

**USA VOLLEYBALL**  
**MINUTES OF THE MEETING**  
**of the**  
**BOARD OF DIRECTORS**  
May 27, 2011  
Dallas, TX



- Presiding:** David Schreff, Chair
- Directors:** William Barnum, Ken Cain, Kathy DeBoer, Jon Lee, Ted Leland, Joy McKenzie-Fuerbringer, Sarah Noriega, Andy Reitingner, Adam Rymer, David Schreff, and Kevin Twohig.
- Treasurer:** Stewart McDole
- Staff:** Kerry Klostermann, Margie Mara, John Kessel, Tom Pingel, Tim McCune, and Dave Williams (Doug Beal delayed arrival)
- Guests:** Scott Fortune, John Bryant, Steve Bishop, Judy Praska, Donna Donaghy, Kim Norman, Kim Free, Al Monaco
- Special Guests:** International Referees: Mary Blalock, Julie Voeck, Kevin Wendelboe, Hansen Leong, Christian Genitrini, Michael Gale, Doug Wilson, Bill Stanley, Paul Albright, Brian Hemelgarn, Steve Robb, Jung Park, Ron Stahl, Fred Buehler, Neill Luebke, Kurt Achele
- Absent:** Mike Carter, Reid Priddy, Sean Scott, Kerri Walsh Jennings, and the National Beach Tour Rep position is vacant.
- Recorder:** Fred Wendelboe, Recording Secretary

**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 Chair David Schreff at approximately 8:01 am CST on Friday May 27, 2011.

- A.** Roll Call: Mr. Klostermann called the roll.
- B.** Declaration of Quorum: Mr. Klostermann declared a quorum was present. A fifty-five percent “super” majority vote is required to pass any motion of the Board of Directors. Since there are **ten** votes present, it will take **six (60%)** votes to pass a motion.

**II. ANNOUNCEMENTS:** Mr. Schreff welcomed the guests and introduced Neill Luebke, retired FIVB International Arbitre' who made a short presentation about the training and activities of the group of FIVB International Arbitre's from USAV.

**III. INTERNATIONAL REFEREES INTRODUCTION & REPORT**

**IV. APPROVAL OF MINUTES**

**MOTION #1:** It was **M/S/C (Twohig/Rymer)** to approve the minutes of the January 24, 2011 meeting of the Board as corrected.

**V. APPROVAL OF AGENDA**

The agenda was reviewed and approved.

**MOTION #2:** It was **M/S/C (Twohig/Reitinger)** to approve the agenda.

**VI. BYLAWS and GOVERNANCE**

- A.** Proposed: Be recognized by the Internal Revenue Service ("IRS") as a tax exempt 501 (c) (3) organization under the Internal Revenue Code. The RVAA recommends that the two regions that are not 501c3 organizations (they are 501c4) get legal opinions on the differences and report back.

**MOTION #3:** It was **M/S/C (Reitinger/Lee)** to Table consideration of Section A of the Governance document as amended by the RVAA.

- B.** Provide the Corporation with a current copy of its Articles of Incorporation, IRS tax-exempt determination letter and EIN number and its Bylaws and include an "Amended as of ..." date on all of its corporate documents.

**MOTION #4:** It was **M/S/C (Reitinger/Lee)** to approve the above language.

- C.** Use the rules of play adopted by the Corporation or a variation thereof for developmental purposes.

**MOTION #5:** It was **M/S/C (Rymer/Reitinger)** to approve the above language.

- D.** Bylaw 4.01 A. 3. Has both male and female leadership, as volunteers and/or paid staff, available to perform functions as player representatives and directors for programs and activities;

**MOTION #6:** It was **M/S/C (Barnum/Cain)** to maintain the current language as above.

- E.** Adopt, support and implement a Conflict of Interest Policy.

**MOTION #7:** It was **M/S/C (Twohig/Noriega)** to approve the adoption of a Conflict of Interest Policy.

- F. Change Bylaw 4.01.A.13 to read "Comply with the requirements of the Corporation's Operating Code".

**MOTION #8:** It was **M/S/C (Reitinger/Cain)** to approve the language "Comply with the requirements of the Corporation's Operating Code."

- G. Rules Testing Commission name will be changed to the Rules Commission.
- H. Foreign Player Definitions clarifications:

10.04 Eligibility Requirements for Sanctioned Competitions of the Corporation.

A. Registration.

1. All athletes, coaches, managers, team trainers, officials, chaperones, teams and others who are involved in a sanctioned competition shall be registered with the Corporation and/or a Regional Volleyball Association, as specified in Article VIII in this Operating Code.
- ~~2. A Foreign Athlete unable to produce a visa for his or her visit to the United States who desires to compete in events of the Corporation must produce for the Corporation a written release from that athlete's national volleyball federation in the form approved by and complying with the regulations of the FIVB. For purposes of USA Championship events, this release shall be submitted by the team and athlete concerned to the Corporation's principal office at least 28 days prior to the start of the championship.~~
- ~~3. A Foreign Athlete who is residing legally in the United States is not subject to the requirement in Article 10.04 A 2 above on the condition that proof of legal residence has been filed with the Corporation prior to competing in USAV-sanctioned competitions.~~
2. Eligibility for Foreign Participants is defined in the Policy on Foreign Individual and Foreign Team Participation and the Foreign Guest Coach Policy. Refer to the section on "Other Policies of the Corporation" in the USAV Official Guidebook or the USA Volleyball website (<http://usavolleyball.org>).

B. Participant's Code of Conduct. All participants shall sign and abide by the Participant's Code of Conduct. (Refer to the section on "Other Policies of the Corporation" in the USAV Official Guidebook.)

C. Substance Abuse Policy. All participants shall abide by the United States Anti-Doping Agency protocols, which have been adopted by the USOC and USAV. (Refer to the section on "Other Policies of the Corporation" in the USAV Official Guidebook.)

**MOTION #9:** It was **M/S/C (Twohig/Leland)** to approve the changes to Bylaws 10.04 as noted and the accept the changes to the Foreign Guest Coach Policy 2011 Proposal and the Foreign Participation Policy Proposal 2011.

- I. National championship nomenclature Operating Code changes as noted.

Amend the Operating Code, Article X, Section I, sub-set 1 as follows:

- 1) Article X, I states: USA Volleyball Championship Events. There shall be ten (10) USA Volleyball Championships Events:
- 2) General instruction for each of the ten (10) listed events: Immediately following the acronym "USA" insert the word "Volleyball".
- 3) In each Event currently using the term "Junior Olympic", amend it to read "Junior National" to reflect current usage.

SPECIAL NOTE: Specifically retain the verbiage as listed in Article X, Section H for United States, or US Tournaments within All Championship Event structures.

**MOTION #10:** It was **M/S/C (DeBoer/Barnum)** to approve national championship changes.

**MOTION #11:** It was **M/S/C (DeBoer/Barnum)** to approve the Corporate Structure & Function Committee to make editorial changes to the Bylaws and Operating Code to correct errors in nomenclature, grammar and punctuation.

- J.** Membership Category proposals
1. Add an Eight (8) and Under Membership at no cost to the member. OZ – Other ZERO Cost \$0 fee, \$0 insurance, magazine optional (at cost) 8 & Under – (8 years of age or younger during the entire membership season – For the 2011-12 season – Born on or after 9/1/2003); Regionally sanctioned play only (indoor/outdoor). Individuals in this category are not eligible to play in national level events (Qualifiers, JNC, National High Performance teams/camps, etc.). If a member is participating in a national level activity (except tryouts), he/she would need to be upgraded to a full membership. Individuals registered in the OZ category do not count toward JNC bid allocations. This membership is offered at zero dollars to the participants plus the cost of the optional magazine, if purchased.
  2. Eliminate the Collegiate/Military membership as currently defined and replace with a Collegiate Player Membership with a maximum cost of \$15 to the member. CA - Collegiate \$5 fee, \$2.85 insurance (at cost), magazine optional (at cost) The Collegiate player membership option is a full membership without restriction to participation, programming or duration as a player. Collegiate players who also wish to coach, officiate or assume other roles may have additional fees or requirements as determined by the RVA in which they reside. This membership may be upgraded to "full" Adult membership. The maximum cost of this membership option from the region to the individual is set at \$15 per season.

**MOTION #12:** It was **M/S/C (DeBoer/Barnum)** to approve modification to the membership categories to add an Eight (8) and Under Membership and eliminate the Collegiate/Military membership as currently defined and replace with a Collegiate Player Membership as described above.

3. Add an Outdoor Membership for Outdoor Programming only with a maximum cost of \$20 to the member. DA – Outdoor Adult \$7.15 fee, \$2.85 insurance (at cost), magazine optional (at cost) DJ – Outdoor Junior \$7.15 fee, \$2.85

insurance (at cost), magazine optional (at cost). The Outdoor membership is a full season membership but is limited to outdoor programming, including nationally sanctioned outdoor events. It does not include participation eligibility for indoor programming. Individuals registered in the DJ category do not count toward JNC bid allocations. These memberships may be upgraded to "full" Junior or "full" Adult memberships. The maximum cost of this membership option from the region to the individual is set at \$20 per season.

**MOTION #13: It was M/S/C (Rymer/Leland) to approve modification to the membership categories to add an Outdoor Membership for Outdoor Programming only as described above.**

4. Proposed: Eliminate the summer membership and replace it with a Partial-Season Membership of fifteen (15) week duration with a maximum cost of \$25 to the member. PA – Partial-Season Adult \$8 fee, \$2.85 insurance (at cost), magazine optional (at cost) PJ – Partial-Season Junior \$8 fee, \$2.85 insurance (at cost), magazine optional (at cost). Partial-Season – Regionally sanctioned play only (indoor/outdoor). Membership duration is limited to 15 weeks (consecutively) as determined by the region. Individuals in this category are not eligible to play in national level events (Qualifiers, JNC, National High Performance teams/camps, etc.). If a member is participating in a national level activity (except tryouts), he/she would need to be upgraded to a full membership. This membership cannot be renewed within the same season. Individuals registered in the PJ category do not count toward JNC bid allocations. These memberships may be upgraded to "full" Junior or "full" Adult memberships. The maximum cost of this membership from the region to the individual is set at \$25 per season. The RVAA opposes this proposal and would prefer to retain the summer membership. Staff feels that the summer membership as it currently is stated is in conflict with the new outdoor membership.

**MOTION #14: It was M/S/C (Cain/DeBoer) to table the proposed Partial Season Membership for consideration at the next meeting.**

5. Modify the current League Membership to increase the maximum number of hours of participation from sixteen (16) to twenty-four (24). The cost of fees and insurance would increase from \$2 to \$3 per person. LA – League Adult \$1.50 fee, \$1.50 insurance (at cost), magazine optional (at cost) LJ – League Junior \$1.50 fee, \$1.50 insurance (at cost), magazine optional (at cost). A league shall be defined as a structured event with a set number of teams participating over an established number of dates and meeting any additional criteria as deemed necessary by the sanctioning RVA (not to exceed a maximum of 24 hours of participation). Participants will be limited to a maximum of four hours of competition per date. Adults participating in a junior league (league representative, coaches, team representative etc) require a background screening. Additional requirements (IMPACT, Junior Club Personnel Code of Ethics, etc) as set by the individual RVA may apply.

**MOTION #15: It was M/S/C (DeBoer/Barnum) to approve the League Membership as modified above.**

6. Modify Operating Code, Article VIII (8.02 B 1) to add: It is permissible for a Regional Volleyball Association (RVA) that sanctions an End-of-Season event to offer a membership to participating teams from outside the region. An End of Season event is defined as a multi-region event that is held after regional championships and the traditional region indoor season have concluded. Adults participating in an End-of-Season junior event (coaches, team representatives, officials, tournament staff, etc) require a background screening. Additional requirements (IMPACT, Junior Club Personnel Code of Ethics, etc) as set by the individual RVA may apply. The RVAA voted to table this for further consideration.

**MOTION #16: It was M/S/C (Reitinger/Barnum) to table this until the October meeting.**

**K. At-Large Director Proposal**

Al Monaco brought the following proposal to the Board:

**PROPOSAL TO USAV BOARD OF DIRECTORS – May 27, 2011**

**The Opportunity:** The USAV Board of Directors has an opportunity to derive benefits from unique experiences and proven successes of its long term volunteer leaders. The corporate memory of leaders with upwards of 25 years of relevant USAV experiences can be put to better use as USAV expands its domestic and international mission and objectives.

**BACKGROUND:**

**Traditional Leadership Evolution:** The traditional flow through USAV leadership of a person who ultimately becomes a candidate for the Frier Award, the highest award bestowed by USAV after 25 years of leadership service is: (1) local leadership in a USAV member organization or constituency; (2) regional and national leadership in that member organization or constituency; (3) USAV national leadership often while still affiliated with that member organization or constituency and its agenda; and, for a few, (4) USAV national leadership only on organization wide goals.

**Current Board Qualifications:** The current qualifications for board service have no “elected or selected positions” for the traditional USAV leader who has passed through the “chairs” of member organization and constituency opportunities: either the director must be in a role with a member organization or constituency, or an active athlete, or an independent. Some of these leaders would welcome an opportunity to continue USAV non professional leadership after their respective terms on the board from constituency groups are completed.

**SOLUTION:**

By amending the At-Large Director position to make it a permanent voting board position USAV can derive benefits from candidates with qualifications including:

- 10 or more years of proven successful USAV leadership either volunteer or professional;
- Not affiliated with a USAV member organization or constituency for at least two years prior to service;
- No conflict of interest such as financial cross over with USAV business activities;
- Unique and multiple cross discipline successful volleyball experiences;
- Unique proven ability to achieve national and international USAV goals;
- Extensive national and international volleyball contacts;
- Not otherwise eligible for a board position.

This will be an agenda item for discussion at the next meeting. Directors are asked to consider this in the interim and communicate any ideas or proposals for discussion. It was recommended that we also examine recent changes at the USOC in their Board size and NGC role.

- L.** Vacant Beach Board position:  
Staff has recommended that a Beach Assembly be immediately formed and a representative selected to the Board as soon as possible. Mr. Rymer feels that the current state of the beach game makes that problematic. Joy McKenzie-Fuerbringer feels the position needs to be filled and it doesn't necessarily need to be another tour athlete. Any change needs a Bylaws change, staff will distribute a proposal.
- M.** AAC Representative as Board Member: Mr. Beal discussed the need for the AAC Representative serving in a board position. Two possibilities were discussed. The first was selecting the AAC rep from the existing elected athlete Board reps or adding the AAC rep as a new Board position. If the AAC position is chosen from the existing Board rep it places a burden of additional meetings on the individual, so the recommendation would be that retired athletes be recommend for the Board and AAC positions. Since this would require a Bylaws change, staff will consult with athletes and interested parties and distribute a proposal. Additionally, this discussion pointed out the desirability of the group of international athletes getting together as a group to discuss issues on a regular basis.

## VII. COMMITTEE REPORTS

- A.** Audit, Finance & Budget Committee: Mr. Rymer thanked the members of the Committee and the staff for their efforts. Overall financial status is excellent. From the 2010 surplus, certain programs that had been postponed can be added back in as budgeted items. It makes the 2011 budget appear to be a deficit budget, but using the 2010 surplus, it is really balanced. The audit report was very clean. Mr. Cain asked about the comments and staff responded that they have been addressed or were judged to be relatively minor.

**MOTION #17:** It was **M/S/C (AF&B)** move to approve the modified 2010 budget.

**MOTION #18:** It was **M/S/C (AF&B)** move to approve the 2010 audit.

- B.** Ethics & Eligibility: Mr. Twohig reported that there were no issues needing to be reported. There were some issues with the foreign athlete requirements that were addressed for the three athletes affected. Revised due process procedures were distributed in an attempt to bring consistency across the organization. It is an ongoing process. The Conflict of Interest policy has been updated and revised to be more current and will be implemented for 2012.
- C.** Nominating and Governance Committee: Mr. Fortune reported in Mr. Lau's absence.

  - 1. The Official's Assembly is conducting their election this week to select their board member from three candidates.
  - 2. The election for the female indoor position is being administered by the USOC; the election should be completed within the next two weeks.
  - 3. In the interest of selecting the best possible board member, the deliberation process for the expiring independent seat has taken longer than anticipated. The NGC hopes to have a decision made by June 17.

- D.** Administrative Council: Margie Mara reported on the meetings of the Council. The Council deals with issues that affect more than one constituency. Many of the topics presented to the Board were discussed.

## **VIII. CEO REPORT**

- A.** Member Registration Update: it appears we are on track to exceed last year's membership numbers by 3-5%. Since we projected a decrease, this will have a significant positive impact on the budget.
- B.** Olympic Trials & Qualification Process Update: only IOC approval needed to finalize this issue, and then we can proceed with securing the contract for the host city, 32 RFP's sent out.
- C.** Indoor National Team Update – men are just beginning the World League and the women are getting ready for the Pan American Cup. There are lots of players in training and the staffs have been increased. The American Sports Center is expanding which will cause the current Men's space to be relocated to the second floor along with new Women's and Administrative space.
- D.** Marketing / Sponsorship Update – Mr. Klostermann has been working with an agency that has contacted 117 companies regarding sponsorship. Five are still in the discussion stage. He has signed an agreement with Hilton for 2011 and 2012 with first right to negotiate though 2016, Molten is confirmed and Mizuno is highly likely to continue in the tools of the trade category through 2016.
- E.** Brand Update: Mr. Klostermann presented a report on a revised branding proposal for RVA's, member clubs, different disciplines, events and associate entities.
- F.** Beach Update – Reached an agreement with Manhattan Beach on a three year agreement; partnership with IMG is developing; Chula Vista Center is getting increasing use, it is a very nice facility, just unfortunate it isn't closer to the beach activities. Final resolution on the Beach Championship series is close. Mr. Rymer questioned whether running beach events is within the mission of USAV. He would like to see a plan of what USAV's strategy is related to either investing in or supporting the evolution of professional beach volleyball as it is not clear to him that the longer term interest of USAV is best served through running a few



beach events. Mr. Rymer asked staff and board to layout a more detailed strategic plan for the beach. Mr. Williams believes if we control the four largest events, US Open, Manhattan Beach Open, Hermosa Beach, and at least one more event, then we can control the whole series. He believes we had a responsibility to stabilize the beach and we will be able to mitigate our risk.

- G. Office Building – Relocation Update – plans are to move in Colorado Springs in late fourth quarter. We are currently in approximately 10K ft<sup>2</sup> usable office space and estimate we need 20K.
- H. Indoor / Beach Ranking System Update: every Sunday night all promoters will send in results, every Tuesday they will be posted, includes FIVB and all other significant events. The system uses won/lost and placement and ranking of events. It also considers prize money.
- I. COO update: We had 76 applicants; there was substantial interest from within the NGB world. We are planning a mid-summer to early fall hire.
- J. NORCECA Update – see written report: highlights - we hosted the Board of Administration meeting in Colorado Springs; NORCECA is expanding events and expects us to participate even though some are scheduled after our budget is finalized; there are lots of beach events and we are participating in all of them and will host one later in the year.
- K. FIVB Board of Administration: next Congress will be in the USA with USOC financial support, this is very positive for us.
- L. The Haiti Street Project is a FIVB and NORCECA supported project we support and will continue to support through 2012.

#### **IX. USAV FOUNDATION:**

Mr. Leland presented a report on Foundation activities. The Board met in January and adopted a revised Mission statement with more emphasis on fund raising; Fund is at \$3.9M with a 14.6% investment return last year; we will continue to examine Board structure and whether to shift to more of a fund-raising board versus a management board. The Board will be looking at more planning and deciding what to do with donations and how to use our assets.

#### **X. BOARD PRESENTATIONS**

- A. Intermountain Region Presentation on Youth volleyball. Kim Free and Kim Norman made a presentation on developing a youth membership base. They have developed a kit to introduce educators to the game, give them tools to introduce the game. The kit speaks to curriculum and provides lesson plans. It provides Handbooks for teachers and Guides for parents and recreational teachers. It has examples of how to run assemblies and teach skills. It opens up a new membership group to attack.
- B. Girls Qualifier System and Events Discussion – moved to next meeting
- C. Ludus Tours Presentation: Mr. Corby Fisher, Director of Marketing for Ludus presented information on various options for the London Olympics.

#### **XI. NEXT MEETINGS OF THE BOARD OF DIRECTORS:**

The Board will meet in October in Holyoke in conjunction with the Hall of Fame, arrive 27<sup>th</sup>, meet on the 28<sup>th</sup>, leave 29<sup>th</sup>.

**XII. ADJOURNMENT**

No further business being offered, Mr. Schreff declared the meeting adjourned at approximately 2:23 pm.

**MOTION #19: It was M/S/C (DeBoer/Scott) to adjourn.**

Respectfully submitted,

Fred N. Wendelboe  
Recording Secretary