

**USA VOLLEYBALL  
MINUTES OF THE MEETING  
Of the  
BOARD OF DIRECTORS  
January 12-13, 2008  
Colorado Springs, Colorado**

**Presiding:** Albert Monaco

**Recorder:** Susan True

**Present:**

**Executive Committee:** Albert Monaco, President; Kevin Twohig, Executive Vice President; Rebecca Howard, Immediate Past President, Susan True, Secretary; Stewart McDole, Treasurer; Ken Cain, Board Representative to the Executive Committee; Elisabeth McCutcheon, Elaina Oden, International Player Representative, Charlene Tagaloa, Tyra Turner, Primary Beach National Team Representative, Fred Wendelboe, Special Adviser (ex-officio, non-voting)

**Directors:** Gary Colberg, Chris Clauss, Harold Cranswick, Mike Gibson, Gino Grajeda, Carl Henkel, Donise King, Sue Mailhot, Becky Oakes, Joan Powell, Angela Rock, Joseph Sharpless, Susan Sinclair, Jeffrey Stork, Chuck Stemm, Barb Viera and.

**Division Vice**

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

**Parliamentarian:** Karen Johnson

**National Staff:** Doug Beal, Brent Buzbee, Mike Chandler, Diana Cole, BJ Evans, Carla Hall, Bill Kaufman, Stacie Kearns, Kendal Kelly, John Kessel, Margie Mara, Tom Pingel

**Guests:** Rose Snyder, Chair of Initial Nominating and Governance Committee, Sam Wells, Chair of Audit Committee

**Excused:** Kathleen DeBoer, Salima Davidson-Rockwell, Todd Rogers, Glenn Sapp, Sean Scott, Elaine Youngs

**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 USA Volleyball was called to order by Al Monaco, President, at approximately 8:05 am on Saturday, January 12, 2008.

**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 (Sharpless/Rock) to approve the Special Rules of Order for the 2008 Winter Meeting of the Board of Directors.

## II. ANNOUNCEMENTS

**A. Welcome to New Directors.** President Al Monaco welcomed Gino Grajeda back to the Board of Directors representing Multi-Sport Organizations.

**B. Time-Specific Agenda.** Mr. Monaco announced the time-specific agenda items. He emphasized that the proposed new Bylaws will be presented Saturday morning and discussed and voted on Sunday morning thus giving everyone time to review areas of concern.

**C. Announcements**

1. National Teams – the Men’s and Women’s National Indoor Teams have qualified for the Olympics as well as the Women’s Sitting Team. The Beach Team qualification has not been completed.
2. Hall of Fame – Mr. Monaco passed the hat and collected \$1,082 (half from the Board that was matched by Mr. Monaco).
3. The Board of Directors will elect the at-large Director for the 2008-2012 quadrennium during this meeting. The Treasurer will be elected for the 2008-2012 quadrennium during the May meeting of this Board of Directors.

**III. APPROVAL OF AGENDA**

**MOTION #2:** It was M/S/C (**Sharpless/Twohig**) to approve the agenda as distributed with the provision for adjustments and additions as the President deems necessary.

**IV. APPROVAL OF MINUTES OF THE MAY 25-26, 2007 MEETING  
OF THE BOARD OF DIRECTORS**

**MOTION #3** It was M/S/C (**Twohig/Howard**) to approve the Minutes of the May 25-26, 2007 meeting of the Board of Directors as amended.

**V. OFFICERS’ REPORTS**

**A. President.** The following items were discussed.

1. Executive Committee Actions. Mr. Monaco reviewed the actions of the Executive Committee since the May, 2007 Annual Meeting. Most the actions were addressed in other reports during the meeting.
  - a. Directed the CEO to designate an appropriately qualified individual to preside over a process that ensures existing corporate policy and procedures are enforced as the transition of USAV governance goes forward. Specifically, one USAV division is never empowered to establish policies or procedures which impact another USAV Division or entity without the review and approval of the affected Division(s) substructure(s).
2. Bylaws. Kerry Klostermann and Fred Wendelboe reviewed the proposed new Bylaws and took comments and concerns throughout the presentation.

One of the questions asked was about the substructures under the Administrative Council vs. the substructures such as the Member Relations Commission, the Rules Testing Commission, etc. The explanation was that the Administrative Council makes recommendations to the CEO. The substructures such as the Member Relations Commission have a more direct, “day-to-day” working relationship with staff liaisons. The following motions were made concerning the revised Bylaws:

**MOTION #4.** It was M/S/C (**Cranswick/Lee**) to revise Article IV-A-14 to read, “Any Regional Volleyball Association (RVA) failing to pay administrative fees or to submit reports required by the Corporation or by any government entity shall be reported to the Chair of the RVA Compliance Committee. If the Regional Volleyball Association fails to pay such fees or submit such reports within thirty days after receiving formal written notice of such deficiencies from the Chair of the RVA Compliance Committee, the Chair shall refer the matter to the Corporation’s CEO for review and appropriate action. If the RVA fails to pay . . . .”

**MOTION #5.** It was **M/S/C (Sharpless/Howard)** to revise the first sentence of Article V, 5.06 to read, “The Board shall work with the CEO and the chairs of the standing committees of the Board with input from the RVA Assembly and the Member Relations Commission to design the sessions of the USA Volleyball Congress so as to facilitate communication. . . “

Ms Perkins asked that the Operating Code indicate that the Member Organizations may submit two names for consideration for the Chair of the new Member Relations Commission. It was also apparent that the Bylaws will need to add a definition of “Member Relations Commission” to the Bylaws.

**MOTION #6.** It was **M/S/C (Twohig/Cain)** to revise Article VI, 6.01c to indicate that directors’ terms begin on July 1 the year of election and end June 30 of the final year of the term.

**MOTION #7.** It was **M/S/C (Sharpless/Sinclair)** to add the following as a new second sentence to Article VII, 7.02-A-1, “The Chair shall be a Director for the entire term of service as Chair.”

**MOTION #8.** It was **M/S/C (Jones/Powell)** to revise the second sentence of the Article VII, 7.02-A-1 to read, “The newly-elected Chair shall assume responsibilities on the following July 1.”

**MOTION #9.** It was **M/S/C (Jones/True)** to reconsider Motion #8.

**MOTION #10.** It was **M/S/ (Jones/Powell)** to remove the word “following” in Motion #8.

**MOTION #11.** It was **M/S/C (Twohig/McDole)** to leave Article VII, 7.02 A-1 as written in the proposed Bylaws, and add the following to Article VII, 7.02-A-2, “The newly elected Chair assumes responsibility immediately, if eligible, and shall serve until the next Chair is duly elected.”

Prior to the final action on this motion a motion was M/S/C (Sharpless/Powell) to extend discussion by 10 minutes.

Following a discussion of why the Nominating and Governance Committee is not required to provide the Board of Directors with the final ballot of nominees for the Board, it was agreed that the Bylaws would be changed to reflect that request.

**MOTION #12.** It was **M/S/C (Rock/True)** that the new Bylaws includes the following statement under the Nominating and Governance Committee, “The final ballot of director nominees shall be reported to the Board of Directors.”

**MOTION #13.** It was **M/S/C (Stork/Stemm)** that the President direct the Chair of the INGC to report the final ballot of director nominees to the current Board of Directors.

**MOTION #14.** It was **M/S/C (Sharpless/Gibson)** to add to Article IX, 9.02, “The following substructures are determined to be critical to the operations of the Corporation:”

**MOTION #15.** It was **M/S/C (Twohig/Howard)** to change the word “assemblies” to “substructures” in Article IX, 9.03A.

**MOTION #16.** It was **M/S/C (Sharpless/Jones)** to add a new Article IX, 9.08 entitled “Member Relations Commission.”

This motion makes the MRC a part of the Administrative Council with 2 representatives (Bylaw 9.03A). The Board was reminded that the details of Member Relations Commission will be in the Operating Code.

**MOTION #17.** It was **M/S/FAILED (Cain/Mailhot)** to have Article XVI, 16.02 end after “The Corporation has granted RVAs the right to grant sanctions for domestic competition within their geographic area.”

**MOTION #18.** It was **M/C (Executive Committee)** to approve the draft of the Bylaws as amended.

The Board of Directors commends Kerry Klostermann and Fred Wendelboe for their outstanding work in drafted the proposed new Bylaws

3. Initial Nominating and Governance Committee (INGC). Rose Snyder, Chair of the INGC. Ms Snyder introduced herself and her background. There has been good interaction with staff, the Transition Commission and the Executive Committee. She reviewed the entire process with the board including the selection process. The INGC selects the independent directors and the junior beach director since there is no structure currently in place to conduct that election. The timeline for completing the process includes a joint meeting between the current and the new Board of Directors at the Annual Meeting. The new Board will be seated sometime after the Summer Olympics (probably early fall).

Following Ms Snyder’s presentation, the Board of Directors conducted the election of the At Large Director. The two nominees were Kevin Twohig and Fred Wendelboe. Each candidate spoke to the Board of Directors with the vote taken the following morning. Mr. Twohig was elected to the At-Large Director position for the 2008-2012 quadrennium.

**B. Treasurer.** Stewart McDole distributed a printed report. The highlights were:

1. Current Financial Status.
  - a. Net worth of \$3,383,376 plus \$2,135,501 in the USA Volleyball Foundation account.
  - b. A total of \$32,500 in post audit 2006 surplus has been identified as the first allocation to capitalize the Players Severance Fund.

**MOTION #19.** It was **M/C (Finance and Budget Committee)** to execute an expanded security assignment to Chase Bank and advance the Line of Credit from the current \$400,000 to \$500,000.

**MOTION #20.** It was **M/S/C (Howard/Twohig)** to remove “Chase Bank” from the following motion.

**MOTION #21.** It was **M/S/FAILED (Cain/Claus)** that renewing the Line of Credit annually shall continue to go through the Finance and Budget Committee to the Board of Directors.

**MOTION #22.** It was **M/S/C (Claus/King)** to require two of those listed in #5 of the motion below in order to draw on the Line.

**MOTION #23.** It was **M/C (Finance and Budget Committee)** to authorize continuation of the USAV Line of Credit with the following provisions:

1. The principal amount of the Line of Credit shall be increased to \$500,000.
2. The CEO and the Secretary General necessary to obtain and utilize the Line.
3. The CEO and Secretary General shall be jointly authorized to pledge as security those corporate assets necessary to obtain and utilize the Line.

4. Authorization is further granted to the CEO and Secretary General to renew the Line annually and make such changes as deemed necessary or appropriate upon consultation with the Finance and Budget Committee.
5. Any two of the following are authorized to draw on the Line in behalf of USAV CEO, Secretary General, Senior Director and Director of Finance.

2. Investment Portfolio. The portfolio has performed at a positive year-end level of 5.27% in spite of a difficult fourth quarter. We are, however, projected to perform in the 6-8% range annually so this return still prompts careful review. Our historical experience over the life of our relationship with Legacy stands at 9.24%.
3. Budget Review. This marks the third year in a row where it has proved difficult to accomplish the third quarter review. Finance and Budget Committee discussed this issue and recommends the following motion. The Finance and Budget Committee recommended and the Executive Committee approved that budget performance reviews be conducted at the fourth and eighth month of the year.
4. Year End. Although the October financials were especially positive and prompted a generous year-end surplus estimate by staff. Some 2008 budget recommendations had initially been premised in the October anticipated surplus. The November financials resulted in a more conservative and more accurate year-end break-even estimate. Mr. McDole reviewed how the staff and Finance and Budget Committee procedures and decisions made to address the issue of year-end projections against budget with a focus on operating budget and exclude investment activity. The current estimated surplus is \$43,000.
5. Operating Reserve. The operating reserve of \$1,300,000 established by the Board of Directors has been surpassed (\$1,699,821). In addition, the Board of Directors was reminded that the Corporation has accomplished all quadrennial financial goals.
6. 2008 Budget. Over the process, adjustments in excess of \$1,300,000 were made to attain a balanced budget. CEO Beal has indicated that USAV has completed the effort without significant negative impact on existing programs.

He reviewed some selected areas of the 2008 budget which were included in the written report given to the Board of Directors. The Finance and Budget Committee discussed concern about the Open Championship as a break even line item.

**MOTION #24.** It was M/C (**Finance and Budget Committee**) to approve the 2008 as presented.

7. Development. The Finance and Budget Committee encourages the USA Volleyball Foundation to seek professional consultation in the hope of initiating a full-time ongoing development program with a 3-5 year commitment to be funded through investment proceeds.

**C. Immediate Past President.** Rebecca Howard reported that Tom Blue would receive the Harry E. Wilson Award which is presented to individuals who have made exception contributions to volleyball at the international level.

**D. Executive Vice President.**

1. Qualifiers and Bid Tournaments. Kevin Twohig reported that one-year addendum was executed with all Boys Bid Tournaments confirming the 2008 events. This will be the first year that USAV hosts a Boys' event.

The Events Department met with the Qualifier Directors. The Directors are concerned about the impact of the JVDA tournaments. They were informed about the free increase in 2010 and that the USAV would be adding qualifiers operated by USAV. The Qualifier Directors are understandably nervous about this and how it will impact the bid allocation process.

2. Championship Events Commission (CEC). The Board of Directors has received the report from Kevin Wendelboe, Chair of the Commission. Mr. Twohig reported that the CEC is still looking for participant feedback mechanism on line, email, postal service – they just want feedback.
3. Arbitrators. The addition of a third Arbitrator at the Open Division of the USA Volleyball Championships has raised the number of Arbitrator assignments. Mr. Twohig urged members of the Board who are interested in being an Arbitrator to contact him during these meetings. Events begin next weekend with the first of the Boys' Bid Tournaments in Rochester. The Girls Qualifiers begin with the Colorado Crossroads event the first weekend of March and end in Minneapolis and Reno at the end of April. The Arbitrators Program also covers the U.S. High Performance Championships in Tucson at the end of July. A total of 140 event days will be covered by Arbitrators in 2008.
4. Executive Council Action. Mr. Twohig placed the following motions from the Executive Council on the floor for consideration:

**Motion #25.** It was **M/C (Executive Council)** that whereas the current Executive Council has operated successfully for many years, and whereas history tells us that this type of body has been successful in resolving complicated and time-consuming issues rather than have them become agenda items for the Board of Directors, and whereas the current Executive Council has served as an excellent forum for experience and involved leadership to discuss and develop proposals concerning the future of the sport, and whereas the proposed USAV Administrative Council is very similar in structure to the current Executive Council, the Executive Council endorses the proposed Bylaws that address the USAV Administrative Council. (Article IX-9.03)

**Motion #26.** It was **M/C (Executive Council)** that whereas the Board of Directors in May, 2007 amended Article X-E-2b-(1b) of the Operating Code to prohibit a player who is eighteen years of age or older who is registered with the Corporation as Junior Olympic Volleyball player from participating in the USA Volleyball Championships. However, occasionally, a junior-eligible player has been accepted on the USAV National A-2 Team. Therefore, upon approval of the USAV CEO, these players will be allowed to participate in the USA Volleyball Championships.

- E. Secretary.** Susan True thanked Kendal Kelly and Carla Hall for all the assistance they provide the secretary. She also 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. Conflict of Interest and Registration. Ms True reminded the Board to read the Conflict of Interest material, and then sign the Conflict of Interest. In addition, the Board must complete a registration form for information purposes only.

## VI. DIVISION REPORTS

- A. Regional Operations Division (ROD).** Jon Lee, Division Vice President provided a written report and mentioned the following highlights:
1. Directors. The terms of Sue Mailhot and Donise King were extended through the Olympics when the restructured Board of Directors begins. Elections for the RVA directors on the new Board will occur at the Annual Meeting in May.
  2. October Meeting of ROD. Despite overlapping schedules the ROD and YJOVD meetings in October were very good. The following actions were brought to the attention of the Board:
    - a. Request that USAV maintain a list of those individuals disqualified through the Background Screening Program and a list of those individuals suspended by any Region on a password-protected section of the USAV website.
    - b. Recommend that the ROD be given an opportunity to work with the national staff to

- develop a new set of compliance criteria.
- c. The ROD supports the YJOVD's objection to the warm up protocol regarding the wearing of warm ups during the warm-up period, the YJOVD objection to libero uniform having no color of the team uniform and to allow two coaches to stand during a match.
- d. The ROD made several recommendations to the Transition Commission on the organization of the RVA Assembly. These recommendations were contained in the written report.

**B. Youth and Junior Olympic Volleyball Division (YJOVD).** Dave Gentile, Division Vice President, met in October at the same time as the ROD. He reported on the following actions:

1. The Interface Commission requested changes such as the assistant coach are allowed to stand during the match which the Executive Committee approved. Discussion followed about concern about having coaches standing during the match.
2. They also asked that players not be required to remove the top of their warm-ups in pre-match. The Executive Committee waived the rule requiring players to remove their warm ups during the warm-up period except as needed to check the legality of the libero uniform and to confirm the numbers of the other players.
3. The Competition Commission made several proposals to help streamline the qualifier process for teams. The YJOVD, with support from the ROD, recommend changes in the libero uniform rule for the 2008 season whereby the contrasting colors be less restrictive than proposed by the Rules Testing Commission.
4. Event Growth. Mr. Gentile reported that a great deal of discussion has occurred about how to accommodate growth at the junior level. The Events Department and the YJOVD are working together to develop proposals for consideration going forward.
5. Voting Process for Junior Elite Indoor Director. The Division is modifying the election process for the new Director position. Instead of each member organization naming three representatives to the General Forum that will elect that Director; each Member Organization will provide one representative. However, in accordance with Executive Committee action in October, the election procedure as outlined in the Administrative Manual will be followed.

**C. Disabled Division.** Roger Nepl, Division Vice President provided the following highlights from his Division:

1. Training Center at University of Central Oklahoma (UCO). UCO contributes training facilities, office space, food employment opportunities and the opportunity to attend classes at UCO at the in-state tuition price. It is now the training center for the Men's and Women's sitting Teams.  
The efforts to recruit a full-time coordinator are moving forward. A part-time resident coach is also being recruited. By the end of the summer, there will be 8-10 resident sitting volleyball athletes at UCO.
2. Work with the military. US Paralympics is working with VA sites and Army sites throughout the country to utilize sports as an extension of injured soldiers' rehabilitation. Research programs are also being pursued in this area.
3. Paralympics in Beijing. The Men's Sitting Team was devastated by the fact that it did not qualify for the Paralympics in Beijing. The Women's Sitting Team has qualified for Beijing. Although it does not look too hopeful, Mr. Nepl would still like to see Standing Volleyball returned to the Paralympic menu of events.

**D. Member Relations Division (MRD).** Cynthia Perkins, Division Vice President presented the following report:

1. Member Organization Reports. NIRSA had a record 240 teams at its championships yet there is talk of eliminating that championship. NIRSA will celebrate its 25<sup>th</sup> anniversary at the 2009 Championships in Kansas City, Missouri.

NJCAA and NAIA both report having character-building/leadership programs. Since Mike Gibson has been on the USAV Board representing NAIA, his teams have participated in the U.S. Open which has in turn sparked interest among other NAIA teams who may enter their teams.

The National High School Federation reports 450,000 students participating in competitive volleyball during the 2006-2007 season. The NFHS has produced two online coaches course that are being used by more than 38 member state associations.

2. Meeting Concerning the New USAV Congress. Member Organizations held a lunch meeting on Saturday, January 12<sup>th</sup> to discuss the USAV Congress. The primary question was what can USAV do, or offer its Member Organizations to entice them to come to the Annual meeting and USAV Congress?
  - a. Four Member Organization representatives indicated they would not be funded to attend such a meeting and the group was certain there would be more.
  - b. There was consensus that input from the Member Organizations should be a part of the planning process for the USAV Congress. The representatives thought the networking opportunity along with such topics as best practices, facilities, rules, marketing/promotion, better teaching techniques, risk management, etc. would draw them to a USAV Congress.

**E. Officials Division (OD).** Glenn Sapp, Division Vice President did not attend the meeting due to the illness of his wife.

## **VII. REPORTS FROM STANDING COMMITTEES AND COMMISSIONS OF THE BOARD OF DIRECTORS**

**A. Rules Testing Commission (RTC).** A written report by Margie Mara, staff liaison to the RTC was distributed. The Chair of the Commission, Ben Jordan died on October 31, 2007 after a long illness. The Commission will meet in Denver February 22-24.

**B. Diversity Commission.** Karen Johnson, Commission Chair submitted a report electronically. Highlights of the report were:

1. Molten Grants in 2006. \$1,000 to Barnabas Athletic Association, Depew, NY to purchase equipment for a youth volleyball clinic and league in the area. Two leagues were organized, one for 8-11 year olds and one for 12-15 year olds with both boys and girls participating (10.8% minority).
  - \$1,200 to Greg Cylkowski, St Paul, MN for the All-American Summer Volleyball Program and All-American Girl Volleyball Program for scholarships for additional minorities.
  - \$1,200 to Jim Drennan at Vistamar School, El Segundo, CA for scholarships for clinics and a camp for a very diverse group of students from 23 different communities.
  - \$1,200 to Amy Buckendahl, SoCal Athletics, Volleyball Club, Oceanside, CA for t-shirts and a lead coach for "Heads Up Volleyball" which services low economic youth.
2. 2007 Grant Money. All the grant money was used for diversity workshops for staff and lay leadership.

**C. Championship Events Commission (CEC).** Kevin Wendelboe, Chair of the Commission, reported that the Commission met in October and reviewed the Events in 2007. Major issues from the events were: 1) not enough staff at Junior Girls, 2) staff needs more communication devices, 3) the award ceremonies can be improved and 4) behavior issues at adult and boys.

Mr. Wendelboe plans to attend the Farwest Qualifier, Adult Open, High Performance Championships and Girls JO Championships in 2008 in his role of Chair of the CEC.

The Finance and Budget approved a CEC recommendation that there be a third arbitrator to help with behavior issues at the U.S. Open. All teams will sign a statement at the USA Volleyball Championships concerning behavior and the use of alcohol during the event.

**D. Membership Review Committee.** Dick Jones, Committee Chair, provided an electronic report that included the fact that only thirteen Member Organizations submitted quad review forms. Final recommendations regarding the membership status of the organizations submitting reports will be presented at the May Board meeting.

**E. Recognitions Commission.** Dick Jones, Committee Chair, provided a report electronically. He reported that the process for obtaining award recipients and the necessary information for award presentations is moving along with a February 1 deadline for all materials to be into the National Office. A plan still needs to be developed for the administration of the recognitions program under the new structure. Motions brought forward with the support of the Executive Committee were:

**MOTION #26.** It was M/C (**Recognitions Committee**) to approve the Award Naming Policy.

**MOTION #27.** It was M/C (**Recognitions Committee**) to approve the criteria for a new Sport Science Award.

**F. Sports Medicine and Performance Commission.** Dr. Bill Briner, Chair of the Commission, sent an electronic report. The Commission again requests a \$4,000 grant from USAV as “seed money” for volleyball research. The grant could be utilized by researchers to address issues in injury prevention and/or performance enhancement for the sport.

The Commission also requested \$6,000 to defer expenses for a team physician to accompany the Men’s and Women’s National Teams on one non-FIVB sponsored international event each year.

## VIII. STAFF REPORTS

**A. Secretary General.** Kerry Klostermann updated the Board on sponsorships that have been signed or renewed for the 2008-2012 quadrennium. Mr. Klostermann is also responsible for developing and managing the logistics for the Summer Olympics in Beijing.

**B. Senior Director.** Margie Mara reported a 6.64% increase in regional registrations over last season. A clinic for the RVA regional referee chairs was held in conjunction with the PAVO convention in December. Kathy Ferraraccio, Officials Development Consultant, has announced production of video teaching aids for next season. A membership category of Suspended has been added in order to track suspended members and prevent suspended members from registering through the on-line system.

**C. Director, Finance.** Based on USAV budget and projections, revenue has increased by 27% between 2004 and 2008. This represents performance significantly above established norms for NGBs and demonstrates high levels of business acumen.

**D. Managing Director, Events.** Mike Chandler reported the following team participation numbers for 2007: U.S. Open = 559, JO-Girls = 788 and JO-boys = 391. The U.S. hosted the

NORCECA Men's Continental Championships in Anaheim. The 2008 World League matches in the United States will be in Green Bay, WI, Chicago, IL and another site in the Chicago area. He announced that the NORCECA Boys' Youth Continental Championships will be held in Ft. Lauderdale, FL in 2008.

- E. Managing Director, High Performance Indoor National Programs.** Tom Pingel reported that all four youth/junior national teams qualified and participated in the World Championships with the Girls Junior Team finishing the highest in fourth place. Sixty-eight boys and girls teams participated in the High Performance Championships in 2007. It was the first time the boys and girls were together and it worked very well. Twenty-three additional camps were held during 2007.
- F. Director, Coaching Education.** Diane Cole reported on the number of CAP/IMPACT clinics held. The big news was the success of the IMPACT webinar. The IMPACT webinar will be scheduled a minimum of twice a month in 2008 broadcasting with the Cadre located in different areas of the country. The IMPACT Webinar on-line test has been added to the CAP on-line test site for IMPACT certification purposes during the 2007-08 season.
- G. Director, Grassroots Development.** John Kessel reported on the big push for youth volleyball including new Youth Volleyball Rules. Ten grants were awarded Starlings USA. Mr. Kessel made many presentations at various conferences including the FIVB Volleyball in the Schools Symposium (eight nations attended). The National State Games of America held in Colorado Springs with a record 11,000 athletes (beach and indoor medals awarded for both genders). For the first time since 1977, the NFHS reported over 2,000 schools sponsoring boys' volleyball.
- H. Director, Communications and Technology.** Brent Buzbee began work on corporate library and document preservation project. The project included the development of a resource room which will be named in honor of Jim Coleman. In addition, Mr. Buzbee is responsible for updating and managing all the computer technology in the office. He also handles all the media relations related to all the national teams.
- I. Manager, Media Relations and Publications.** Bill Kaufman and B.J. Evans have been responsible for the distribution of the excellent updates from international competition of all the national teams. They placed large notebooks of all the written media coverage on U.S. athletes on a table where members of the Board could review them.
- J. National Indoor Teams/Coaches.** Hugh McCutcheon and Lang Ping and their staff have guided both National Indoor Teams to qualification for the Olympics in Beijing. The women won the silver medal at the NORCECA Championships and the bronze medal at the World Up. The process of both teams has been exceptional.
- K. Director, International and High Performance Beach.** Alison Wood continues to work closely with the beach athletes. The Women have the #1 team in the world in Misty May-Treanor and Kerri Walsh. In FIVB Open and Grand Slam Events, the U.S. has won 14 medals in 9 events including 8 gold, 2 silver and 4 bronze. All the U.S. women's teams are ranked in the top 24.

On the Men's side, Todd Rogers and Phil Dalhausser are ranked #1 in the World. They won the gold medal at the FIVB World Championships in 2007. The men have won 4 medals in 6 events including 1 gold, 1 silver and 2 bronze. The top 3 men's teams are in the top 24.

**L. Director, International Programs.** Carla Hall is responsible for the international transfer certificates, registration for staff, coaches and athletes for the Olympic Games, working with the OTC on all program requests, etc. She is also responsible for taping and taking notes at all Board of Director meetings.

**M. CEO.** Doug Beal concluded the staff reports with a look to the future.

1. National Center. The goal is to have 60,000 square feet to include offices, resource library, training gym, video and conference room, and a staff of 50-60.
2. National Team Centers.
  - a. Men's Indoor was established in May, 2005
  - b. RFP to 20-30 cities for a Women's Indoor Training Center and to 3-5 Southern California Cities for a Beach Team Training Center.
  - c. The goal is for each center to be fully integrated into and supported by the host city, and that the host city promotes a minimum of one international event/tournament annually.
3. Women's and Men's Indoor Professional League
4. Expanded Beach Series in the U.S. In cooperation with AVP, grow and enhance the National Tour. And conduct Annual FIVB World Tour Series and Olympic Trials
5. Competitive Excellence.
  - a. Win at least one Indoor Goal Medal and one Beach Gold Medal at every Olympic Games, World Championship and World Cup.
  - b. Gold or Silver Medal at every Youth and Junior NORCECA Championship
  - c. Medal at every Youth and Junior FIVB World Championship
  - d. Remain always in the top 3 of the World Ranking in Beach and Indoor
  - e. Overtake Brazil as the most competitively successful country in the world.
6. Financial
  - a. Annual operating budget in excess of \$20,000,000 with USOC funding representing no more than 5% of the annual operating budget.
  - b. Investment Portfolio in excess of \$5,000,000
  - c. USA Volleyball Foundation contributing \$1,000,000 annually to the USAV operating budget from interest only.
7. Membership, Events and Participation
  - a. Region-registered participants in excess of one million.
  - b. Promotional/fan membership in excess of one-half million.
  - c. National Team events average 7,500 spectators/event.
  - d. USAV hosts a Senior FIVB World Championship
  - e. All 50 states offer varsity boys and girls programs as well as state championships
  - f. Men's NCAA programs exceed 250 and Women's NCAA programs eclipse basketball for the number one ranking.
  - g. Gender and ethnicity involvement expands to reflect the broad diversity of the American population.
8. Coaching

- a. All Education Organizations require CAP accreditation as a condition of employment for volleyball coaches.
  - b. All USAV Junior Club coaches are minimally certified as CAP Level I.
  - c. USAV employs full-time coaching and technical support personnel for the Beach National Teams
  - d. The number of coaches certified annually by CAP exceeds 2,000.
9. Sponsorships and Television
- a. Five National Consumer Goods companies added as sponsors
  - b. Licensed products expand beyond the “tools of the trade” categories.
  - c. World League and Grand Prix matches broadcast on national cable channel with household reach of over 40 million.
  - d. Television broadcast and re-broadcast hours exceeds 250/year.
  - e. All USAV events streamed via the Internet and archived for download 24/7.

#### IX. ADDITIONAL REPORTS

- A. USA Volleyball Hall of Fame.** Mr. Monaco “passed the hat” again for contributions to the USA Volleyball Hall of Fame. He will match the total from the Board and encouraged everyone to give something so he can assure the Hall of Fame that 100% of the Board contributed. The total counting Mr. Monaco’s contribution was over \$1,082 again this year. Everyone was encouraged to visit the Hall of Fame and/or attend the induction ceremony. Our own Bob Ctvrtlik was among the 2007 inductees into the Volleyball Hall of Fame.
- B. International Beach Commission.** Sinjin Smith was not in attendance, but Carl Henkel reported there are more tournaments in 2008 than in 2007 on the FIVB Beach Volleyball Tour. The FIVB has dropped the bonus pool of \$25,000 per tournament for Opens.
- C. USA Volleyball Foundation.** Fred Wendelboe, Chair of the Foundation Board, had distributed a report electronically with the highlights being a fund balance of \$2,125,408.80 with \$2,015,599 being unrestricted funds. The Foundation Board will meet Sunday afternoon and consider two grant proposals from USAV and consider the hiring of a full-time Development Director.

#### X. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will begin at 8:00 am on Friday, May 23, 2008 in Atlanta Georgia.

#### XI. CLOSING REMARKS

Mr. Monaco thanked the members of the Board of Directors for making his last few years as President of USA Volleyball very enjoyable. He congratulated the Board on their professionalism and work in creating the restructure of USA Volleyball’s governance. He urged everyone to attend the Boyce Recognitions Banquet at the Annual Meeting. One special section of the banquet will honor people involved in volleyball in the state of Georgia.

#### XII. ADJOURNMENT

<p><b>MOTION #28:</b> It was M/S/C (Sharpless/Jones) to adjourn the Winter Meeting of the USA Volleyball Board of Directors at approximately 11:15 am on Sunday, January 13, 2008.</p>
--

MINUTES OF THE MEETING OF THE  
USVBA BOARD OF DIRECTORS  
January 12-13, 2008

Respectfully submitted,

Susan S. True  
USAV Secretary