

APPROVED May 25, 2001

**UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
January 20, 2001
Colorado Springs, CO**

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

Executive Committee: Albert M. Monaco, Jr., President; Rebecca Howard, Past President; Kevin Twohig, Executive Vice President; Karen M. Johnson, Secretary; Stewart McDole, Treasurer; Paula Weishoff-Hanold, International Player Representative; Kerry Klostermann, Executive Director (ex-officio, non-voting); Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Dick Jones, Brenda Williams, Linda Dollar, Cynthia Doyle, Denise Van De Walle, Gary Colberg, Anne Pufahl, Joe Sharpless, Michael O'Hara, Ann Davenport, Jonathan Lee, Chuck McCracken, Chuck Stemm, Hank Van Arsdale, Krista Blomquist-Hall, Carlos Briceno, Kim Oden, Sinjin Smith, Paula Weishoff-Hanold

Division Vice Presidents: Lauri Dagostino, Peter Dunn, Wally Hendricks, Roger Nepl, Joe Sharpless, Fred Wendelboe

Parliamentarian: Karen M. Johnson

National Team Representatives: To be determined

National Staff: Kerry Klostermann, Margie Mara, June Lobeck, Barb Negilski, Carla Hall, Mike Chandler, Toshi Yoshida, Tom Pingel, Lorene Graves, Dee Bledsoe, Diana Cole, Monica Paul

Guests: Bill Kennedy, Bill Hawkins, Craig Engelage, Lindy Binns, Bill Hamiter, Kay Rogness, Skip Weston, John Armuth, Mike Hulett, Buz Bohmeyer, Ken Harris, Andy Reitingner, D. Milutinovic-Karadzic, Tom Cain, Barbara Van Pelt, Chris Claus, Dave Spencer, Chip Reiley, Brian Flora, Gino Grajeda, Collin Powers

Excused Absence: Nick Becker, Norma Carr, Charlie Jackson, Lynne McDonald, Brian Quinn

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

I. CALL TO ORDER/INTRODUCTIONS

The first meeting of the 2001-2004 Quadrennium Meeting of the Board of Directors of the United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:32 a.m. on

Saturday, January 20, 2001. Members of the Board of Directors introduced themselves. He announced that Nick Becker was attending a meeting of the USOC Athletes' Advisory Council; Norma Carr and Brian Quinn had obligations on their respective campuses; and Lynne McDonald was ill. Due to an emergency, Charlie Jackson was unable to attend.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Karen M. Johnson, Secretary, declared that a quorum was present. She noted that the Bylaws require that a member of the Board must be present for 80 per cent of the sessions at each meeting in order to be considered in attendance. The Secretary will take a silent roll call at the beginning of each session.
- B. Special Rules of Order. A copy of the proposed "Special Rules of Order" was distributed with the January, 2001 mailing. According to Robert's Rules of Order, Newly Revised, the Board must approve these at each meeting.

MOTION #1 It was M/S/C (Sharpless/Howard) to approve the Special Rules of Order.

- C. Registration of Board Members. Secretary Johnson stated that each member of the Board must be registered with the Corporation. Those members who are not registered with a Regional Volleyball Association completed a form to register with the National Office.
- D. Conflict of Interest Forms. Secretary Johnson reviewed the need for Board members to avoid a conflict of interest in their deliberations. Conflict of interest forms were distributed and each member of the Board completed them.

II. ANNOUNCEMENTS

The following announcements were made:

- A. Conduct of Business. President Monaco indicated that he wants the Board to be efficient in its operation. The job of each member is to review reports and be prepared. Those who are responsible for reports must prepare them in advance for distribution. The Board should be involved in debate of critical issues that impact the Association.
- B. Recognition of YJOVD Leadership. President Monaco recognized the leadership of the YJOVD, who were meeting on site. He expressed his appreciation for the opportunity to interact with them. The Board expressed its appreciation with a round of applause.

III. APPROVAL OF MINUTES OF THE MAY 26-27, 2000 MEETING OF THE BOARD OF DIRECTORS

MOTION #2 It was M/S/C (Sharpless/Howard) to approve the Minutes of the May 26-27, 2000 Meeting of the Board of Directors, as distributed.

IV. APPROVAL OF AGENDA

MOTION #3 It was M/S/C (Howard/Twohig) to approve the agenda, as modified, with the option to adjust as necessary.

V. REPORT OF FINANCE/BUDGET (F/B) COMMITTEE

Copies of a written report, the proposed budget for FY 2001 (with replacement addenda for the national teams) and several investment-related reports were distributed. Treasurer McDole thanked members of the committee and gave the following report:

- A. Access to Budget Documents. A policy will be forthcoming regarding open access to final budget documents.

B. FY 2000.

1. Third Quarter Report. At the end of the third quarter, a loss of \$85,000 was anticipated for the FY. As lay leadership historically spends \$50,000 less than that allocated and there was a possible salary savings of \$35,000, it appeared we might finish the year in the black. The F/B Committee recommended that we maximize revenues and submitted three motions, which were approved by the Executive Committee: to establish a Junior Olympic Volleyball Challenge; to increase the entry fee for the USA Volleyball Championships to \$750 per team; and to authorize the Executive Director, or designee, to evaluate, clarify and standardize the competition format for the USA Volleyball Championships.
2. End of Year Projections. An unaudited review of budget performance as of December 31, 2000, shows the potential for a \$503,362 net loss. Three items appear to account for this: drop in the investment portfolio; lack of receipt of significant non-tools of the trade sponsor commitments; and an as yet unidentified \$100,000 overage in personnel costs. The latter was a surprise, as five staff positions were not filled. (At a subsequent session, Treasurer McDole identified reasons for why much of the excess expenses occurred. Changes in state laws regarding health coverage resulted in an additional cost of \$51,000. The approved budget included salaries for assistant coaches through the conclusion of the Olympic Games [October 15.] Upon reflection, the Executive Committee determined this was not a humane choice and extended their salaries through December 31, 2000. This was at a cost of \$38,000. We will continue to investigate this line item.) We remain optimistic that two sources of income will materialize: a major donation from a private contributor and income from a non-tools of the trade sponsor.
3. Cash Flow Dilemma. Our \$600,000 loss during the 1992 Quadrennium continues to create problems for us. The F/B Committee recommended and the Executive Committee approved action items to address this: staff was authorized to use the full market value of the cash portion of the investment account to meet payroll and current payables; Interactive Sports World sponsorship funds and money from the major donor, if received, would be used to pay off the line of credit and/or refund the investment account.
4. Line of Credit. Our line of credit has been transferred from Norwest to Bank One. Presently the entire line (\$625,000) is in use. The F/B Committee has targeted the need to grow the more liquid Dain Rauscher account (e.g., short term CDs) to a point where reliance on the LOC might be minimized or eliminated. The \$250,000 placed in this short-term account have been used.
5. Investment Funds. Scott Fortune prepared reports on the investment portfolio as of December 31, 2000. Funds in the USOC Olympic Foundation were liquidated. Overall we experienced a 2.2% decline; however, both investment managers outperformed the index against which they are measured.
6. Annual Audit. The audit will be conducted in late February and will be distributed to the Board for review at the Annual Meeting in May.
7. Staff Review of Budget. Mr. Klostermann and Ms Mara are reviewing budget line items with each member of the staff as often as is practical. This appears to be a positive move toward careful monitoring of expenditures. In addition, the F/B Committee receives monthly financials and reviews them carefully.

- C. Proposed Budget for FY 2001. Treasurer McDole reviewed the procedures for developing the budget. Last May the committee met with the Vice Presidents to review requests for 2001. At the August meeting members of the staff were interviewed, as \$717,000 had to be cut from requests. Priorities were given to high performance and the national team programs. He then highlighted several areas of change from the 2000 budget.

MOTION #4: It was M/C (Budget/Finance Committee) to approve the FY 2001 budget as distributed.
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In conclusion, President Monaco indicated that the members of the F/B Committee are highly competent and dedicated individuals. He thanked them for all their efforts.

VI. OFFICERS' REPORTS

A. President. President Monaco reported on the following:

1. Appointments. A chart was distributed recommending appointments.

MOTION #5 It was M/C (Executive Committee) to approve the appointments (refer to Appendix 1).

2. Meetings of the Executive Committee. A copy of the action items of the Executive Committee for December 10, 2000 was distributed with the Board mailing. President Monaco clarified the roles of the Board of Directors, the President, the Executive Committee, the Executive Council and Professional Staff in decision-making. In general, staff implements policies of the Board. The Board is the ultimate authority; however, between meetings the President and the Executive Committee are empowered to act on behalf of the Board. The Executive Council deals with interdivisional matters and may recommend policy to the Board. Members of the Board were encouraged to review action items upon receipt and then to raise questions and/or concerns at meetings of the Board.

President Monaco noted that Becky Howard has been recommended to the FIVB for a position on the Administrative Board.

3. Executive Council. President Monaco has asked Fred Wendelboe to review the division structure, especially with regard to overlapping responsibilities of the Regional Operations, National Championships and Youth and Junior Olympic Volleyball Divisions.

B. Past President. Past President Howard reported that the Executive Committee selected Glen Davies as the 2001 Harry Wilson Award recipient. She also requested Board assistance to provide aid to an African nation that approached her at the FIVB Congress. Board response was very enthusiastic.

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

1. Ethics and Eligibility. The time of suspension of Rick Butler has expired. He is eligible to reapply for membership with conditions specified at the time of his suspension: he is not to coach junior girls, as defined in the operating code, and he is not to repeat any of the misconduct, such as that which precipitated the discipline.
2. Arbitrators/Evaluators. A copy of the "Event Arbitrator/Evaluator Program" was distributed. Executive Vice President Twohig explained that the policies and procedures will be implemented over this Quadrennium. The ultimate goals are to ensure due process occurs at each of our events and that the quality of such events improves. He indicated that the document has been reviewed by numerous individuals, including attorneys within the USVBA. He encouraged members of the Board to volunteer to be involved in this program

MOTION #6 It was M/C (Executive Committee) to approve the Event Arbitrator/Evaluator Program for implementation during this Quadrennium.

3. USVBA Policies and Procedures Manual. An updated copy of the manual was distributed. Comments and corrections are welcomed.

Due to the transition to the new Quadrennium, former Executive Vice President McDole reported on several Ethics and Eligibility issues, all of which occurred at the Boys' Junior Olympic Volleyball Championships. In all cases, the Arbitrator made the decision onsite. Some resulted in probation and others were suspended and sent home from the event. In response to our request, the Puerto Rican Federation recommended penalties for misbehavior of some of its players. The E&E Committee

sustained all decisions of the Arbitrators but went further. A penalty of probation will be effective for an entire year for any national championship event. Information about penalties for theft will be placed in the pre-tournament booklet, indicating the possibility that local authorities will become involved in such incidences.

- D. Secretary. Secretary Johnson indicated that a copy of the report of the Archives Committee was sent with the Board mailing. She distributed a Board directory for correction of any information.

VII. STAFF REPORT

A packet of information was distributed. Executive Director Klostermann called on members of the National Staff to make presentations.

- A. High Performance and National Programs. Tom Pingel, the new Director, is addressing both high performance as well as national team programs. He issued a proposed schedule for high performance programs for 2001 and briefly reviewed it. It was noted that we will not send women to the World University Games, as dates fall within the collegiate season.
- B. National Teams. Toshi Yoshida, Head Coach, Women's National Team, reported that he has hired Monica Paul, but is still searching for assistant coaches. He expects the return of several 2000 Olympic team members in May. We must position the team to aspire for the gold medal in 2004. The top three teams in the world are Cuba (last 3 Olympics gold medal winner), Russia and Brazil. We are in the 4th to 10th group. We will need to watch the Dominican Republic, as they have some strong players. Ten college and club coaches have offered to help us out. Doug Beal, Head Coach, Men's National Team, had a previous commitment and was unable to attend.
- C. National Team Events. Lorene Graves, Director, indicated that a decision was made three years ago to bring the conduct of events into the National Office. She felt this has been a very good decision. We organized 34 events in 2000; many were added, as international teams became available. Economically this meant promoting and producing events with 60% budget available. This year we will conduct 6 world league events in Colorado Springs. Our goal is to average 3000 spectators per event. Other events/tours are currently being developed.
- D. Events. Mike Chandler, Managing Director Events, was promoted and will assume additional responsibilities. He noted that 576 girls' teams competed in the Girls' USA YJOVD 2000 Championships; however 1500 applied. This provides rationale for having an additional event/invitational. The Park Volley Championships have been predominantly a regionalized event; thus an event will be scheduled in the Midwest. The plan is to have 4 events per year, ultimately leading to a championship for beach and park volley. Meetings have been held with the AAU to ensure collaboration in scheduling events and to avoid conflicts. We have a strong commitment to bid for the conduct of NORCECA and FIVB events. Mr. Chandler noted that when we can centralize plans for types of events available, it increases our ability to negotiate with bid cities for hosting multiple events over a period of years. Gary Colberg thanked the USVBA for including NIRSA in this package, as it has facilitated their identification of sites for their championships.
- E. Associate Executive Director. Mr. Klostermann reported that Margie Mara has been promoted to Associate Executive Director. Ms Mara reported on the following:
1. Publications. *Volleyball USA* is published four times a year; thus it is not meant to be a "current news" publication. Distribution is to approximately 137,000 individuals. Due to the response of many girls to the "Dear Gabby" column she will propose that we expand the core of "experts" to include former Olympians. Other publications include the Official Guidebook and Rulebook. A volleyball calendar is also being produced internally.
 2. Internet and Computer Development. Due to inadequate development and assistance of the previous two companies, the Corporation has switched to Earthlink. Unfortunately this change-over resulted in several crashed hard drives, but this has been corrected. Tickets for the World League may be purchased online.

3. E-Commerce. USVBA launched its e-commerce site in 2000, which offers USA Volleyball brand apparel. A potential sponsor/partner will permit us to (a) do online registrations, (b) present online coaching education programs, (c) create visibility of USVBA leadership and (d) place important NGB documents online. The projected timeline for development of these is August 1, 2001.
- D. Executive Director. Executive Director Klostermann stated that his primary role in 1997 was to monitor the budget in addition to serving as Executive Director and being in charge of marketing. During the last two years his focus has been on the role of Executive Director and relationships with the USOC and the FIVB. Thus he has not been as attentive to budgetary concerns. By appointing Margie Mara as Associate Executive Director, these responsibilities will be better handled. He asked that the following be recorded in the minutes: if the Corporation is not in good financial condition at the end of the Quadrennium, he will step down or to the side for the hiring of a more fiscally-responsible person. He then highlighted the following:
 1. Revised Organizational Chart. Several changes have been made to the staff organizational chart and job descriptions.
 2. Quadrennial Objectives and Goals. This is a work in progress describing the staff's attempt to define its role in achieving the mission, goals and objectives of the Corporation. This will be discussed at the next meeting of the Executive Committee.
 3. USOC High Performance Proposal. The USOC has funded \$200,000 for the World League. We should hear about the additional proposals within the next week.
 4. USOC Beach Volleyball Position Paper and Quad Support Plan. This document was sent to Charlie Jackson for consideration by the International Beach Commission. Due to his resignation, it has not been considered by the Commission. A one-year plan was submitted to the USOC.
 5. USOC Operation Gold Events, 2001-2004. If our teams are successful at international events, this could result in additional income.
 6. USOC Joint Fundraising. Mr. Klostermann met with USOC officials to discuss joint branding of materials and USOC's involvement in promoting our sport.
 7. Americas Teams (ngb.com). This proposal has been developed by 33 NGBs and AAHPERD. Mr. Klostermann feels it has a high probability for success as we already have a potential audience of 3 million people. If financing can be found to initiate the proposal, it could mean substantial revenues for us.
 8. Honorary Captain. A proposal has been submitted to Todd Wagner to continue as the Honorary Captain of the Men's Team.
 9. FIVB Board of Administration Nomination. As noted previously, Past President Howard has been nominated for this position. We should hear after the April, 2001 meeting.
 10. Status of AVP. Mr. Klostermann referred to Mr. Smith's comments. (Refer to VIII A.)
 11. Major Funding Opportunities. As noted previously, we are hopeful a major donor will make a contribution soon. We are also awaiting finalization of a contract with a web company.
 12. Marketing. Chris Stuart completed agreements with three licensing companies and 8 sponsors. We are awaiting responses from United Airlines and 24 Hour Fitness Company. He is also negotiating with ASCIC, Mizuno, Sport Court and Mondo.
 13. Coaching Education and Grassroots Report. John Kessel is now handling coaching education. Fifteen Level I and II and possibly one Level III CAP clinics will be held. Impact Plus is a new program and consists of one day on the court. We are looking at testing as well as delivery of certificates online. Mr. Kessel is also developing some materials for the possibility of continuing the VolleyVan program at the regional level. A promotional video for disabled sports, developed by intern Alex Aufer, was shown. It was clarified by President Monaco and Mr. Nepl that the Paralympics do not include Special Olympic and deaf athletes.
 14. Other. Karch Kiraly was named male player of the Century by the FIVB. President Monaco was elected as an NGB representative to the USOC Executive Committee. Bob Ctvrtlik is also on the Executive Committee by virtue of his role with the IOC. The IOC has approved beach volleyball as an official discipline for the Olympic program.

In response to questions, Mr. Klostermann noted that several NGBs have experienced a drop in registrations; we have a flattened rate of growth but we continue to go up. He also noted that we have a cooperative relationship with USPV. He commended the staff and thanked everyone for support. President Monaco also commended staff, noting their high level of competence and commitment to the sport. He congratulated Mr. Klostermann on putting this group together.

VIII. DIVISION REPORTS

- A. Beach Division. President Monaco indicated that Charlie Jackson would be unable to attend. He read excerpts of an email from Mr. Jackson updating the Board of Directors on beach activities. Mr. Jackson will work with Mr. Klostermann in hiring a director for beach to continue to support the development of these players. The location of this person is to be decided. Mr. Jackson will provide office space if located in San Diego.
- President Monaco asked Sinjin Smith to share his observations on domestic beach volleyball events. Mr. Smith commented on the Olympic gold medal won in beach volleyball by Dain Blanton and Eric Fonoimoana. He touched on the fact that the men's beach circuit was restrictive as far as participation in international competition. There is movement within the BVA to include the men in their national tour; hopefully, this will help the USA be more competitive in international events on the men's side. He acknowledged the value of the BVA in conducting a women's national tour using the international rules and without restrictions. Krista Blomquist reported on conversations with players who were impressed with the conduct of the tour. Mr. Smith expressed concern about the AVP, especially with restrictive clauses in their contracts. It is unclear whether they will have a tour in 2001. It was noted that the AVP is no longer a member organization of the USVBA.
- B. Disabled Division. Roger Nepl, Vice President, referred to his written report (distributed in the Board mailing) and highlighted the following:
1. Paralympics in Sydney. The Games were well conducted. Sitting women's teams are to be added in 2004.
 2. USOC Paralympic Corporation – Sports for the Disabled. Roger Nepl, Kay Rogness, Mike Hulet and John Kessel prepared a Quadrennium plan, which has been proposed to the USOC. Officials at the USOC indicated that USVBA might be a pilot program as a showcase for other NGBs. Mr. Klostermann commended Mr. Nepl for his work on this.
 3. Project with Shriner's Hospital for Children. Mr. Nepl, Ms Dagastino and Ms Rogness are developing a plan to use volleyball within each hospital to facilitate the rehabilitation of young people and, at the same time, help us identify athletes and coaches. Ms Dagastino reported on her recent meeting at the Shriner's Hospital in Tampa. Through a contact from a friend who works at the hospital, she met with high-level officials to pursue the plan. The Director indicated 100% support. The first phase will be that of identifying and training coaches, which starts in early February, 2001. Hospital personnel have numerous contacts and networks to identify potential athletes and would like to start clinics for players in March. On April 9, 2001, they would like to meet with high-level USVBA personnel to finalize the plan. They will pay one-half the salary for an athletic director and would like some commitment from US Volleyball. The ultimate goal is to have a model for all sports that can be disseminated to the 22 chains of Shriner's Hospitals across the U.S.
- C. Member Relations and Human Resources Division. Pete Dunn, Division Vice President, referred to his written report and the following were highlighted:
1. Safe Environment. A copy of a report, "Creating Safe Environments Survey – Executive Summary and Recommendations," prepared by Darlene Kluka, was included in the Board mailing. Lauri Dagostino indicated that this survey resulted from a discussion of the Executive Council in May, 2000 about various safety issues in competition; e.g., background checks on coaches and other personnel involved, appropriate behaviors and emergency procedures. Ms Kluka developed the survey, which was administered at the YJOVD meetings in August 2000. Of the 58 persons

present, 32 completed the survey. Cynthia Doyle highlighted some of the results, noting what appeared to be a correlation among some variables; e.g., less than 40% distributes printed materials about appropriate relationships between players and coaches and over 38% of the respondents have officially encountered player/coach relationships that were suspect. Only 29.4% of the respondents said they conduct official background checks on coaches. Ms Doyle commented that this is surprising considering the cost for this ranges up to \$25.00. Past President Howard noted that this amount is much less than what the USVBA Executive Committee was told last year. It was agreed that it probably depends on whether it is a local, state or national check. Background checking on the Internet may not give sufficient information to be of value. Ms Doyle applauded Ms Kluka for her efforts. Mr. Dunn indicated that the Division will review the recommendations at its May meeting. In addition, 300 surveys have been sent to YMCAs. President Monaco encouraged the presentation of a follow-up report as additional data are collected.

2. "The Boyce" Banquet. The Boyce Banquet will be held on May 21, 2001, in Milwaukee, WI at a cost of \$25/person. Mr. Dunn and Mr. Monaco encouraged all to attend.

D. National Championships Division. Joe Sharpless, Vice President, referred to his written report, which was mailed to the Board, and highlighted the following:

1. 2001 USA Open and USA Volleyball Championship Events. Several individuals have volunteered to coordinate the formation of teams for the master's and senior's tournaments. At least 5 teams will compete in the 75s tournament. Forms for reservations at the Annual Meetings were distributed. The Pre-tournament manual has been mailed. Resolutions to commend local organizing groups were presented.

MOTION #7: It was M/C (National Championships Division) to approve resolutions of appreciation for the three (3) host organizations of the 2001 USA Volleyball Open and Co-Ed Championships in Milwaukee, WI: (a) the Wisconsin Sports Development Corporation; (b) the Wisconsin Center District; and (c) the USVBA Badger Regional Volleyball Association; and further these resolutions shall be presented at the Annual Meetings of the USVBA in Milwaukee in May, 2001.

2. Access of Member Organizations to Junior Olympic Volleyball Championships. Due to change in nomenclature and the use of qualifier events, a change in Board policy regarding access is needed.

MOTION #8: It was M/C (National Championships Division) to approve the revision of the policy statement regarding access of Member Organizations to the Junior Olympic Volleyball Championships (refer to Appendix 2).

This item will be referred to the Structure and Function Committee to develop language for the operating code.

Mr. Wendelboe stressed the importance of notifying Member Organizations of the procedures for applying for access to the YJOV championship events. Mr. Sharpless will ensure this is done.

3. Player Representatives. The Division is seeking player representatives for all tournaments. Appointments are made by the Players' Advisory Council.
4. Commendations. Mr. Sharpless extended his sincere appreciation to June Lobeck and Mike Chandler for all of their assistance. He reminded the Board that staff will be assuming most responsibilities for conduct of national championship events by 2003.

President Monaco thanked Mr. Sharpless for his quality work and over a period of 40 years!

E. Officials Division. Wally Hendricks, Vice President, distributed a written report and highlighted the following:

1. New Officials. A total of 93 new officials were certified, including two new FIVB arbiters. Two women are currently in the pipeline to become FIVB arbiters.

2. Goals for 2001. The following goals have been identified:
 - a. Improve Communications. Much greater use will be made of electronic communication. Paper copies will be made available to those with disabilities. Individuals may choose to pay a nominal fee for paper copies. It is planned to do all registration online.
 - b. Provide the best environment possible at tournaments, including efficient and anonymous scheduling, conducting the first practical clinic in 20 years for national officials and hosting a social event.
 - c. Re-evaluate our rating, including more emphasis of career training of existing officials, discontinuing formal rating of junior national and beach scorekeepers and moving all ratings of new officials to the boy's national championships.
3. Other Comments. We would like to be involved in the training of line judges and more beach officials; however, the budget does not permit this. It appears PAVO will be the contracting organization with the new NCAA Women's Rules Committee. The Division has found that the rules are becoming so different that development of joint exams is less feasible.
- F. Regional Operations Division. President Monaco announced that Fred Wendelboe, Vice President, agreed to serve as a Special Adviser to the Executive Committee, with voice but no vote. Mr. Wendelboe referred to his written report (distributed with the Board mailing) and highlighted the following:
 1. Goals for Division. Mr. Wendelboe will work toward clarifying the role and responsibilities representatives from Regional Volleyball Associations (RVAs) play when they convene with the Division established by the USVBA contrasted with when they are representative of their Member Organizations. In addition, Mr. Wendelboe has been charged by President Monaco to look at how divisions interact and if there is overlap among the NCD, ROD and YJOVD. Another clarification is that of the use of "members." The USVBA is an organization composed of Member Organizations; however, most individuals register with a Regional Volleyball Association and then are referred to as members.
 2. Issues. A number of issues were discussed by the ROD and were referred to the NCD. Agreement was reached on all of these with the exception of terminology for the Master's tournaments. After consultation with the Executive Committee and the RVA Directors at this meeting, he is withdrawing the action item and will return to the ROD for reconsideration. Much discussion occurred about behavioral issues at championship events. The E&E and arbitrator plans should assist in addressing these concerns. The Division also reacted to recommendations from the YJOVD.
 3. Assistance from Staff. Appreciation was extended to the professional staff, especially Margie Mara, for identifying a new insurance policy, which results in a cost savings. The RVAs are committed to online registration and hope Americas Teams (ngb.com) becomes a reality.
 4. Membership Review. In August, 1999 the ROD was charged to review and ensure compliance of each RVA with the Bylaws and other policies of the USVBA. Dave Spencer has completed this review and recently submitted a report to Mr. Wendelboe. A major problem that was identified is how the Bylaws phrase, "...selects its leadership in a democratic fashion," is interpreted. Mr. Wendelboe will draft some clarifying language and submit it to the Structure and Function for review and subsequent submission to the Board. He will also notify RVAs that are not in compliance that they have until May to address the concerns. If action is needed, recommendations will be submitted to the Board in May. President Monaco indicated that he and Secretary Johnson will review the Amateur Sports Act on the history of this language.
- G. Youth and Junior Olympic Volleyball Division. Lauri Dagostino, Vice President, indicated that action items from the August 2000 meeting were distributed with the Board mailing. Minutes are not available at this time as the Division is still meeting. She noted that the members of the Division are very dedicated and enthusiastic. For example, President Monaco was asked to address them for 5 minutes and spent over an hour, primarily to explain the rationale for creating a new JOV championship event. In response to a question, a statement is being developed that coaches must sign

agreeing to be responsible for the behavior of their teams and parents at championship events. Broad consultation will occur with the E&E Committee and the arbitrators.

Discussion of an action item on not requiring R2 officials at qualifying events pointed out the need to ensure consultation across all Divisions, when appropriate. President Monaco will ensure a procedure is set up for this

Motion #24 on foreign national players will be reconsidered by the Division.

President Monaco indicated again how great it was to have the opportunity for the Board to interact with the Division.

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

- A. Committee on Diversity in Volleyball. Ms Johnson, Chair, reported that the Committee will be meeting in mid-March. Stew McDole has agreed to continue as liaison officer.
- B. Directors' Nominating Committees
 1. International Player Directors. Paula Weishoff-Hanold, Chair, indicated the Committee will be nominating two directors for Krista Blomquist-Hall's and Sinjin Smith's position.
 2. Multi-Sport Directors. Secretary Johnson (Chair, ex-officio non-voting) reported that the committee, composed of Joe Sharpless and Anne Pufahl, met this morning and will be nominating for two director positions.
- C. Nominating Committee for Board Representative to Executive Committee. President Monaco appointed Denise Van De Walle (Chair) Gary Colberg, Kim Oden and Ann Davenport to serve on this Committee. He referred to page 319 in the current *Guidebook* for composition and criteria. Lynne McDonald currently holds this position. The election will take place at the May meeting.
- D. Membership Review Committee. Secretary Johnson said a written report was distributed this morning. Data were collected on some aspects of the review; however, due to time constraints, this has not been completed. It was noted that more than 50% of the MOs did not file a Quadrennium report. Based on Board action, NIRSA will be seated as an Education-Based Multi-Sport Member Organization on July 1, 2001. Two Multi-Sport Directors will be elected, one to serve a three-year term and one to complete Anne Pufahl's term of one year. As Secretary, Ms Johnson will complete the review and report to the Structure and Function Committee, who shall make recommendations to the Board no later than January, 2002. A committee has not yet been formed for this Quadrennium. President Monaco has requested Dave Lockwood, Chair, Structure and Function, with Ms Johnson as officer liaison, to review the history of direct representation of Member Organizations on the Board. The Amateur Sports Act is to be examined as well. His concern is that five Member Organization are now sharing four votes. If possible, a recommendation that could help us solidify a position for some years to come would be desirable.
- E. Rules of the Game Commission. Sue Lemaire, Chair, could not be here; therefore Chuck McCracken was asked to give a report. The ROGC is scheduled to meet February 3, 2001 in Denver. A request for waiver of the substitution rule with the libero player was granted to the ROD and the NCD. Mr. Sharpless indicated that a request from players to NCD for a waiver for the USA Co-ed Championships should also be on the agenda.
Mr. McDole inquired about the status of the NCAA creating a volleyball rules committee to write rules for women's intercollegiate competition. There are concerns throughout the volleyball world about the divergence of rules from those of the FIVB. Linda Dollar said the status is still unknown but a meeting is scheduled for the Women's Volleyball Committee in two weeks. Data are being collected and it appears broad-based input has been sought from numerous sources, including James Coleman. Cynthia Dole stated that the National Federation reviews all rule changes and seeks input from its constituency; however, international rules are not necessarily the best for high school students. Gary Colberg hoped the NCAA would consider both men and women in its discussions. Mr. Hendricks also

pointed out the divergent rules used by the RVAs. Mr. Wendelboe noted this is permitted based on policy of the Board.

- F. Structure and Function Committee. As noted previously, Dave Lockwood is the new Chair. Secretary Johnson, officer liaison, reported that the Committee will meet February 23-25, 2001. Members include Joe Sharpless, Denise Van De Walle and Fred Wendelboe.
- G. Sports Medicine and Performance Commission. Past President Howard, officer liaison, indicated that a written report was sent with the Board mailing. Dr. Jon Reeser, Chair, prepared it. Ms Howard highlighted the following: a proposal will come to the Board in May to rescind our policy on gender identification; a new award is being proposed but specific criteria are needed; our Men's National Team Coach is requesting research on the energy costs of rally scoring; and two recommendations deal with disabled sports. As many of the original members of the Commission are no longer available, a proposal for restructuring will be made.

X. OTHER REPORTS

- A. United States Olympic Committee. President Monaco, USVBA representative to the USOC, indicated the minutes of the last meeting as well as of the NGB Council were sent in the Board mailing. He has been selected by the 46 NGBs to be their representative for the search committee for the Executive. The Board congratulated him on his election to the Executive Committee through a round of applause.
- B. Starlings. Kim Oden reported for Mr. Jackson. Byron Shewman was recognized as an outstanding citizen in San Diego and was interviewed by ABC's Channel 10. There are currently 38 clubs, with over 2500 participants nation-wide. New clubs have been established in Atlanta, Boston, Carson (CA), Des Moines, East Los Angeles, Greenville, Memphis and Montgomery. Regional championships are being initiated and the 2001 National Championships will be held in San Diego, June 21-24, 2001, with 100 teams expected. Ten Starlings received college volleyball scholarships and an original Starling, Daphne San Jose, has an academic scholarship to Stanford. The second Annual Directors' Conference was held in early January. Overall, the program is becoming more professional in its approach. Karch Kiraly has agreed to be involved the program.
- C. United States Professional Volleyball. President Monaco introduced Bill Kennedy, Chair of the Board, and Bill Hawkins, new President, of United States Professional Volleyball. Mr. Kennedy stated that he is still in the planning stages of starting a professional volleyball league. He has learned much as he did not know how long it would take when he started. An insurance company has provided \$1.5 million to assist in moving the league forward. A contract is being finalized with ESPN and negotiations are beginning with Fox to telecast league play. There are currently 13 athletes, a new head coach from Italy and two assistant coaches. As noted previously, it will initially be a regionalized league in the Midwest (IL, WI, MO, MN, IN, OH, MI), starting with 8 teams. The season will begin in mid-November and run through the beginning of May. They are now in a new facility and will invest until it is right. Mr. Hawkins indicated his primary responsibility is to identify sponsors and investors. When USPV is out in the community, it is communicating the volleyball message, making open lines of communications between USPV and USVBA extremely important. In response to questions, it was noted that USPV is not competing with USVBA for sponsors. If there is a conflict, USPV walks away from discussions. Mr. Kennedy said he would appreciate knowing if some sponsors are not desirable.
- D. Volleyball Hall of Fame. President Monaco requested Dick Jones to make a report. Mr. Jones distributed a letter from Bob Kane, President, and a promotional brochure. The letter highlights the current activities and requests a contribution. President Monaco asked each member of the Board to make a contribution, regardless of amount. This helps the Hall of Fame in seeking other donations and sponsorships. He emphasized that it is imperative to have a quality Hall of Fame to showcase the sport and to provide visibility to the media and the public. In addition, he encouraged all to attend an

induction. President Monaco hopes we will be in a financial position to help them build the new facility. In response to a question, he will get videos of some of the induction ceremonies.

- E. World Beach Council. Sinjin Smith, President, indicated there will be 24 tours this year, 12 for the men and 12 for the women. He encouraged the USVBA to sponsor a tour. Two new rules changes were proposed to increase the action of the game by stressing more defense: raise the height of the net and shorten the court. The latter has been changed for this year. They are still experimenting with rally point scoring and may have a change before the first event in May, 2001. Most sponsorships are procured based on a national rather than multi-national interest. In response to a question, Mr. Smith plans to compete in the 2004 Olympic Games.
- F. Springs for Volleyball. President Monaco introduced Craig Engelage, President of Springs for Volleyball, our local support group. The group began in Fall, 1998 with three board members; there are now 11. One primary focus is to increase athlete benefits, with such things as housing, personal care and free meals. Two property owners have been identified who will offer housing on a month-to-month lease at reduced costs. An adopt an athlete program is being established with local schools. A booster donor program is in progress. The major efforts this year will be to assist with and promote the World League events in Colorado Springs.
- G. AVCA Update. President Monaco introduced Lindy Binns, the new Executive Director for AVCA. Ms Binns indicated that it is an honor for her to serve AVCA, to have the opportunity to be involved in their work and to be able to speak to this group. The AVCA continues its commitment to work with the USVBA. The challenges facing both men's and women's volleyball, especially at the intercollegiate level, will require all the great minds working together.

XI. UNFINISHED BUSINESS

President Monaco will appoint a Vice President for Beach as soon as possible after consulting further with Mr. Jackson.

XII. MAY 2001 MEETING SCHEDULE

A copy of the Annual Meeting Schedule was distributed. Board members were encouraged to attend a general reporting meeting on Thursday, May 24, 2001 from 3:00-5:00 p.m. as well as "The Boyce" banquet that evening.

XIII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Milwaukee, WI, May 25-26, 2001. President Monaco indicated we will focus on completing our business; however, the Board should plan to attend meetings all day Friday and until noon on Saturday.

XIV. ADJOURNMENT

It was M/S/C to adjourn the meeting of the USVBA Board of Directors on Saturday, January 20, 2001 at approximately 9:10 p.m.
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