anaheim, Mr. John Nicoletti, Communications Director for the City and Norm Nowell, American Sports Center. Mr. Pringle issued an invitation to the USA Men's Volleyball Team to relocate to Anaheim, California. The City Council will vote on the contract between the City and USA Volleyball on January 31, 2006. Mr. Pringle presented a video and reviewed the benefits of the City including it being named one of the Nation's safest large cities, named the 2003 Best Sports City by *Sporting News* magazine, a diverse population (60 languages spoken by the residents) and includes the Disneyland Resort, the largest convention center in the state and the Anaheim Resort where the American Sports Center is located. Note: Further details of the agreement are found in the CEO report later in the minutes.

VI. OFFICERS' REPORTS

- A. President.** The following items were discussed.
1. CEO Contract. Mr. Monaco reported the Personnel Committee completed the annual review of CEO Doug Beal's performance and directed Mr. Monaco to extend Mr. Beal's contract through 2008.
 2. Executive Committee Actions.
 - a. Nominating Committee for the Board Representative to the Executive Committee.

MOTION #4. It was **M/C (Executive Committee)** to approve the 2006 Nominating Committee for the Board Representative to the Executive Committee comprised of Susan Sinclair, Chair, Chris Claus, Mike Gibson, Sue Mailhot and Jeff Stork.

- b. Ad Hoc Committee on USAV Governance Structure.

MOTION #5. It was **M/C (Executive Committee)** to approve an Ad Hoc Committee on USA Governance Structure to be chaired by Mr. Monaco. Doug Beal will chair a subcommittee exploring the relationship between Regional Volleyball Associations (RVAs) and USA Volleyball with members Ken Cain, Jon Lee, Chuck Stemm and Fred Wendelboe. Al Monaco will chair the other subcommittee comprised of Marcia Alterman, Ellen Crandall, Dave Gentile, Liz Masakayan and Sinjin Smith.

- c. Re-incorporation of USAV.

MOTION #6: It was **M/C (Executive Committee)** to pursue re-incorporation of USA Volleyball in the state of Colorado.

- d. Audit Committee. Mr. Monaco reported the Executive Committee endorsed having an independent person with accounting expertise as a member of the Audit Committee. To that end, the following motion was made:

MOTION #7: It was **M/C (Executive Committee)** to **RESCIND** Motion 8 from the May 2005 meeting of the Board of Directors thus eliminating the requirement that all members of the Audit Committee be members of the Board of Directors.

MOTION #8. It was **M/C (Executive Committee)** to approve the Audit Committee comprised of Sam Wells, Chair, Scott Fortune and Joan Powell.

- e. Pre-Tournament Manual. Mr. Monaco reported the following motion was approved by the Executive Committee in October and is a part of the Policy and Procedures Manual that will be brought to the Board for approval under the Executive Vice President's report.
Whereas, the Pre-Tournament Manual for any event is a USA Volleyball Corporate document, therefore all policies and procedures included are in force for the event for which it is issued; and acceptance of entry for a USA Volleyball sanctioned event by a team requires compliance of said team to all rules, policies and procedures associated with the event, including but not limited to meeting all eligibility requirements.
- f. YJOVD Development Fund. The Executive Committee, in response to a recommendation from the auditors, asks approval of the following motion:

MOTION #9. It was **M/C (Executive Committee)** to authorize the YJOVD Development Fund as a "board restricted" fund with the transition occurring at some point this fiscal year.

Motion #10: It was **M/C (Executive Committee)** to establish the following principles for the YJOVD Development Fund/Restricted Fund and the Officials Development Fund and further that they be immediately integrated into the existing management guidelines for both:

1. Restricted funds by definition are intended for contemporaneous use for their designated purpose(s).
2. A "Fund" may grow to a total maximum of \$25,000 untouched.
3. If a fund stands at \$25,000 or more at the beginning of any fiscal year, it is expected/required that a minimum of 20% of the total existing value of the fund is allocated to qualifying initiatives

- g. Votes of Player Representatives on the Executive Committee. The Executive Committee has asked the Structure and Function Committee to bring a Bylaws change to the Board of Directors in May which would accomplish the following: If all three player representatives attend a meeting, the International Player representative has one vote, the primary representative of the national team has one vote and the secondary representative of the national team has voice but no vote. If only two players attend a meeting, each player representative has one vote. If only one player representative attends a meeting, he/she shall have two votes. The Chief Executive Officer shall serve in an ex-officio, non-voting capacity.
 - h. Mr. Monaco reported the Executive Committee approved the CEO and Secretary General to sign contracts as corporation officers.
3. USOC Structure. In response to a question from Karen Johnson Mr. Monaco briefly reviewed the re-structure of USOC governance. The new NGB Council does not have direct access to the Board of Directors. Mr. Beal reported the CEOs of the NGBs do have regular conference calls and there is good communication between the USOC staff and USA Volleyball.
4. AVP and Beach Player Complaint. Mr. Monaco and Mr. Beal briefed the Board of Directors on a Complaint filed with the USOC by the AVP and the beach players stating that USAV has failed to fulfill its obligations as the NGB for beach volleyball in the United States. Legal counsel has been retained and will advise USA Volleyball on its response to the complaint.

B. Past President. Ms Howard had no report.

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

1. Arbitrators Program Update

- a. There are four new Arbitrators for use during the 2006 championship season. The addition of the Boys Bid Tournaments allowed for new Arbitrators to enter the cadre. New cadre members include John Hughes, the Commissioner from the Western Empire RVA, Kathy Goodlet, a retired school administrator who has been active in the YJOVD and who is a coach and official, John Cline, the Commissioner of the Bayou Region and a long-time official, and Jenny Hahn, YJOVD Associate VP and a member of the YJOVD Admin Council. These four new Arbitrators join a great group of Arbitrators who are working 2006 events including: Chuck McCracken; Buz Bohmeyer, Allan Chinn, Karen Gee, Doug Wilson, Bill Jones, Jon Lee, Dave Lockwood, Russ Poage, Chip Reiley, Lea Wagner, Angelo Iasillo, Fred Wendelboe, Chris Clauss and Dick Powell. As always, anyone who is interested should contact Mr. Twohig.

The program now assigns 34 Arbitrators to 29 events and provides services on a total of 105 tournament days. The cost to the corporation is approx \$27,000. The rationale for the expense is the direction from the Board to provide resolution of ethics and eligibility levels in a timely manner and at the lowest effective level – which is at the events where the incidents occur.

- b. Guidebook and Casebook. The Arbitrators Casebook and the Arbitrators Guidebook are complete thanks to the work of Karen Gee. Mr. Twohig thanked Chuck McCracken for his development and maintenance of the data base that made the casebook possible. The Guidebook is proving to be an effective training tool.
2. Qualifiers and Bid Tournaments. All the Qualifiers and Bid Tournaments are under contract. All the Qualifiers have been offered contract extensions through 2008 – only two of these agreements are finalized. The Bid Tournament season is just starting with events this weekend in Anaheim, Rochester, and St. Louis. The other boy's events are in San Jose, Waukesha, State College, Evergreen Park, York and Richmond. The Girls Qualifier season starts in March and the events are held in Indianapolis, Denver, Spokane, Columbus, Anaheim, Atlanta, Baltimore, Minneapolis, Dallas and Reno.

Mr. Twohig brought the following motion forward from the Executive Council meeting:

MOTION #11. It was **M/S/C (Gentile/Cain)** to ensure that all Qualifier events continue to meet the established objectives and provide a successful environment for all concerns, it is recommended that all Qualifier Directors make contact with the USAV Events Department, USAV Officials Division and affected Regional Commissioners to properly coordinate and communicate any material change in administration of the events such as venue location, venue dates and/or movement to multiple weekends.

3. Ethics and Eligibility. At the December meeting of the Executive Committee, Mr. Twohig reported on two E&E issues: In late 2005, Rick Butler contacted Lea Wagner and the Region Board requesting an appeal of his limited suspension. The Region Board has decided not to hear any appeal from Mr. Butler. Mr. Butler has canceled some Regional events at his venue; however, the Region has successfully moved the events to another facility.
There is a group of parents in Northern California that want the age-group assignments revised. The information has been forwarded to Dave Gentile, Vice President, Youth and Junior Olympic Volleyball Division (YJOVD) and Mike Chandler, Managing Director for Events
4. Championship Events Commission. The purpose of the Commission is to assist the Events Department in improving championship events for the participants and the organization. The Commission has not met and the appointed leadership has not had time to initiate the Commission's activities. Kevin Wendelboe has agreed to take over as Chair of the CEC.
5. Qualifier Review Committee. The decision was made last year to change the Qualifier Compliance Committee to a review committee. The intent of the Committee is to review event evaluations and discuss any issues reported by participants, arbitrators or Event Department personnel, with the goal of improving the qualifier experience for the participants. It was only been marginally successful. The Executive Committee discussed the best go-forward approach. The consensus was that the event review should include all championship events and be conducted by the Championship Events Committee. The YJOVD, ROD and OD are all represented on the CEC.
6. Policies and Procedures Manual. Mr. Twohig took the Board of Directors through each of the changes in this Manual.

MOTION # 12. It was **M/S/C (McDole/King)** to approve the revisions to the Policy and Procedures Manual previously approved by the Board of Directors and Executive Committee, and to permit minor editorial changes prior to the publication of the Manual.

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 and/or initial changes and return it to the Secretary.
2. Commendations. Ms True thanked June Lobeck, for her tremendous support of the Office of Secretary, and for Carla Hall who runs the tape recorder and prepares notes for the preparation of the minutes.
3. Directors Nominating Committees. We have received two nominations for the Multi-Sport Organization positions currently held by Joe Sharpless. The nominees are Mike Dillhyon, new executive director of the National Police Athletic League and Joe Sharpless, Special Olympics, Inc. We have not received any nominations for the Player Director positions, but the Player Directors will meet over lunch to come up with a list to contact as they did last year.

Meeting was Recessed at 10:55 am and reconvened at 11:20 am.

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

1. 2005 Budget.

- a. Current Cash Status as of 1.13.06
 - Savings accounts \$ 624,600
 - Checking accounts \$ 475,000
 - 2008 Olympic account \$ 228,944

*Fairly major payables will flow in the next day or two
 - b. Line of Credit. There is access, but no current or immediately foreseeable need.
 - c. Investment Portfolio. The total portfolio grew about 3.48% during 2005. The current balances are:
 - USVF = \$1,384,100
 - USAV= \$994,317
 - d. XP Apparel. An agreement has been reached for XP Apparel's repayment in full, including penalties, by the end of February. XP has made the first two smaller payments on time.
 - e. Year-End Projection. The tentative projection is there will be a surplus of approximately \$500,000 when the books close on 2005. Overall a surplus of the size we are anticipating serves to reinforce the inherent verities in the process and further the need to be prudent. While we are projecting a surplus – in any given year the possibility of an equally substantial overage requires continued vigilance.
 - f. Operating Reserve. After consultation with staff, the Executive Committee approved an operating reserve amount. However, subsequent discussion leads us to make the decision to bring this proposal to the Board of Directors in May.
2. 2006 Budget. Mr. McDole reviewed selected sections of the 2006 budget including personnel additions. A balanced 2006 budget will be presented to the Board of Directors for approval. There are already requests that will require additional revisions to the budget; however, Mr. McDole reported they could all be accommodated.

MOTION # 13. It was M/C (**Executive Committee**) to approve the 2006 Budget.

3. 2007 Budget Call and May Hearings for Lay Budgets. Members of the Executive Council with budgetary responsibilities were reminded that it is already time to begin thinking about 2007 budget requests.

VII. PROFESSIONAL STAFF REPORTS

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

1. Men's and Women's National Teams. The Men's and Women's Indoor Teams are ranked #5 in the World. The U.S. men and women beach teams have won 13 medals (6 gold, 3 silver and 4 bronze). Misty May-Treanor and Kerri Walsh won their second consecutive World Championship.
2. Men's National Team Move to Anaheim. Mr. Beal reviewed the key points of the contract with the City of Anaheim, the American Sports Center and the California Athlete Training Zone (CATZ). In response to a question about the Women's National Team moving away from the OTC, Mr. Beal indicated that we needed to monitor how the move by the Men's Team goes before considering a move for the Women's Team.
3. Beach Initiatives. USA Volleyball is moving forward on its beach initiatives including beach staff, a National Youth/Junior Tour, High Performance Camps, the JO event, Coaching Program/Technical support, the Beach National Team program, investigating the hosting of FIVB events and the formation of Beach Advisory Council.
4. FIVB Representatives. USAV will nominate qualified individuals for each FIVB Commission. Currently, Sinjin Smith serves as president of the International Beach Council, Bobby Clarke is secretary of the Sports Events Commission, Doug Beal is a member of the World League Commission and Carl Henkel is a member of the Beach Volleyball Permanent Commission.

5. Strategic Plan. A Strategic Plan has been developed by staff and feedback solicited from the Executive Committee. Reaction from the Board of Directors will begin with the breakout session on Sunday.

B. Secretary General. Highlights of Mr. Klostermann's report were:

1. Olympic Qualification Procedures. The USOC has approved the Pan Am Selection Procedures and coach selections for both Indoor and Beach Teams, and the Olympic staff for Indoor and Beach and the Olympic Selection Procedures for Indoor.
2. Sponsorships. The Sport Court, Active Ankle, Wilson and Molten contracts are signed. Mikasa has been added to the approved ball-licensing program.
3. VolleyMall. There are approximately 350 stores on-line in the VolleyMall. The rebate is split 50-50 with the developers of the mall. If the buyer selects USAV or USAVF, the identified entity receives 100% of the volleyball's rebate. If the buyer selects a region, the region gets 75% and the USAV gets 25% of the volleyball rebate.
4. CSTV Agreement. An agreement has been signed with CSTV for the World League. CSTV intends to broadcast all of the USA home matches and six of the USA team's away matches.
5. Olympic Tour to Beijing. There are two companies (Jet Set Sports and Cartan Travel) that might be interested in developing a volleyball tour to the 2008 Olympics in China.

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

1. Registrations. Registrations were up 7% for 2004-2005 with 193,506 registrations.
2. USAV Website. The website is being used to distribute materials and educate people about our programs. The insurance forms are available on the website, CAP and officials' education materials are also available on the website.

Some of the new website features are the Coaches Corner with articles by Ms Ping and Mr. McCutcheon, puzzles, banners, additional articles, the Forum, the weekly poll, photo gallery, etc.

3. Mandatory Background Screening. This was the first year of mandatory background screening for adults working with juniors. Only 23 were disqualified out of the 28,000 screened.
4. On-Line Registration. Fifteen percent of the region registrations are on-line. The goal is to have a fully integrated on-line system.
5. Publications. Circulation is over 200,000 for *Volleyball USA*.
6. Media Relations. Paul Soriano has gotten volleyball stories in *USA Today*, the Chinese Press is covering the Women's National Team very well and Mr. Soriano continues his work on *Rotations*.

D. Women's National Team. Jenny Lang Ping described the accomplishments and challenges for the Women's National Team. Major accomplishments were:

1. First place in World Championship Qualifier
2. Gold medal at NORCECA Championships
3. Silver Medal at Grand Champions Cup
4. Goals for the future include being in the Top 8 of the 24 teams at the World Championships in Japan this year, then the Top 4 by 2007 and the Top 3 by 2008.

E. Men's National Team. Hugh McCutchen reviewed the accomplishments of the 2005 season.

1. An overall 27-6 record including 6-2 against the World Top 10 teams.
2. Gold medals at the America's cup, NORCECA Zone Championships and NORCECA World Championship Qualifier; Silver medal at the World Grand Champions Cup and the International Sports Invitational. The team had wins over #1 Brazil and #2 Italy.

F. High Performance. Tom Pingel reviewed the High Performance Program for 2005.

1. Women's Junior National Team finished in a tie for 11th and the Men's Junior National Team finished 8th at the World Championships.

2. Girls' Youth National Team finished 4th in the World Championships, and the Boys' Youth National Team competed in the Four-National Tournament in Brazil since they could not go to the World Championships.
3. Fifty-three teams from 22 regions participated in the High Performance Championships in Austin, Texas.
4. Over 800 girls and boys participated in the 18 High Performance Camps.

G. Events Department. Mike Chandler's report included the following highlights:

1. U.S. Open Championships. 558 teams competed in 30 tournaments in Denver. Mr. Chandler assured the Board of Directors that New Orleans is clean, well-staffed and looking forward to the 2006 U.S. Open Championships.
3. USA Junior Olympic Girls' Championships. 756 teams completed in 18 tournaments. The 2006 Championships will be in Atlanta, GA.
4. USA junior Olympic Boys' Championships. 379 teams competed in 12 tournaments. The 2006 championships will be in Minneapolis, MN with a projected 400 teams participating.
5. USA Junior Olympic Girls' Invitations. 170 teams competed in 7 tournaments. The 2006 Invitational will be held in Minneapolis, MN.
6. National Team Tours. Mr. Chandler reported the possibility of two tours for the women's team and one for the men's team in 2006 in addition to the three World League matches to be held in Salt Lake City, Minneapolis and Spokane.
7. NORCECA Youth Championships. The 2006 championships will be held in the United States in late July.
8. Junior Olympic Beach Championships. The partnership between AVP and USAV continues with eight age groups participating in these championships.

H. Coaches Education. Diana Cole reviewed the extensive activity of this department during 2005.

1. CAP Courses. More than 11 CAP I and/or CAP II courses were presented. There were 4 VCAP Conditioning Instructor trainings held, and there were 4 Cadre trainings conducted.
2. IMPACT. There were IMPACT courses in Colorado Springs and at the AVCA Convention
3. Alternative Delivery Methods for Coaches Education. The department is always looking for new ways to deliver coaches education such as on-line modules, instructional CDs and E-Coaching that is under development with CAP Cadre and Dartfish and USA Volleyball Men's and Women's team matches will be available for purchase on DVD in 2006.

I. Disabled and Grassroots. John Kessel reviewed all the activities in disabled and grassroots volleyball including the following:

1. Training Center for Disabled Teams. Both national teams are in training at the Center at the University of Central Oklahoma. There were 6 training campus for women and 9 for men in 2005 and Club Championships were in Omaha, Oklahoma City and Denver.
2. Paralympics Military Summits. Sixty disabled military personnel attended the two summits with 11 expressing interest in moving to the next level of disabled volleyball. There were military Hospital Trainings/clinics held at Walter Reed in Washington, D.C. and at Brook Hospital in San Antonio, Texas.
3. Paralympics National Teams. Fifty percent of the men and women's team players are new. The women's team is young with four or five high school players as members of the team. Lora Webster of the women's team won the *Cosmo* magazine Fun Fearless Female which is great publicity for the disabled sports program.
5. Million Volleyball Participants. Three MVP Sign-Up CDS have been developed with videos, articles, skill posters, animated drills, etc. so all members of the volleyball family can become instant experts and information sources. There were 750 copies of the CDS at the HP Coaching Clinics, Each RVA

was given copies. There were customized CDs prepared for the YMCA, NIRSA, NFHS (emphasis on boys' volleyball), NORCECA and Starlings.

All members of the Board of Directors received copies of the new girls', boys' and beach CDs.

6. Boys and Men's Volleyball. The Men's collegiate grant program breaks the \$200,000 total grant level in 2005. The Division III Men's Tournament returns to Stevens Institute of Technology, and the boys' high school and club demographics state by state have been compiled to help grow the boys' game.

Meeting recessed at 4:25 pm and reconvened at 4:40 pm

VIII. DIVISION REPORTS

- A. **Disabled Sports Division (DSD)**. Roger Neppl, Division Vice-President, stated that the majority of the report on the Division was a part of John Kessel's staff report. In addition, he reported that two tournaments will be played at the National Training Center at the University of Central Oklahoma. The tournament in October will be an international one. Mr. Neppl is encouraged by the progress of the disabled volleyball programs and stated the importance of involving disabled military personnel in the program.
- B. **Member Relations Division (MRD)**. Cynthia Doyle Perkins, Division Vice President, submitted an electronic report, the highlighted the following during the meeting:
 1. One of the major goals for the Division is to increase communication between the Member Organizations, hopefully on a monthly basis.
 2. Members of the Division will once again assist the USAVF with its silent auction prior to the Boyce Banquet in May.
 3. Ms Doyle Perkins is hopeful that other Member Organizations follow the lead of the NFHS in offering *Rotations* to its membership to provide the USAV with a group of people that are potential "members" of USAV. Member Organizations were also encouraged to include USAV materials in their give-aways at events they sponsor.
 4. The "Boyce Moment" at this year's Recognitions and Awards Banquet will honor Bertha Lucas.
- C. **Officials Division (OD)**. Glenn Sapp, Division Vice President, submitted an electronic report and highlighted the following:
 1. The primary goal of the Division is to increase the number of National Officials. While the reported number is smaller, that is because the National Office staff has worked hard to purge the database of duplication and inaccuracies. There are now 329 National Referees, 245 Junior National Referees and 195 National Scorekeepers (approximately 132 who are also Referees) in the Database.
 2. As the number of indoor and outdoor events grows, the Division is having difficulty providing enough educational opportunities and officiating opportunities to increase the number of officials to match the demand.
 3. There were no new International Indoor Referees certified in 2005. The goal is to certify two or three of five candidates during 2006. Currently, there are nine active International Referees. There continues to be a lack of opportunities in the United States.
 4. Two more Beach Officials were certified bringing the number to seven.
 5. The Division has been streamlined with the elimination of Assistant Vice Presidents of Finance and Technology. This has been made possible with the assistance of National Office staff. Future plans include the hiring of a person in the National Office dedicated to supporting the work of the Officials Division.
- D. **Regional Operations Division (ROD)**. Jon Lee, Division Vice President, submitted an electronic report and highlighted the following activities:
 1. New regional commissioners are: Jay Peppinger, Intermountain Region, Steve Covert, Keystone

- Region, Skip Weston, Old Dominion Region, Shawn McCarty, Oklahoma Region and Chris Blais, Iroquois Region.
2. The Division approved a motion that any surplus insurance money from this past season be placed into a restricted RVA self-insurance retention fund. The distribution of the money will be based on claims and the ROD Insurance Committee will control any interest earned.
 3. The Division asked the Structure and Function Committee to revise the appropriate place in the Operating Code to reflect that, "A club may consist of one or more teams. A club may be registered only in one region."
 4. Action Items.

MOTION #14: It was **M/C (ROD)** to approve changes in the language of the consent form for USAV registrants to read, "Major misbehavior (e.g. verbal or physical abuse of a child, sexual harassment, etc.) may subject the violator to a lifetime ineligibility for USAV registration after the first infraction. Penalties are only applied after affording the athlete due process as required by the Ted Stevens Olympic and Amateur Sports Act, USOC and USAV. Appeals, other than for doping violations, may be made in accordance with procedures set forth in the bylaws and operating code of USA Volleyball, as printed in the current *Official USA Volleyball Guide*.

MOTION #15: It was **M/C (ROD)** to delete all reference to the boys' Rule of Two for USAV National Events contained in Article X-E of the Operating Code.

MOTION #16: It was **M/ C (ROD)** to set aside the boys Rule of Two for the 2006 championship season, thus negating the authorization of roster adjustment.

MOTION #17. It was **M/C (ROD)** to require all junior-level activities be conducted by a coach that has a minimum level of certification of IMPACT.

MOTION #18. It was **M/S/C (Lee/King)** that the IMPACT certification would be required of all junior-team coaches by the 2008 season.

MOTION # 19. It was **M/FAILED (Cain/Claus)** to postpone action on Motion #18 until May.

MOTION #20. It was **M/C (ROD)** to approve a change in Article VII, C, 1 of the Operating Code to read, "Officials not affiliated with a club must register in the region in which they reside."

5. In closing, Mr. Lee thanked June Lobeck and the rest of the USAV staff for their assistance as well as the ROD representatives and the Assistant Vice Presidents within the ROD for their hard work.

E. Youth and Junior Olympic Volleyball Division. Dave Gentile, Division Vice-President sent a report electronically and an update following the January 14th meeting of the YJOVD Administrative Council was distributed.

1. President Al Monaco approved new appointments to the various YJOVD commissions and a list of the Commission membership was distributed to the Board.
2. Donise King will need to be replaced as Chair of the Qualifier Review Committee since she has moved to Austin and is working with a Qualifier.
3. The final version of the 2006 Qualifier Manual was distributed to the Qualifiers and posted on the USAV website.

4. New bid allocations by age division based on an approach approved by the YJOVD and the ROD was finalized and posted on the website
5. The Division has approved the use of automated seeding methods at club divisions of Qualifiers in conjunction with the traditional process.
6. The Elite Commission coordinated a series of education forums for YJOV representatives during the 2005 season. A review of these sessions will be conducted at the May meeting of the General Forum.
7. Will bring the Ethics and Eligibility report to the Board in May.
8. The Division will be formulating an updated competition "road map" for growth of the sport beyond the 2008 period for consideration by the Executive Committee and Board of Directors. This updated outline will be coordinated with the Events Department and will be ready for wider discussion at the May annual meeting.

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

- A. Championship Events Commission.** The Commission has not met since the last Board meeting. Kevin Wendelboe will report to the Board of Directors in May.
- B. Membership Review Committee.** Dick Jones, Chair, submitted an electronic report. He announced that Jerry Weydert would replace Katherine McConnell on the Committee. Other members include Joan Powell, Affiliated Sports Organization, Chuck Stemm, Regional Volleyball Associations and Charlene Tagaloa, player representative. The Committee has not been successful in obtaining the documents necessary to evaluate the membership application of the United States Specialty Sports Association.
- C. Archives Committee.** The National staff will take over the work of this committee as it pertains to preserving the corporate archives and communicating with the repositories. The awarding of the Merton H. Kennedy- Elmer L. Johnson Heritage Award will become the responsibility of a subcommittee of the Recognitions Committee.
- D. Recognitions Committee.** Ms Doyle Perkins reported that she has been in contact with individual awards chairs and will contact each of them again about the deadline of March 1 to have all materials into June Lobeck and/or Gary Colberg. The Board was reminded of its responsibility to nominate people for the various corporate awards. In addition, Member Organizations may give up to five Robert Lindsey Meritorious Service awards to individuals in their organizations. The information must be submitted to Ms Doyle Perkins and June Lobeck.
- E. Structure and Function Committee.** Ms Johnson, Chair submitted an electronic report. She announced that the document on Member Organization Access to Junior Olympic Volleyball Championships would be sent to the Member Organizations and back to the ROD and YJOVD for feedback prior to bringing it to the Board in May. The Structure and Function Committee of Marcia Altermann, Ken Cain, Margie Mara, Joe Sharpless, Susan True (officer liaison) and Fred Wendelboe will meet in Denver the first of March
- G. Sports Medicine and Performance Commission.** Dr. Jon C. Reeser has had to resign as Chair of this Commission. The new Chair is Bill Briner and he submitted an electronic report.
- H. Rules Testing Commission (RTC).** This Commission meets the latter part of February and will bring a report to the Board of Directors in May.

- I. Diversity Commission.** Ms Johnson, Chair, distributed electronic reports. Ms Johnson announced that Susan True resigned from the Commission. The Commission hopes to meet in March to monitor progress and implement the strategies developed by the Commission. Roger Neppel will attend the March meeting to address issues of the disabled. There will be additional motions brought to the Board for approval in May.

MOTION #21. It was **M/S/C (McDole/Howard)** to approve the 2005-2008 Diversity Initiatives and Timelines as presented to the United States Olympic Committee.

X. OTHER REPORTS

- A. USA Volleyball Hall of Fame.** Mr. Monaco passed a basket around to collect funds again for the Hall of Fame. He reported that the Hall of Fame was healthy, but needs a full-time staff member. The October induction ceremony was exceptional and Mr. Monaco again encouraged every member of the Board to try to attend the ceremony sometime.
- B. International Beach Commission.** Sinjin Smith, President of the Commission reported that the world beach tour is strong with more events and more money. Mr. Smith supports the USAV's desire to host an FIVB beach event but warned that it was a major undertaking and expensive (over \$1 million). USAV needs to have a long-term plan with support from television and sponsors. He also reported that a new FIVB player contract would be sent to the players within the next few weeks.
- C. USA Volleyball Foundation.** Fred Wendelboe, Chair of the Foundation Board, reported that fundraising was going very slowly. The Foundation Board meets following the USAV Board meeting. The Board will discuss doing another silent auction and hosting the reception prior to the Boyce Banquet in May. Also under discussion is a part-time contract with a development person.

XI. SPECIAL DISCUSSIONS

Mr. Monaco formed four breakout groups to address the following: 1) Strategic Plan, 2) Coaching Certification Requirements Plan, 3) USAV Governance Restructure, 4) RVAs Working Relationship with USAV.

Group 1: Strategic Plan – Stewart McDole, Reporter

1. Observations: a) It is not possible to deal with the plan in any substantive way within a single hours, but the Ad Hoc Committee will be doing that over the next year, b) It is important to engage the USAV at every level in the plan at least have each structure and substructure review their activity through the prism of the plan, then gain Board of Director sanction/approval of the plan.
1. One might hope that staff accountability and annual reviews be keyed against the plan.
2. One might hope that staff and subgroup reports/accountability to the Board of Directors be consistently contrasted against the plan.

Group 2: Coaches Certification Requirement Plan - Sue Mailhot, Reporter

1. Pros
 - Coaching education is need and wanted by many
 - Program teaches coaches how to teach, not just “x’s” and “o’s” on paper
 - Interaction by coaches is needed with cadre
 - Other clinics can apply to be licensed as a clinic module
 - Break even program for USAV
 - Designing more creative clinics

- Recertification is required every four years, multiple ways recertification can be accomplished (summary – attendance at 4 modules in the 4 year period)
2. Cons
 - Time is biggest obstacle
 - Upfront cost seemed to be high, but could be acceptable if broken down into smaller parts over a little longer period of time. Regions are also offering upfront discounts and rebates for completion.
 - Clinics are offered in limited areas now, but with higher demand could be more accessible.
 - Timeline is too short right now
 - More local cadre needs to be trained
 - Turnover in coaches can be high annually
 3. Conclusions
 - Just because your team goes to nationals does not make you a “good” coach, what about the other 80% of coaches that never go to nationals
 - possible new coaching program with a new name, less time involved, less cost, a transition from IMPACT plus, to CAP I,
 - need a bridge between IMPACT and CAP (smaller doses) 1

Group 3: USAV Governance Structure – Harold Cranswick, Reporter

1. The group saw one major challenge to restructure. If it follows the USOC guidelines it appears to be operating outside the provisions of the Ted Stevens Amateur Sports Act. If it does not reorganize, it appears at odds with the USOC.
2. The USAV might want to define the policy role of the Board of Directors, then decide to create appropriate positions based on the defined duties or roles rather than the various representative groups involved in the sport of volleyball
3. The USAV might want to review the guidelines provided by the USOC, particularly the statement that recommends that the NGB be “board governed and staff managed.” It was noted there currently are a number of people who serve on the USAV Board of Directors where these lines are blurred.

Immediately following the breakout session, several participants had an opportunity to hear from Ms Rebecca Crawford from the USOC. She explained that the USOC is not currently demanding change in the USAV Board structure, but is asking the organization to reflect on the size and efficiency of the current structure with respect to the guidelines Eric Parthen distributed. The USOC is primarily interested in having the NGB Boards operate in an efficient and productive manner that is clearly defined, closely follows the guidelines and works well for the NGB.

Group 4: Regional Volleyball Associations Working Relationship with USAV – Jon Lee, Reporter

1. RVA Compliance needs more vigilance in review and enforcement.
2. Mr. Beal made the following points;
 - a. Should enforce uniformity in pricing, programming, governance issues, structure for hearing complaints and due process procedures across the Regions. There could be a template for all to follow.
 - b. The current situation of 40 autonomous RVAs with little accountability is impractical and inefficient. If an RVA and/or a Commissioner are not getting the job done, the USAV has no recourse. That should not be the case. There needs to be enforceable accountability.
 - c. Currently the staff and percentage of the budget for National Teams (our most visible program) is small compared to the time spent on regional matters.
 - d. Another issue is liability as the risks increase. This is the best reason for requiring coaches’ certification and background checks.
 - e. Perhaps regions could be larger or organized into zones with a USAV staff person responsible for each zone.
3. Ms Mara pointed out the vast differences among regions. Smaller regions are volunteer-based while others have a business model like Ohio Valley and North Country.

XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in New Orleans, Louisiana, May 26-27, 2006.

XIII. CLOSING REMARKS

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

XIV. ADJOURNMENT

MOTION #40: It was M/S/C (**Stemm/Oden**) to adjourn the Winter Meeting of the USVBA Board of Directors at approximately 10:20 am on Sunday, January 15, 2006.