

**USA VOLLEYBALL
MINUTES OF THE MEETING
Of the
BOARD OF DIRECTORS
May 23-24, 2008
Atlanta, Georgia**

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, Women’s Indoor Representative, Elaina Oden, International Player Representative, Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Gary Colberg, Chris Clauss, Harold Cranswick, Mike Gibson, Gino Grajeda, Charlene Johnson-Tagaloa, Dick Jones, Donise King, Sue Mailhot, Kathleen Meehan, Becky Oakes, Joan Powell, Angela Rock, Joseph Sharpless, Chuck Stemm

Division Vice

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

Parliamentarian: Karen Johnson

National Staff: Doug Beal, Carla Hall, Bill Kaufman, Stacie Kearns, Kendal Kelly, John Kessel, Margie Mara, Tom Pingel

Guests: Scott Fortune, Audit Committee, Matt Shannon, Legacy, Peter Dunn

Excused: Salima Davidson-Rockwell, Todd Rogers, Jeff Stork, Sean Scott, Tyra Turner, 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 8:30 am on Friday, May 23, 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 (**Twohig/Howard**) to approve the Special Rules of Order for the 2008 Annual Meeting of the Board of Directors.

II. ANNOUNCEMENTS

- A. Recognition of Board Leadership.** Al Monaco recognized the directors who will not be members of the new Board of Directors for their outstanding service to USAV especially during the restructure process. He also thanked the Division Vice Presidents and the Officers for their untiring work during this quadrennium.

B. Time-Specific Agenda. Mr. Monaco announced the time-specific agenda items.

C. Recognition of Frier Recipient. Chuck Stemm, ROD Director, was recognized as the recipient of the 2008 Frier Award.

III. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES OF THE JANUARY 12-13, 2008 MEETING OF THE BOARD OF DIRECTORS

MOTION #3: It was **M/S/C (Twohig/Oakes)** to approve the Minutes of the January 12-13, 2008 meeting of the Board of Directors as amended.

V. BYLAWS AND OPERATING CODES

A. Bylaws

1. Ethics & Eligibility Committee. Kevin Twohig presented the rewrite of the Ethics and Eligibility Committee section in Article VII, 7.01 H of the Bylaws. The five-member Ethics and Eligibility Committee will serve as a “home base.” When there is an incident needing action by the Committee, one person from the Committee, one athlete and one person in the Ethics and Eligibility cadre will be appointed by the Chair of the Ethics and Eligibility Committee to handle the E & E issue. Language will be added to clarify that the authority of the “incident review” board of three is limited to a specific incident.

MOTION #4: It was **M/S/C (True/Sharpless)** to waive the 30-day notice for Bylaws changes to consider the revisions to the Bylaws that were approved at the January, 2008 meeting of the Board of Directors.

MOTION #5: It was **M/S/C (Twohig/Oakes)** to approve the editorial changes to the Bylaws and the rewrite of Article VIII, 8.01 H Ethics and Eligibility Committee.

2. Event Sanctioning.

MOTION #6: It was **M/suspended (ROD)** to delete “Corporation and/or the, and delete the last two sentences of Article XVI 16.02 dealing with sanctioning authority in the Bylaws.

MOTION #7: It was **M/S/C (Twohig/McDole)** to postpone Motion #6.

Mr. Beal, explained that USAV liability and accident insurance requires that the Corporation sanction events insured through that policy. The proposed language would be in conflict with the insurance policy language.

MOTION #8: It was **M/S/C (Lee/Cain)** to suspend Motion 6 for action at the next meeting of the USAV Board of Directors when the insurance issue can be clarified.

Note: After discussions with USAV staff, Mr. Lee withdrew Motion #6.

3. Junior Director on New Board of Directors. Chris Claus presented the following motion so the entire junior volleyball community will have representation on the new Board of Directors with the understanding that even if amended, no change would occur before the next election of the Junior Director:

MOTION #9: It was **M/S/C (Claus/Sharpless)** to recommend that the new USAV Board of Directors amend Article VI, 6.01 to read “Junior Director” and further to delete any reference to Elite Junior Director, specifically in 6.01, I, 5b “Minimum Criteria.”

Mr. Beal reported that senior staff endorses this proposal so this director position would represent the majority of the USAV registrants which are grassroots juniors.

4. NGC. Joe Sharpless proposed a detailed amendment to the title and responsibilities of the NGC.

MOTION #10: It was **M/S/FAILED (Sharpless/Claus)** that the attached proposal (Appendix A) to amend the title and responsibilities of the Nominating and Governance Committee be forwarded verbatim to the new USAV Board of Directors.

5. Regional Administrative Fees. Jon Lee reported the ROD and staff have agreed to change the 30-day timeframe to a 15-day timeframe in Article IV, A, 14 of the Bylaws.
6. Indoor High Performance Director.

MOTION #11: It was **M/S/FAILED (Sharpless/Claus)** to eliminate the one Indoor High Performance Director and replace it with one “Affiliated Member Organization Director” with one vote.

7. At-Large Director. Joe Sharpless made a motion to make it a matter of record that the new Board of Directors consider making this a permanent director position. The motion died for lack of a second.
8. Minimum Criteria for Directors. Joe Sharpless proposed the following motions concerning minimum criteria for directors on the new USAV Board of Directors which are contained in Article VI, 6.02 I:
 - a. Independent Director. Mr. Sharpless proposed revising the second sentence to read, “Successful candidates should be capable of contributing to the Mission and the Goals of the Corporation, and demonstrated through recent ancillary experiences they have management-type skills to advance the best interests of the Corporation and the sport”
The motion died for lack of a second
 - b. Regional Volleyball Association Director. Joe Sharpless proposed the addition of a new ii) to read, “Recent involvement with a USAV Committee, Commission and/or other national level substructure .” The motion died for lack of a second.

MOTION #12: It was **M/S/C (Sharpless/Mailhot)** to add “(Need not be an Incumbent Commissioner.)” to Article VI, 6.01, I, 3b i) of the Bylaws.

MOTION #13: It was **M/S/C (Sharpless/Cranswick)** to revise Article VI, 6.02, I, 3b iii) of the Bylaws to read, “Demonstrate a significant degree of involvement at the Regional and National levels with a broad spectrum of experience in the sport.”

- c. Indoor High Performance Director.

MOTION #14: It was **M/S/C (Sharpless/Claus)** to revise Article VI, 6.02, I, 4b ii) of the Bylaws to read, “Appropriate experienceto adequately represent indoor volleyball high performance programming and development.”

d. Coach Director.

MOTION #15: It was **M/S/C (Sharpless/King)** to add the word “volleyball” to Article VI, 6.02 I, 8b i,ii, and iii of the Bylaws.

e. Officials Director. Mr. Sharpless said he would discuss this position with Glenn Sapp, Vice President, Officials Division, before offering any changes.

f. Nominating and Governance Committee. Rebecca Howard offered the following motion regarding the search for Independent Director candidates:

MOTION #16: It was **M/S/C (Howard/Twohig)** to amend Article VIII, 8.01, J, 5a of the Bylaws as follows:
Change first sentence to read, “Lead the search for individuals qualified to become Independent Directors of the Board and select these Director.”
New b. Fulfill the responsibilities listed in Bylaws, Article VI, 6.02 I with respect to other Director nomination and selection procedures.

B. Operating Code. Kerry Klostermann reviewed the proposed Operating Code which now reflects the restructure of USAV and the approved Bylaws. He reported the followed revision was made to reflect the current USOC Bylaws:

1. International Athlete Representative to the AAC. Article III, 3.04D to read, “An international athlete representative and alternate of the opposite sex shall be elected to the Athletes' Advisory Council of the USOC no later than October 1 of the final year of the Quadrennium as follows:
 1. All athletes meeting the eligibility requirements (Bylaws 10.01D) shall be notified of the vacancy.
 2. The names of all interest eligible international athletes

2. Recognitions Commission.

MOTION # 17: It was **M/S/C (Sharpless/Jones)** to revise Article IV, 4.04, F4 of the Operating Code to read, “composition: one representative from each recognition category (leadership, players/coaches, officials and juniors) appointed by the Commission Chair in consultation with the staff liaison with the appointments preferably from incumbent award committee chairs.

3. Eligibility Requirements for USA Volleyball Championships.

MOTION #18: It was **M/S/C (Twohig/Sharpless)** to remove Article X, 10.05 from the Operating Code and place it in the Tournament Manual.

MOTION #19: It was **M/S/C (Twohig/True)** to recognize Kerry Klostermann and Fred Wendelboe for their outstanding work on revising the Bylaws and Operating Code.

VI. OFFICER REPORTS

A. President. The following items were discussed.

1. Executive Committee Actions. Mr. Monaco reviewed the actions of the Executive Committee since the January, 2008 Winter Meeting. In addition, he explained that the INGC would not release the names on the final ballot for the new Board of Directors because the INGC wanted to limit the politicking that might take place if the names were released. Mr. Monaco assured the Board of Directors that the new Bylaws do specify the release of the final ballot to the Board in future elections.

The new Operating Code will reflect the following actions by the Executive Committee in May: a) criteria for the Wilson Award to include service to disabled as well as able-bodied international organizations conducting volleyball competition, b) name the Pioneer section of the All-Time Great Coach Award after Bertha Lucas, and c) use the joint database (current PAVO members and USA Junior National/National officials) for electronic voting for the election of the Officials' Director.

2. Election of Treasurer for 2009-2012. Mr. Monaco reported that the Executive Committee voted to bring forward the name of Stewart McDole for Treasurer and Mr. McDole has indicated a willingness to serve. He asked if there were any nominations from the floor.

MOTION #20: It was M/S/C (Oakes/Jones) to close the nominations.

MOTION #21: It was M/C (Executive Committee) to elect Stewart Mc Dole as USAV Treasurer for the 2009-2012 quadrennium.

3. Election of an Interim Chair of the new Board of Directors. The following motion was presented from the Executive Committee:

MOTION #22: It was M/C (Executive Committee) to elect Kevin Twohig as the Interim Chair of the new Board of Directors.

4. INGC Representative to the first NGC. The INGC must select one of its members to be on the Nominating and Governance Committee, and select one independent member for the NGC. The latter will probably come from the pool of candidates for the Independent Director positions on the new Board.

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

1. Report from Investment Counselor. Mr. Scott Fortune gave a quick review of the process for monitoring the Investment Portfolio. Mr. Fortune sends a monthly report to the Finance and Budget Committee. He talks frequently with Matt Shannon, investment manager for Legacy, to monitor the managers and to be a link to the Finance and Budget Committee. He reminded the Board that it had approved an Investment Policy in 2007, then added alternative investments (5-15%) to the policy in January.

Matt Shannon, investment manager with Legacy presented an extensive report to the board of directors explaining the changes in the market during this quadrennium. Since the inception of the funds with Legacy, the return has been 5.69% although it is down 3.76% for the year 2008. The conclusion of his report included a recommendation to change the asset allocations by adding 5% allocation to emerging markets.

MOTION #23: It was M/S/C (Stemm/Cranswick) to approve the proposed asset allocation adjustment to the USAV investment guidelines to identify 15% in alternative investments and add 5% in emerging markets.

2. Audit Committee. Mr. Scott Fortune thanked Sam Wells and Joan Powell for their work on this committee. The 2007 audit was conducted in March by Waugh & Goodwin, LLP of Colorado Springs. The audit resulted in an opinion that the financial statements are fairly presented in all material respects in conformity with generally accepted accounting principles. There were no audit adjusting entries required. Of note was the fact that support services was 14% of the budget (down from 16.7% in 2006 and 19% in 2005) which is quite good.

Auditor recommendations: that payments should be mailed by someone without access to vendor ledgers, and that management periodically compare the log of cash receipts from checks received in the mail with the log of all daily deposits.

The Audit Committee recommended that staff review and add a “whistleblower” policy to the Internal Financial Policy and Procedure Manual. (Note: This was done following Executive Committee Action in January, 2005.) The staff is directed to implement and document in the internal Financial Policies and Procedures a written policy regarding ACH and wire transfer authorizations and a policy regarding electronic back up and clarification on records retention documentation. The Committee recommended that the back up tapes and hard drives be tested periodically to insurance compliance.

MOTION #24: It was M/C (**Audit Committee**) to approve the 2007 audit by Waugh & Goodwin.

3. First Trimester Review. The focus of the review continues to be anticipated year-end department by department. The effort projected a tentative loss of just over \$40,000 against budget. The Finance and Budget Committee officially received the review, but recommends no action at this time preferring to track performance through the next trimester review before undertaking specific revisions.
4. 2008 Budget Revisions. A number of budget corrections have been made over the first few months of 2008. These corrections were reviewed and accepted by the Executive Committee in April and subsequently reviewed by the Finance and Budget Committee.

MOTION #25: It was M/C (**Finance and Budget Committee**) to sustain Executive Committee action to accept budget revisions and corrections as reflected in Appendix B.

Mr. McDole reviewed the additional budget revisions which total a -\$93,500. The budget would still end the year some \$60,000 to the plus side.

MOTION #26: It was M/C (**Finance and Budget Committee**) to approved staff requested budget revisions as detailed in Appendix C.

5. Contingency Fund. The Board of Directors established that the contingency fund should be at \$1,445,000 and it is at about \$1,770,000. Mr. McDole explained potential benefits of moving money to the USAV Foundation – offers additional protection for that resource by separating it from USAV day-to-day operations, it probably provides a stronger shield for the resource in case of legal action and it would make a significantly larger resource for management within the Foundation and therefore allow somewhat greater flexibility in fund/manager choice. It would still be readily available to USAV and accounted for separate from the USAV Foundation.

MOTION #27: It was MC (**Finance and Budget Committee**) to direct the Executive Committee to review the range of internal fiscal controls and policy as may exist within the USAV Foundation and upon assurance of “audit quality” controls to transfer the \$1,445,000 contingency fund over to USAVF management.

6. Quadrennium Financial Goals and Objectives. Mr. McDole reviewed the following Financial Goals and Objectives for the 2009-2012 quadrennium, then offered the following motion from the Finance and Budget Committee:

MOTION #28: It was M/C (**Finance and Budget Committee**) to adopt the following statement of financial objectives to serve as a partial framework for resource planning over the 2009-2012 Quadrennium.

Conceptual Objectives:

1. Operate true to budget (break even or surplus) each year.
2. Develop an adequate financial base to support Olympic participation.
3. Develop a solid base for future capital purchase needs.
4. Enhance Championship events.
5. Increase revenue and reduce somewhat reliance on USOC budget contributions.

Quadrennial Objectives:

1. Achieve a cumulative financial surplus of \$1,150,000.
2. Create an Olympic Fund of \$250,000.
3. Establish and fund a capital reserve fund with defined objectives and uses to ultimately accrue at 5% of annual budget.
4. Create a resource of \$200,000 to enhance Championship events. .
5. Maintain or increase USOC total budget support dollars while at the same time reducing the ratio of contribution against total budget.

Annualized Objectives – applied/prioritized in the following order:

Olympic Preparation:

Amounts for an Olympic Account will be included in the annual budget at the following minimums until such time as the account is fully funded.

1. 2009 \$60,500 dedicated budget surplus
2. 2010 \$60,500 dedicated budget surplus + interest earned min. \$3,000
3. 2011 \$60,500 dedicated budget surplus + interest earned min. \$5,000
4. 2012 \$60,500 dedicated budget with a total of \$250,000 accessible for Olympic expenses.

Capital Reserve Fund:

The Capital Reserve account will be funded on an annual basis at a minimum of 1.5% of the prior year's audited expenses (\$175,000 approx.). This account will be available for ongoing use in years when necessary capital expenditures cannot be funded from operations. The maximum value of this fund during the initial four years will be equal to the 5% of the annual operating budget (\$700,000 approx.).

Championships Events Fund:

An annual resource of \$50,000 will be allocated to a Championship Event enhancement fund. The fund will accrue from year to year for on-going and one-time expenses to enhance the quality of the end-of-year events.

Accumulated Surplus:

- | | |
|-----------------------------|-----------|
| 1. Olympic Resource Total: | \$250,000 |
| 2. Capital Reserve Total: | \$700,000 |
| 3. Event Enhancement Total: | \$200,000 |

Aggregate Surplus **Total \$1,150,000**

C. Immediate Past President. Rebecca Howard reported that Kerry Klostermann will receive the 2009 Wilson Award.

D. Executive Vice President.

1. Ethics and Eligibility. Kevin Twohig reported there were no significant incidents that have come to the attention of this Committee in 2008.

One of the important topics of this meeting has been concerns expressed by USAV's insurer regarding issues related to sexual predator incidents in amateur sports organizations. USAV is a leader among the NGB's in doing background screening of adults involved with junior athletes, but the system is not fully operational. The Executive Committee discussed the insurers concern, the importance of responding responsibly and the inherent risk management issues. The discussion resulted in a motion that will be brought forward as a part of the Regional Operations Division report.

2. Qualifiers and Bid Tournaments. Mr. Twohig reported the following numbers for Qualifiers:

2006 Teams - 6263
2007 Teams - 6928 Growth – 10%
2008 Teams - 6602 Growth – (5%)

The consensus is that 2008 participation was down due to teams trying out JDVA events. USAV revenue from the Qualifiers did not reach budget expectations. This is somewhat mitigated by the fact that income from Qualifiers has doubled since 2005.

There was a lengthy meeting Monday night with all Qualifiers represented. The discussion focused on a license agreement for 2012 and beyond. Qualifier Directors asked for clarifications or changes on a number of terms. There is plenty of time to resolve the issues, but some are serious and require some further discussion of

philosophy of the events and financial considerations. Qualifier Directors generally want to continue to grow their events but USAV needs to be careful to retain flexibility to address changes in the sport and to operate a Championships structure that meets the needs of the constituents.

Boys Bid Tournaments

2006 Teams - 855
2007 Teams – 975 Growth – 12%
2008 Teams - 975 Growth – 0%

3. Arbitrators Program. The program has a new Guidebook and a new Casebook, both updated for this season by Karen Gee. Ms Gee is an Arbitrator and a background in technical writing which is apparent in the quality of the Arbitrators materials.

In 2008, 16 Arbitrators will work a total of 141 event days at a cost to the corporation of \$34,000. Mr. Twohig thanked the members of the 2008 Arbitrator Cadre: Chuck McCracken, Doug Wilson, Karen Gee, Virginia Hays, Bill Jones, Buz Bohmeyer, Dave Lockwood, John Hughes, Allan Chinn, Jon Lee, AJ Joseph, Cedric All Runner, Chris Clauss, Angelo Iasillo, Lea Wagner, and Fred Wendelboe.

Without a doubt the program is worth the expense as the number of event incidents requiring Corporate E&E Committee review has dropped to almost zero. Mr. Twohig voiced his appreciation for the active role that most of the Regions have taken to policing their own members which keeps incidents from rising to the Corporate Ethics and Eligibility level.

Beginning in 2009, the Arbitrator Program will be moved to the Ethics and Eligibility Committee of the Board. Mr. Twohig expects that staff will have a much greater role in managing the Arbitrator cadre.

Rebecca Howard commended Kevin Twohig on his excellent work on the Arbitrator program and the Board of Directors agreed with their applause.

4. Arbitrator Service Award. The 2009 Joseph B. Sharpless Arbitrator Service Award was presented to Jon Lee. Jon has worked to professionalize due process procedures for the Regions and has worked an impressive number of events as an Event Arbitrator.
5. Meeting of New Board of Directors. Mr. Twohig thanked the Board for selecting him to serve as the Interim Chair for the new Board Of Directors and to serve as the non-voting At-Large Director for the 2009-2012 Quadrennium. He expressed his excitement about working with the new organizational structure and the new Board of Directors.
6. Policy and Procedures Manual. The new version of this Manual reflects motions passed at the January, 2008 meeting of the Board of Directors.

MOTION #29: It was M/S/C (True/Lee) to approve the revised Policy and Procedures Manual.

7. Executive Council Report. Mr. Twohig reported on the following motions approved by the Executive Council:
 - a. Passed a motion, subject to ROD approval, that:
 - At all national qualifiers and bid tournaments the officiating team must provide as a second referee an adult or player who meets the minimum standards
 - specified by the Officials Division (attached). For 14 and under competition, use of a player referee requires an adult who meets the same minimum standards be present at the scorer's table for the match;
 - At all junior national tournaments, the scorekeeper provided by the officiating team must be an adult or player who meets the attached minimum standards (attached) specified by the Officials Division;
 - If the rostered adult/coach on the officiating team is not actively officiating, he/she must be seated at the scorer's table.
 - b. Passed a motion, pending ROD approval, to revise 19.2a of the Rules for Domestic Competition to specify that the Libero player's jersey must contrast in color with that of the predominant colors of the other members of the team and to clarify that color combination such as purple/black, dark green/black, navy/maroon, and white/light yellow are not distinctive enough to comply with the rules.

VII. DIVISION REPORTS

- A. **Youth and Junior Olympic Volleyball Division (YJOVD).** In the absence of Dave Gentile, Division Vice President, Fred Wendelboe presented the following highlights from the Division meeting:
 1. Interface Commission. The Commission completed a study and presented it to the Events Department concerning the age group cutoff dates and their relationship to school cutoff dates around the country.
 2. Competition Commission. The dates for Junior Championships continue to be a challenge for age 18 and Under because of the varying graduation dates throughout the country.
 3. Grassroots Commission. The Commission suggests the inclusion of the following factors in future grassroots programming:
 - a. Balance grassroots efforts with high performance efforts;
 - b. Get individuals passionate about development of players without an exclusive focus on producing elite athletes;
 - c. Allow young athletes to take ownership in their development;
 - d. Allow others to be part of the sport in some capacity;
 - e. Consider grassroots as the base of the pyramid whereby the exposure to the sport is paramount and allow greater development opportunities for player and coach development.
 4. Junior Assembly. The Division strongly recommends that 50% of the participants on the junior-specific commissions be elected by the proposed Junior Assembly process to ensure representatives are identified by the junior constituency and those individuals are continuing to provide counsel and advice through junior-related commissions.
- B. **Disabled Division.** Roger Nepl, Division Vice President introduced Mike Hulett and Denise Van de Walle who are the head coach and assistant coach, respectively, of the USA Women's Sitting Team that has qualified for the 2008 Paralympic Games in Beijing. The USA Women's Sitting Team won the Bronze Medal in Egypt's World Invitational featuring all the Paralympic teams except China.

Mr. Hulett introduced the team who individually introduced themselves to the Board, explaining how they became disabled and how long they had been on the team.

Misters Hulett and Nepl reviewed the history of the USA Sitting Teams including the Women's Team's bronze medal in Athens. The new training center at the University of Central Oklahoma is helping

the Team train and compete. While everyone in the program is grateful for what USAV, UCO and U S Paralympics provides for the teams, the teams need more competition and more training time.

USA is hosting the World championships in Edmond in 2010 and Standing Team competition is included so it is important to bring together a standing team to begin training. The Men's Sitting Team which did not qualify for the Beijing Paralympics started training for the 2010 World Championships in Edmond, Oklahoma with a four-day camp.

Elliott Blake has been hired to conduct the grassroots development program for disabled volleyball. The report was concluded by showing the "Amazing Awaits" video.

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

1. Ms Perkins thanked Al Monaco and the Board of Directors for having a structure that blends elected and appointed officers.

She reminded everyone that the concept of restructuring was discussed even before the USOC mandate occurred. She voiced concern, however, over the diminishing number of Member Organizations at the meetings – it was down three fold. Reasons for that are many including reduced budgets within the Member Organizations, organizations failing to replace representatives with new, young leaders and finally the needs of the Member Organizations may have changed.

Not that many years ago participants basically played for their high school, the YMCA or for USAV. Now all sorts of competitive leagues have popped up that have a growing number of participants that are not in educational programs. The increase in international players at all levels and the impact that might have on the Junior College game as well as on our international competitors at the Olympic level causes concern for many non junior college players.

2. Meeting Presentations.

- a. Becky Oakes handed out information on the NFHS new online First Aid Certification program that was developed in cooperation with the Red Cross. The course is available to anyone interested in becoming certified in First Aid.
- b. Kathleen Meehan, Associate Vice President for Athletics, St. John University, and member of the NCAA Volleyball Committee reviewed the key factors in obtaining a regional or national NCAA volleyball tournament.
 - i. Most volleyball bids are two years out. Bids have just this month been secured for the next cycle, and would now be put out for the 2010 tournament.
 - ii. Attendance and the potential to tap into an established volleyball audience is a factor in awarding the bid.
 - iii. Although the event can take place in an arena or on a campus, the event must always be hosted by a member NCAA institution.
 - iv. 2008 sites include Colorado State, Penn State, University of Texas @ Austin, and University of Washington.
 - v. 2009 sites include University of Florida @ Gainesville, University of Missouri, Stanford and the University of Minnesota.

3. USA Volleyball Congress.

- a. Timing- when would be the best time to do the Congress? Options: AVCA, Men's Championships, Board meetings, conjunction with member organization championships, tap into established events that host tournament
- b. Topics- insurance, inclusion, risk management, uniform, equipment, or improving sport skills needs a time and place to host a discussion.
- c. Each member organization has such diverse needs, that the Congress may not serve the needs of the organization.

4. For the Good of the Order.

- a. Jeff Moser of USAV is the person who is spearheading boys/men's volleyball. Contact him for information and progress in the state.
 - b. Many NCAA schools are shuffling programs to add sports they feel they would be competitive at and dropping those sports which are not doing as well. Volleyball is one that is being added. Beach is another that is being added.
 - c. There should be something or sometime that allows new representatives of Member Organizations to know how they fit, what they can do, and how the pieces work together.
 - d. When organizations with similar goals and responsibilities get together and share ideas, the outcome is the exchanging of "best practices." This might include webinars and other alternative ways to communicate.
 - f. PLAYS conference deals with addressing youth sport only. We may consider looking at something that is already successfully operating and serving our youth. This conference also shares research development impacts the youth we are serving.
 - g. Purpose of sports in military is to access championships rather than to participate in a Congress.
 - h. Why don't we have a best practices session at several conferences such as AAFER for youth and the Open for adult play. NIRSA would also be a place that the Congress could meet.
 - i. April seems to be the USOC conference time in Colorado Springs. Developing Amazing Leaders Conference was a conference for disabled. However, the principals and practices of the conference could apply to anyone
 - i. Volleyball has been selected as one sport in the Youth Olympics with only one rep from the NORCECA zone going for both boys and girls.
 - j. People were asked what how they would be interested in staying involved with USA Volleyball and Ms Perkins will share that information with Doug Beal.
5. Karen M. Johnson Human Resources Award was presented to Joe Sharpless for his years of dedicated service to volleyball.

D. Officials Division (OD). Glenn Sapp, Division Vice President provided the following highlights from the Officials Division meeting since the Winter Meeting of the Board of Directors:

1. Patty Salvatore has been selected as an indoor volleyball official at the Beijing Olympics, and Glenn Sapp has been selected as a beach official.
2. Beach Officials. Currently there are 7 International Beach Referees, two International Candidates, 54 National and 45 Certified Beach officials. The challenge in training beach officials is that the top level matches are through the AVP which is a professional league. The Division plans to continue using USA Junior Beach Volleyball Championships as the primary event for referees to attain their Certified rating and hope we will have additional opportunities (USA Open Beach Championships, NORCECA, AVP) for referees to attain their National rating.
3. Indoor Officials. This past season, approximately 20 National level officials retired or are not maintaining their respective certifications but there are approximately 85 new National level officials certified.

This November, Dallas will host the first raining session whereby Regions will have the opportunity to send representatives to obtain the latest training and information to take back to their respective Region.

The second program, the USAV National Clinic program, is scheduled to begin in the 2008-2009 season. It is now a requirement for all National level Officials to attend this clinic before working any matches at the U.S. Open nationals or one of the JOVC events. The clinics will be offered in January, 2009 so the officials will not have to go to a clinic at one of the championships they are officiating.

The Division continues to work with the Professional Association of Volleyball Officials (PAVO) and with the officials with the National High School Federation to look for opportunities for growth and training of volleyball officials. The USAV/PAVO Interface Committee (3 representatives from each organization) will now be designated by the leadership of each organization at the beginning of the calendar year with a term of one year. The committee will meet throughout via email, conference calls and face-to-face as needed.

4. Commendations. Mr Sapp thanked his Assistant Vice Presidents (Kathy Ferraraccio, Sue Mailhot, Steve Own, Marcia Alterman, Tom Blue and Janet Blue) as well as staff members Margie Mara, George Egan and Carla Hall for all their work on behalf of the officials program.

E. Regional Operations Division (ROD). Jon Lee, Division Vice President

1. Region Directors for New Board of Directors. Ken Cain and Jonathan Lee have been elected the ROD Directors on the new Board of Directors, Mr. Cain for a 4-year term and Mr. Lee for a 2-year term.
2. ROD Representatives to the New RVA Assembly. Sue Mailhot and Rodney Prater have been elected as the ROD representatives to the RVA Assembly.
3. “Doc” Booth Commissioner Award. The 2008 award was given to Elroy Osorio.
4. Compliance Workgroup. The workgroup is working with staff to draft proposed sanctions for non-compliance and to work out issues concerning staff including amending the proposed Bylaws and ROD manual regarding the time between notice of non-compliance and when penalties and sanction would occur, along with the nature of the penalties and sanction.
5. ROD Directors Not Continuing on new Board of Directors. Mr. Lee thanked Chuck Stemm, Donise King, Harold Cranswick and Sue Mailhot for their excellent service on the current Board of Directors.
6. Background Screening. The ROD recommends the current RVA background screening policy be amended to include officials working junior event. Mr. Lee reported that half the Regions already do this so there will be further discussion of this concern.

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

- A. **Sports Medicine Commission (SPC).** A written report was distributed from Dr. Bill Briner, Chair of the Commission.
- B. **Rules Testing Commission.** A written report was distributed from Pati Rolf , Chair of the Commission.
- C. **Diversity Commission.** Karen Johnson, Chair of the Commission, presented the following highlights and action items from the Commission meeting:

MOTION # 30: It was M/C (**Diversity Commission**) that the USA Volleyball needs to maintain a vigilant and proactive effort to attain appropriate diversity at every level of association activity:

1. because it is the right thing to do,
2. because it is integral to our stated mission,
3. because of USAV standing Board of Directors’ approved diversity goals and objectives,
4. because it extends the life-enriching pleasures and joys of this sport,
5. because it potentially enables the Association’s Million Member Campaign,
6. because it adds to both the grassroots and high performance athlete pools and
7. because it honestly serves the best interest of the Association general.

It is therefore recommended that the USA Volleyball Board of Directors act to reaffirm diversity as an ongoing priority and commit in turn to consciously apply a diversity perspective to virtually every policy, programmatic and fiscal decision.

It is further recommended that the USA Volleyball Board of Directors invite the association Chief Executive Officer to specifically prioritize diversity objectives for staff potentially asking each department with program responsibility to develop, implement, document and report a minimum of one new targeted diversity initiative during the pending program year.

1. Evaluation of Diversity Workshops. The evaluations reflect that participants thought the workshop served its purpose, but there was not enough time, and there should be ongoing efforts on diversity with the staff. It was recommended that the new Board of Directors have an icebreaker with a diversity focus, and Ms Cynthia Perkins volunteered to do it.
2. Annual Diversity Report to the USOC. This extensive report was distributed to the Board of Directors. There remain concerns that registrants can still bypass the required diversity questions.

MOTION #31: It was **M/C (Diversity Commission)** to approve the 2008 USAV Diversity Report to the USOC.

3. Molten Grants. Molten provides \$6,000 per year for diversity grants. The new Diversity Commission needs to discuss better methods of getting the information out and getting reports back from grant recipients.
4. Rebecca Howard Star Awards. The 2008 awards were presented to Chesapeake and Delta Regional Volleyball Association (100% reporting of ethnic/racial data), Pioneer Regional Volleyball Association (93% reporting of ethnic/racial data) and AVCA Minority Coaches Committee for professional development of minority coaches. Individual awards were given to current and former members of the USAV Diversity Commission who have yet to be recognized – Nanbah Allison Brewer, Karen M. Johnson, Jonathan Lee, Rudy Nava, Elaina Oden, Cynthia Doyle Perkins and Angela Rock. June Lobeck was given the award for her never-ending support of the Diversity Commission

MOTION #32: It was **M/C (Diversity Commission)** to recognize the efforts of the AVCA Minority Coaches Committee.

The Diversity Commission suggested that USAV consider the NFL Runny Rule which requires that minority candidates be interviewed for all coaching openings.

5. Diversity on new USAV Board of Directors. The Diversity Commission discussed at length the fact that there are only 2 females and 2 people who represent ethnic/racial diversity on the new USAV Board of Directors.

MOTION #33: It was **M/C(Diversity Commission)** that consistent with the stated policies of the IOC, USOC, and USA Volleyball, that a member of the Diversity Commission be either appointed to or be a liaison to the Nominating and Governance Committee, and that the diversity in ethnicity and gender be an essential component in the nomination of members to the Board of Directors and other leadership positions in USA Volleyball.

Doug Beal voiced support for the motion, but found it difficult to react to what occurred with the INGC because the staff appropriate excluded itself during the later deliberations of the Committee. The fact that diversity was a high priority was very clear in the

Committee charge, but he thought the Committee was hesitant to turn back qualified candidates for reasons of a lack of diversity.

6. The Diversity Commission recommends Angela Rock as the new Chair of the Diversity Commission.

D. Championship Events Commission (CEC). Kevin Wendelboe, Chair of the Commission, had no report because the Commission meets in the fall. A written Quad report was distributed.

E. Membership Review Committee. Dick Jones, Committee Chair, provided the following highlights of his report. Despite three mailings to Member Organizations requesting Quadrennial reports, only about half the organizations responded. This prompted a questioning of the viability of this process. Perhaps the new Board of Directors should review this process. All Member Organizations except NIRSA, AAHPERD/NAGS, NRPA, Girl Scouts of America, President's Council, Positive Coaching Alliance and State Games paid their dues, the Committee presented the following motion:

MOTION #34: It was M/C (**Membership Review Committee**) that those Member Organizations that have submitted Quad reports and/or have paid their 2008 dues shall be approved for USAV membership.

The motion was approved with the understanding that there will be a follow up with those Member Organizations that are not approved to encourage them to remain as a Member Organization by bringing their annual dues up to date. The communication will go to the CEO and the volleyball contact.

The Membership Review Committee recommends that the new Board establish member organization categories and annual fees.

F. Recognitions Committee. Dick Jones, Chair of the Committee, began by encouraging the new Board to continue the recognitions program, including the Boyce Banquet, in the future. The Recognitions Committee presented the following motion:

MOTION #35: It was M/C (**Recognitions Committee**) to name the Sports Medicine Award in honor of Jonathan Reeser with the requirement of being a recipient of the Leader in Volleyball to have an award named for an individual be waived only for this award.

It was reported that John Cook was awarded the All-Time Great Coach: Contemporary Division Award at a University of Nebraska volleyball match in the fall. Teri Clemmons will receive the All Time Great Coach: Pioneer Division Award at a St Louis match. Wink Davenport will receive the Coleman National Team Award on Tuesday at the Men's National Team Exhibition Match in Irvine.

IX. STAFF REPORTS

A. Secretary General-Kerry Klostermann.

1. Sports Museum of America. The nation's first and only interactive, multi-media all sports museum opened in New York City on May 6th. USA Volleyball, the Volleyball Hall of Fame and 48 other sports are founding partners.
2. New Sponsors. Newly signed sponsors include DSM (indoor teams), Primetime Player-recruiting directories, Albertson's (women's indoor team), DISC (men's indoor team but have visited with them about extending service to the beach players in the future).

3. Current Sponsors. Molten, Mizuno-Japan (men's and women's youth and junior national teams) and Mizuno-USA have re-signed as sponsors for 2009-2012.
4. The USOC is providing financial sponsorship for two exhibition matches for the indoor teams prior to the Olympics. The Women's Team plays a match against Brazil in at the Air Force Academy in Colorado Springs on June 14th. The men's Team meets Argentina on May 27th in Irvine.

B. Events Department-Mike Chandler.

1. USA Championships. There are 547 teams at the US Open, there are 788 registered for the JO-Girls and 350+ registered for the JO-Boys.
2. World League. June 20-21- Hoffman Estates, Ill.- USA vs. Bulgaria, June 27-28- Green Bay, Wis. – USA vs. Finland and July 11-12- Bloomington, Ill. - USA vs. Spain. Television coverage presented by ESPNU and produced by David Hoffman
3. NORCECA Boys' Youth Continental Championship. This event will be August 1-8 at Florida International University in Miami. Five teams from USA, Mexico, Puerto Rico, Guatemala and the Dominican Republic will participate.

C. Membership and Regional Activities-Margie Mara

1. Membership. There were 223,962 registrants as of May 1st which exceeds last year's total registrants of 219,856. This is the fourth season for online registration with 24 regions participating.

The \$15 Other Youth Membership is available, which is a limited membership restricted to individuals who are 11 or younger, who are not eligible to play in national level events. A lower priced Summer Membership is also in place.

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.

D. High Performance – Tom Pingel

1. HP Coaches Clinic. There were 200 coaches in attendance.
2. Tryouts. There were 847 boys participating in the 14 tryouts for Junior and Youth National Boys Teams and for Select A1 Camp. Of those, 537 were invited to participate in summer programs in their respective age groups.

There were 30 separate tryouts for the Junior and Youth National Girls Teams and Select A1 camps. There were 2,858 participants at these 30 tryouts from which 2,532 were invited to participate in summer programs in their respective age groups.

E. Coaches Education – Diana Cole

1. Clinics. Approximately 21 clinics were scheduled January through July.
2. IMPACT Webinars. Approximately 450 have participated in 12 IMPACT webinars thus far this year.
3. VCAP Clinics. There are 10 of these clinics scheduled.

F. Beach – Ali Wood and Danalee Corso

1. Current Olympic Rankings.
 - a. Men - #4-Rogers/Dalhauser (4,260 points), #12-Gibb/Rosenthal (3,000), Others-Lambert/Metzger (1,440) and Fuerbringer/Jennings (96)
 - b. Women - #1 Walsh/May-Treanor (5,840 points), #6-Branagh/Youngs (3,960), Others – Ross/Boss (3,222) and Wacholder/Turner (2,660)

2. New Services. The Beach staff is working to provide additional videography services using DataVolley and training coaches on how to use the information. They are plan to provide more training and sports medicine information to players and coaches.
3. Youth and Junior Beach National Teams.
 - a. Planning International Selection Camp tryout for Youth and Junior Beach National Team.
 - b. World University Championships. There were 59 athletes representing 30 universities at the tryouts with the top 8 attending the Championships
 - c. International Selections Camp will be June 6-8. The goal is 60 registrants.

G. Communication and Technology – Brent Buzbee

1. Publications. First two issues of *Volleyball USA* topped 220,000 in circulation.
2. Jim Coleman Resource Library. A catalog of over 300 volleyball and sport-related books inventoried and displayed in the office. Document cataloging and inventory is on-going. We have slowly been accepting donated collections from others.
3. New Website. Currently the “soft-launch” date for the new USOC website is June 1 (usavolleyball.teamusa.org).

H. Media Relations – Bill Kaufman and BJ Evans

1. National Teams (Indoor, Beach and Sitting). Staff keeps the homepage on the teams updated, sends email updates on competition results and works with media outlets on all USAV events. Staff writes stories on National Team members.

I. Grassroots and Disabled – John Kessel

1. Always developing new materials for grassroots programs in the schools, YMCAs, parks and rec facilities, etc.
2. Disabled. (See Division report) Developing Amazing Leaders Conference at the OTC featuring USAV staff and sitting volleyball all four days.
3. Boys/Men’s Volleyball-Jeff Mosher.
 - a. There have been 36 ongoing scholastic grants for boys’ volleyball programs.
 - b. There is current legislation before the NCAA to conduct a separate Division III Men’s Championship. The growth in men’s volleyball at the Division III level is very good.
 - c. A coordinated effort from the NCAA, USAV, AVCA, and UCI has upgraded the NCAA Men’s Volleyball Championship event to include a coaches clinic, fan fest, and other coinciding activities. The 2008 NCAA champion is Penn State, and Springfield College won the Molten Men’s Championship.

J. Finances – Stacie Kearns

1. USAV had a clean audit. The current percent of budget applied to administration is well below the 20% guideline at 14% of revenues.
2. USAV has managed to keep the increase in health insurance premiums below 10% for the past two years.

K. Indoor National Teams – “Jenny” Lang Ping and Hugh McCutcheon

1. Women
 - a. The Women’s Team has qualified for the Olympics in Beijing for the 8th consecutive Games. The team leader will be Joan Powell. Jenny Lang Ping and Kerri Walsh participated in the Olympic Torch run in San Francisco. The goal for the Olympic team is to win the Gold Medal.
 - b. There were 100 participants in the Open and A-2 tryouts in February.
 - c. Training team played a tour of China-- 8 matches with Chinese club teams - 5-3 record

2. Men

- a. The Men have qualified for the Olympic Games in Beijing for the 7th consecutive Games..
- b. The USA is in the same pool as Russia, Korea and Italy in the World League.

L. Chief Executive Officer – Doug Beal

1. FIVB. USAV has the following individuals serving on FIVB Commissions: Pat Powers (Rules of the Game), Tom Blue (Refereeing), Carl McGown (Coaching), Bill Briner (Medical), Peter Diamond (Television and New Media), Sinjin Smith (Beach Volleyball), Carl Henkel (Beach Volleyball). Doug Beal is a member of the FIVB(Board of Administration).
2. NORCECA. USAV has the following individual serving on NORCECA Commissions: Tom Pingel (Sport Organizing), Doug Wilson (Refereeing), John Kessel (Technical & Coaches), Doug Beal (Technical & Coaches), Carl McGown (Technical & Coaches), Bill Briner (Medical), Sinjin Smith (Beach Volleyball), Ali Wood (Beach Volleyball), Carl Henkel (Beach Volleyball), Bill Kauffman (Press and Mass Media), Peter Diamond (Marketing).
3. USOC Hall of Fame. Mr. Beal and Mr. Monaco will attend the induction of Karch Kiraly into the USOC Hall of Fame. He is the first volleyball inductee into the USOC Hall of Fame.

X. ADDITIONAL REPORTS

A. USA Volleyball Hall of Fame. Six international greats of volleyball will be honored with induction into the USA Volleyball Hall of Fame this October – Sinan Erdem of Turkey (posthumously), Andrea Giani of Italy, Masae Kasai of Japan, Yuri Poyarkov of Russia, Vladimir Savvine of Russia (posthumously) and Randy Stoklos of the United States.

B. USA Volleyball Foundation. A written report was distributed by Fred Wendelboe, Chair of the Foundation Board. Highlights of the report were:

1. The current directors and their officer positions are: Fred Wendelboe, Chair; Scott Fortune, President; Karen Johnson, Executive Vice President; Elaina Oden, Secretary and Stewart McDole, Treasurer. These directors' terms, with the exception of Karen Johnson who has resigned from the Board, will continue until consultation with the new USAV Board of Directors determines if there are any appropriate changes that should be made.
2. An Education Grant of \$250 was approved for the Professional Association of Volleyball Officials to fund a candidate to a training camp. A joint grant to develop a high school coaching video education program was approved to USAV, AVCA and NFSHSA in the amount of \$35,000 to get the program started and an additional \$20,000 contingent on documented progress and need.
3. The Foundation hosted the reception prior to the Boyce Banquet and conducted a silent auction which raised \$4,300 for the Foundation.
4. The balance in the USAVF account is \$2,086,471.89 which reflects a 2.35% loss since December 31, 2007.

XI. CLOSING REMARKS

Mr. Monaco thanked the members of the Board of Directors for their courage and dedication to USAV during the vote to restructure which removed most of them from the Board and the intense process of restructuring the lay side of USA Volleyball. Change is difficult, but moving more to a staff-driven organization is the right thing for USA Volleyball.

XII. ADJOURNMENT

MOTION #36: It was M/S/C (Sharpless/Claus) to adjourn the Annual Meeting of the USA Volleyball Board of Directors at approximately 11:25 am on Saturday, May 24, 2008.

Respectfully submitted,
Susan S. True
USAV Secretary

USA VOLLEYBALL - NEWLY ADOPTED BYLAWS
An Extract for Amendment Discussion
Article VIII – Committees of the Board

Proposed Amended Verbiage

Section 8.01, Committees, Subsection A

The Corporation shall have the following committees of the Board: Audit; Ethics and Eligibility; Finance, Budget and Compensation; and Nominating and Governance. By one or more.....with the input of other Directors.”

Recommendation: Amend the name of the Nominating and Governance Committee to the Governance Oversight Committee (GOC).

Rationale: With the exception of responsibility to nominate the Independent Directors, all other nominating functions are secondary to those assigned to constituent groups. There is a responsibility for nomination oversight but in all categories other than “Independent Directors” it is the primary responsibility of the constituent group to develop the initial slate.

Section 8.01, Committees, Subsection K, Governance Oversight Committee (GOC)

Subset 5, The Responsibilities of the GOC shall be to assist the Board of Directors as follows:

RECOMMEND IN LIEU OF THIS VERBIAGE, THE FOLLOWING:

- a. Lead the search for individuals qualified to become Independent Directors, who meet the listed criteria and who shall have the highest personal and professional integrity, who shall have demonstrated exceptional ability and judgment and who shall be most effective in conjunction with the other members of the Board, in collectively serving the long term interests of the Corporation. The GOC shall nominate a minimum of two persons for each vacant position and forward these names to the Board for election. During the election process, nominations from the floor may be accepted.*
- b. Assist constituent groups of the Board with the identification of individuals who meet the listed criteria and who shall have the highest personal and professional integrity, who shall have demonstrated exceptional ability and judgment and who shall be most effective in conjunction with the other members of the Board, in collectively serving the long term interests of the Corporation. The GOC may recommend additional persons to constituent groups to be considered for the final slate to be elected by each respective constituent group. Within each constituent group during the election process, nominations from the floor may be accepted.*
- c. Upon request by the Board, review the Board’s committee and commission structure and when requested, , recommend to the Board for its’ approval, possible candidates to serve as members of each substructure. When requested by the Board, the GOC shall review and recommend slates annually and shall recommend additional members to fill vacancies in those substructures not under the purview of the CEO.*
- d. Work with the Corporation’s CEO to develop and implement an orientation program for new Directors and a continuing education program for incumbent Directors.*
- e. In concert with the Board, develop corporate governance guidelines. The GOC shall review the guidelines annually , or more frequently if appropriate, and recommend changes to the Board as deemed appropriate. .*

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- f. *Develop and recommend to the Board for its consideration, an annual self-evaluation process of the Board and its substructures. The GOC shall oversee the annual self-evaluations.*
- g. *Submit reports to the Board and substructures as required and requested to include a report to the Board of the nomination process, which shall identify all persons considered for nomination for the Independent Directors and for each constituent group.*
- h. *Perform such other duties as assigned by the Board and/or the Board Chair.*



It is noted that should this verbiage be amended, then language attached to each constituent group in Article VI, Board of Directors, Section I (eye) will need to be amended to reflect consistent process and language.

RATIONALE: *The Board of Directors is the ultimate authority within the Lay portion of the Corporation. No substructure should exceed this authority, implied or otherwise.*

1. Constituent Organizations should have the ultimate ability to decide the slate of THEIR representation to be voted on each year there is a vacancy to fill. This is not the case as written.
2. The NGC can over-ride the Constituent Organization, add other names and dictate the slate from which there will be an election.
3. As written, the NGC can take independent action re substructures of the Corporation.

While the NGC can play a viable support role in the governance of the Corporation, it should be unmistakably clear in the Bylaws, that the NGC is in an assisting role and are fully accountable to the Board of Directors for their actions. This amendment is proffered to address these concerns

Budget Corrections and Revisions

As of April 3, 2008

Operating Budget Corrections

Description	2008 Approved	Revision	Proposed	Revision Explanation
COGS - Miscellaneous	(4,500)	(2,300)	(6,800)	Inventory Valuation Adjustment
COGS - Officials Product	(1,300)	(7,000)	(8,300)	Inventory Valuation Adjustment
COGS - Pins	(900)	(8,900)	(9,800)	Inventory Valuation Adjustment
VIC Sponsor Equipment	85,000	(40,000)	45,000	Approx 1/2 as many courts rec'd as 2007 as per agreement
Sponsorship	10,000	(10,000)	-	Spalding Sponsorship Agreement Expired in 2007
Professional Fees	(57,000)	(17,500)	(74,500)	Not enough budgeted per Elevation Contract
Departmental Transfer	-	(2,500)	(2,500)	Entry Fees - Opens 2 teams @ 1250 each
Misc. Expense	(500)	230	(270)	Adjust dept budg to break even
USOC Funding	216,800	(47,400)	169,400	Move WNT Tr to Oly Bch Athl Hsng
Payroll	(471,030)	47,400	(423,630)	Move WNT Tr to Oly Bch Athl Hsng
USOC Funding	29,500	47,400	76,900	Move WNT Tr to Oly Bch Athl Hsng
Contingency - Beach Men	-	(23,700)	(23,700)	Move WNT Tr to Oly Bch Athl Hsng
Contingency - Beach Women	-	(23,700)	(23,700)	Move WNT Tr to Oly Bch Athl Hsng
Consultant Coach	(8,000)	(5,000)	(13,000)	Team related performance bonus obligations
Professional Dev	-	(1,500)	(1,500)	Promised in an Athletic Trainer agreement job requirement
Operating Budget Corrections	Total	(94,470)		
Operating Budget Revisions				
Insurance - Worker's Comp	(35,000)	13,800	(21,200)	Rate estimate based on prior year totals with high \$\$ claims
Boys Bid Tourn All Income	36,165	(36,165)	-	Cancellation of Boys Bid Tournament
Boys Bid Tourn All Expense	(32,792)	28,992	(3,800)	Cancellation of Boys Bid Tournament (facility fee)
Rights Fees Non Tools of Trade	55,000	218,000	273,000	DSM Sponsorship \$70k, Albertson's \$75k, PrimeTime \$63k DISC \$10k

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Payroll	(84,950)	(24,961)	(109,911)	Sponsorship Commissions and PR Taxes
USOC Licensing Royalties	-	25,000	25,000	Additional Fees from Signing Bonus
Donations	-	50,000	50,000	Chicago Donor
Travel - Team	(27,300)	22,500	(4,800)	Athlete's traveled back for NORCECA Q in 2007
Men's Exhibition		-	-	At least break even
Women's Exhibition		-	-	At least break even
Operating Budget Revisions	Total	297,166		
Combined Net	Total	202,696		

Actual Budget Impact				
	Approved Budget Operating Income	(265,242)		
	Revised Budget Operating Income	(62,546)		

Budget Revisions		May 2008
Income	Expense	Comment
	9,000	Part-time employee in coaching education - \$6,000 found in other accounts
22,700		Additional donations for Women's National Team. \$50,000 was already added.
	10,000	Pre-Olympic Training (funded by WNT Donations)
	5,850	Additional WNT coach for Olympics (funded by WNT donations)
	1,220	Consultant Coach - Scouting of Asian Qualifier (funded by WNT donations)
	5,568	Additional expenses from China trip (funded by WNT donations)
	22,094	Additional expenses for Grand Prix (change players and additional coaches (funded by WNT donations)
		Total request of \$44,730 to be used in preparation for the Olympics (all funded from external sources).
13,000		Merchandise sales at World League (at worst, a wash)
	13,000	Cost of Goods Sold at World League (at worst, a wash)
3,500		Registration fees for WUC and ISC were not budgeted.
	3,500	Would like to use additional income to fund one more team to WUC.
39,200	70,232	
	(31,032)	Net Budget impact
Actual Budget Impact		
Approved Budget Operating Income		
	(62,546)	
Revised Budget Operating Income		
	(93,578)	

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Corrections/Adjustments to Capital Purchases				
Capital Purchases - Spalding Courts	(118,500)	40,000	(78,500)	Approx 1/2 as many courts rec'd as 2007 as per agreement
Capital Purchases - Phone System	(59,200)	(8,500)	(67,700)	Additional needs of \$5,000 plus 10%
		Total Budget Revisions	31,500	Contingency
		Capital Purchases Budget as Approved	(202,700)	
		Revised Budget	(171,200)	