

**USA VOLLEYBALL
MINUTES of the MEETING
of the BOARD OF DIRECTORS
May 24, 2013 Louisville KY**



- Presiding:** Andy Reitingger, Acting Chair
- Directors Present:** William Barnum, Ken Cain, Kathy DeBoer, Jon Lee, Sue Mailhot, Lori Okimura, Reid Priddy, Andy Reitingger, Ken Shropshire, Sarah Noriega Sulentor, Kerri Walsh Jennings
- Directors Absent:** Adam Rymer, Ted Leland, Todd Rogers
- Treasurer:** Kevin Twohig
- Recorder:** Fred Wendelboe, Recording Secretary
- Staff Present:** CEO Doug Beal, Kerry Klostermann, Margie Mara, Tim McCune, Stacie Kearns, Chris Vadala, Tom Pingel, Bill Kauffman, Bill Hamiter, Lauren Schoenherr
- Guests:** Gabe Gardner, Katie Holloway, AAC reps; Stew McDole; John Hughes; Laura Ratto, interim BAC Chair; Nancy Funk; Al Lau; Angelo Iasillo; Chip Harris, Ann Davenport, John Bryan, Donna Donaghy
- 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 USA Volleyball was called to order by Acting Chair Andy Reitingger at approximately 8:07 am EST on Friday May 24, 2013.
- II. Roll Call:** Mr. Klostermann called the roll. With 11 Directors present, Mr. Klostermann declared a quorum was present.
- III. Approval of Agenda:** The agenda was reviewed and approved with adjustments permitted if necessary.

MOTION #1: It was M/S/C (Lee/Shropshire) to approve the agenda as revised.

- IV. Approval of Minutes:** The October 8, 2012 were corrected and distributed. Mr. Wendelboe and Mr. Cain identified some minor corrections to the October 8, 2012 and January 14, 2013 minutes.

MOTION #2: It was M/S/C (Okimura/Sulentor) to approve the minutes of the October 8, 2012 meeting of the Board as modified.

MOTION #3: It was M/S/C (Cain/Priddy) to table approval of the minutes of the January 14, 2013 meeting of the Board as modified until the question of ad hoc membership on the AFB Committee is resolved.

V. BYLAWS and GOVERNANCE:

A. Bylaws and Operating Code revisions: Mr. Wendelboe and Mr. Klostermann presented suggested revisions of the Bylaws as reviewed by the Structure & Function Committee.

MOTION #4: It was M/S/C (DeBoer/Okimura) to approve the housekeeping changes to the Bylaws as presented.

MOTION #5: It was M/S/C (DeBoer/Barnum) to approve the changes to Article Bylaw 5.02 I 1-9 as presented.

MOTION #6: It was M/S/C (Walsh Jennings/Mailhot) to approve the changes to Bylaw Article 5.03 C as presented.

MOTION #7: It was M/S/C (Lee/Barnum) to approve the proposed changes to Bylaw Article 7.02 C 1 as modified. In addition to the changes distributed, the minimum criteria for the RVA Representative shall include the following language:

- a. Recent leadership role within an RVA (current or previous role as a Commissioner not required).
- b. Member in good standing with an RVA.
- c. Demonstrated significant involvement at the Regional and National levels with a broad spectrum of experience in the sport.

MOTION #8: It was M/S/C (Cain/Okimura) to table consideration of the proposed deletion of Bylaw Article 7.02 C 6 d-g until an appropriate entity to assume those responsibilities is identified.

MOTION #9: It was M/S/C (Lee/Mailhot) to approve the housekeeping changes to the Operating Code as presented.

MOTION #10: It was M/S/C (Cain/Lee) to table consideration of the changes to Operating Code Article I as presented.

MOTION #11: It was M/S/C (Cain/Priddy) to approve the changes to Operating Code Article 4.02 C 3-5 as presented.

B. Beach Assembly Administrative Council Update: Laura Ratto, interim Chair, presented a brief summary of the Council's activities. The NGC Rep position was filled in March, the Member Organization Rep will be next with a deadline for early June, followed by the At Large Rep and the Beach Development Rep. Identifying interested parties is the current challenge. Kathy DeBoer commented that the AVCA would be very interested in helping with that issue. She firmly believes that integrating the collegiate and high school perspective is critical to avoiding some of the issues that the indoor game has experienced. Doug Beal complimented the Council on their progress in this difficult process.

C. Paralympic NGB Discussion: Doug Beal referenced a proposal detailing pros and

cons for USAV becoming the NGB for our Paralympic disciplines. There are financial and operational issues. Intellectually disabled sport will be added for some sports but not volleyball in 2016 and beach volleyball possibly in 2020. He feels a decision needs to be made by October for progress to be optimal in the Paralympic Quadrennium. He encourages the Board to investigate this issue before October. The Board requested staff to prepare documentation to assist the decision.

D. Regional Insurance Fund Explanation: Margie Mara and Stacie Kearns described the process taken to address the concerns raised at the last Board meeting regarding the Regional Insurance funds. Jon Lee presented two motions from the RVAA. Kevin Twohig reported that the AFB was opposed to both motions. There was discussion concerning whether membership was receiving programming and/or benefits that equaled or exceeds 50% of the recent fee increase. Mr. Barnum mentioned that having the Board get into this detail in the budget was bad governance.

MOTION #12: It was M/S/**Fail** (Lee/Cain - from the RVAA) move that USAV should cover the proposed \$1.15 increase in the membership insurance charge, using the Region's share of the \$10 fee increase.

Motion #13: It was M/S/C (Mailhot/Okimura) to have a paper ballot for Motion #12.

MOTION #14: It was M/S/**Withdrawn** (Lee/Cain - from the RVAA) move to implement the administrative guidelines passed by the RVA in October 2006, the RVAA recommends to the Board of Directors that they set up a Regional insurance fund as a Board restricted insurance interest bearing asset fund within USA Volleyball funds to hold insurance payments received from regions affiliated with USA Volleyball. Any interest accrued will be applied to the region insurance fund. The region insurance fund is for the purpose of supplementing the self-insurance retention fund. This fund may be used to pay insurance premiums for liability and sport accident insurance coverage for RVA members and this fund will not be used for any other purpose without a majority vote of the RVAA.

E. Intermountain Region Update & Discussion: Margie Mara detailed the situation in the Intermountain Region. Staff and other RVAs have stepped in to assist, but there are concerns about the lack of programming that is going on. This situation has prompted Doug Beal to suggest that staff and RVA leadership develop operational guidelines to deal with RVA's who have difficulties or reach certain markers in a number of areas.

F. USOC AAC Report: Gabe Gardner: Gabe Gardner reported that he had been elected to a leadership position in the AAC so Cynthia Barboza is now the primary rep and Kevin Hansen is the alternate and Katie Holloway is the Paralympic rep. He shared the four strategic initiatives the AAC is pursuing. He and the indoor player reps met with the athletes in Anaheim and established lines of communication in that area. No beach athletes attended although they were invited so he will attempt to arrange a similar meeting with them in the future.

1. Meetings & Communications: Improve the effectiveness and efficiency of AAC operations to increase productivity, enhance members' experience, and provide meaningful opportunities for active engagement.
2. Athlete Support: Increase the quality and effectiveness of athlete support services/programs.
3. Partnerships: Develop and implement strategy to strengthen relationships between AAC and key domestic and international stakeholders (e.g., USOC, NGBC, MSOC, PAC, USADA, IOC, IFs, etc.).
4. Paralympic Athlete Representation: Design and deploy strategy to be more inclusive and responsive to the role and needs of Paralympic athlete representatives within the USOC, in compliance with the "20% Rule" without negatively impacting Olympic/Pan American athlete representative roles.

G. Ethics & Eligibility: Jon Lee reported there were no action items.

H. Nominating & Governance: Nancy Funk, newly elected Chair of the committee, gave an update on the actions taken and proposed by the NGC. All NGC seats but the Independent seat are filled and that should be filled in the next week or so. The Coach's Director seat will be filled by Cecile Reynaud and Gabe Gardner will assume the Indoor Male Athlete Director position. The NCAA will be filling the Indoor High Performance Director seat.

I. Administrative Council: Mr. Reitingger reported on the recent Council meeting. The change on the Beach Administrative Council from RVA Rep to Member Organization Rep was discussed. The RVAA wanted to keep a specific RVA position and perhaps expand the Council to include other Member Organizations. The BAC decision was to continue as is and reconsider after the BAC is full. The Beach Administrative Council approved that decision by vote.

J. Rules Commission Report: Margie Mara cited written report. DCR rulebooks are about to be printed. FIVB rescinded rule regarding first contact, the rule will remain the same. Libero serve rule will be included; jersey rule has been include; sanction rule progression changed slightly. Kathy DeBoer commented that the USAV has been a big help to sorting out rule issues with team beach startup.

VI. CEO / STAFF REPORT

A. Sponsor Update: Kerry Klostermann updated sponsor relations. Liberty Mutual now has an affinity program offering discounts. Hilton sponsorship negotiations concluded, the Hawaii event sponsorship will continue. Sports Imports/Senoh is close to signing as both indoor and outdoor net supports sponsor. P & G grant requests have been submitted.

B. Pro League Update (GPE & PVL): Doug Beal mentioned Scott Blackman was selected as Sports Executive of the Year and this is representative of USOC stability and accomplishment. He reported on the progress of the PVL which has been positive.

C. Beach International and Pro Beach Update: Doug Beal reported on USAV efforts

to facilitate an FIVB event in the US. It will be in Long Beach in July. There will be costs (not to exceed \$80K) associated with the event (sports medicine, officials, etc.) for USAV and it is important that the FIVB recognizes the event as a success.

D. Coaching Staff Update: Doug Beal reported that John Speraw has been hired as Men's Head indoor coach. He will retain his collegiate position. There will be challenges associated with that dual role.

E. FIVB and NORCECA Report: Doug Beal reported on recent FIVB affairs. There have been lots of changes associated with the change to a new FIVB President, including Commission memberships in both FIVB and NORCECA. There are challenges with the decision-making process in both. He feels that USAV hosting of international events will grow in the next few years.

F. USOC Update (DMA): Chris Vadala reported on the digital marketing agreement with the USOC. There are over 20 other NGB's involved. There are challenges with the website. New hire Charlie Snyder will help in this area.

G. Safe Sport Update: Margie Mara reported on the initiative. She recognized Cecile Reynaud and Donise King for their efforts and contributions. USAV is putting programs and processes in place to deal with services in this area. There is a handbook and website in development. The RVAs and junior community is being consulted and we are reaching out to the beach community. The plan is to have a national Safe Sport Officer and one in each Region and club. The Board had concerns and questions about costs and implementation, other Member Organization participation (specifically AAU) and how much USOC funding and participation could be expected. The staff shares these concerns but doesn't have answers at the present time but feels that this is something we have to do and it can be done affordably.

MOTION #15: It was M/S/C (DeBoer/Okimura) move:

The USA Volleyball Board of Directors endorses the SafeSport Mission Statement and directs the staff and appropriate committees to move ahead to meet the directive of the USOC for implementation before the end of 2013 and with adequate budget support going forward.

The USAV Board supports the establishment of a National SafeSport Program and the designation of a SafeSport Officer for each Regional Volleyball Association by September 1, 2013.

The USAV Board supports the establishment of SafeSport Programs with a designated SafeSport officer in every junior club by the 2014-15 season.

Mr. Beal recognized the creation of the Dave Williams Memorial Fund within the USAVF.

MOTION #16: It was M/S/C (Mailhot/Okimura) move to go into Executive Session.

The Board moved into Executive Session. CEO Beal was invited to attend the beginning of the session, dismissed for a part of the session and then recalled for the end of the session.

VII. Committee Reports

A. Audit, Finance & Budget Committee: Mr. Twohig reported on the Committee's most recent meeting.

1. 2012 Audit: Mr. Twohig referenced the committee's written report and highlighted a few areas.
2. 2013 Budget: The committee recommended approval of the complete 2013 budget including the Beach Department.

MOTION #17: It was M/S/C (Audit, Finance & Budget Committee) to approve adding a new department budget – Exhibition Matches Men's Indoor National Team. The estimated budget impact for these matches is (\$30,000).

MOTION #18: It was M/S/**table** (Audit, Finance & Budget Committee) move to approve the additional expense of \$7162 (anticipated to be up to \$25,000) in the 2012 budget for campaign expenses for Doug Beal's FIVB President candidacy which initially was included in the approved budget at \$25,000.

MOTION #19: It was M/S/C (Cain/no second recognized) to table consideration of AFB motion #18. Since this item was informational in nature, AFB agreed to table to allow Board members to review until the next meeting.

MOTION #20: It was M/S/C (Audit, Finance & Budget Committee) to remove the designation as Board Designated label from budget line item Board Designated Assets (Officials -\$2993 total) which will allow the fund to be spent for its intended purpose to augment Officials Development in 2013.

MOTION #21: It was M/S/C (Audit, Finance & Budget Committee) to transfer the \$119 in the Men's Standing Team restricted account to the Men's Sitting team.

MOTION #22: It was M/S/C (Audit, Finance & Budget Committee) to use the 2012 surplus to fund the facilities maintenance reserve at \$200,000 and Olympic/Paralympic reserve at \$260,000 and to use \$140,000 of 2013 budgeted surplus for Olympic/Paralympic fund.

MOTION #23: It was M/S/C (Barnum/Lee) to accept the 2012 audit as submitted.

MOTION #24: It was M/S/C (Cain/Mailhot) the 2013 Beach funding as proposed by AFB is approved with the following directives:
The USAV Board will select an independent party to review all aspects of the operation of the USAV beach department and all USA beach activities. This party will report to the USAV Board all findings, recommendations received and their recommendations for resolving problems and creating properly functioning beach activities for USAV. The reviewer will maintain the confidentiality of all information received by this review and only provide that information to the USAV Board.

Until the board completes its review of this investigation only temporary hiring will occur.

The handbook shall be revised to reflect the findings of the independent reviewer as approved by the Board. In this redesign, the handbook in final form shall be a functional document reflective of the independent review and that provides guidance to athletes at all levels of the sport; entry, mid-level and elite.

The reviewer shall be selected within 30 days or as soon as possible thereafter. A committee of the board that consists of Bill Barnum, Sarah Sulentor and Ken Shropshire will recommend a person to serve as the reviewer and the board will select the reviewer by an approved method.

B. USAV Foundation Report: Mr. McCune reported on the recent Board of the Foundation meeting. He introduced Lauren Schoenherr, the new Coordinator for the Foundation. Assets are close to \$4M. The planned giving and gift level club programs are in place.

VIII. Board Discussion

A. USAV 2013 Goals & Strategic Plan – deferred.

IX. New Business: Mr. Reitingger thanked departing Board members Kathy DeBoer, Reid Priddy, Ted Leland and Bill Barnum for their service to the Board and sport.

X. Next Meeting of the Board of Directors: in Denver on October 14, travel on the 13th, and schedule to end the meeting at 4:00 pm.

XI. Adjournment: No further business being offered, Mr. Reitingger declared the meeting adjourned at approximately 3:09 pm.

Respectfully submitted,

Fred N. Wendelboe
Recording Secretary