

USA VOLLEYBALL BOARD OF DIRECTORS

AGENDA (1)

May 30 - 31, 2015

Los Angeles, CA

DRAFT Revised 5-7-15

SATURDAY, May 30: 11:00 am to 5:00 pm

I. CALL TO ORDER/INTRODUCTIONS

Lori Okimura

A. Roll Call and Declaration of Quorum

Kerry Klostermann

Chair Lori Okimura called the meeting to order at 11:01 am.

Present: Barnum, Cain, Conover, Dombkowski, Fasbender, Hughes, Mailhot, Okimura, Rasmussen, Sulentor, Reitinge, Reynaud, Rogers, Shropshire

Absent: Gardner, Ross

Staff Present: Beal, Klostermann, Vadala, Mara, Pingel, Kearns, Ruger, MacLean, Sander, Kauffman.

Guests Present: McDole, Fortune, Holloway, Funk, McLarty, Lee, Weber, Arrington.

B. Board Directory

Kerry Klostermann

Kerry Klostermann passed around the Board directory for updating.

II. ANNOUNCEMENTS

Lori Okimura

A. Board & SafeSport Photo Session

The Board recessed briefly for photos.

B. USA vs. Iran Match Logistics

Ms. Okimura explained the logistics for the USA v. Iran match.

III. APPROVED MINUTES – January 25-26, 2015

Lori Okimura

Ms. Okimura noted that the minutes were previously approved by the Board through an email vote.

IV. APPROVAL OF AGENDA / ADDITIONS

Lori Okimura

A. RVAA Additional Items

Ken Cain / John Hughes

Mr. Cain indicated that there were several items that the RVAA may raise during the meeting, but had no changes to the agenda at this time.

Motion #1 to Approve Agenda. Made by Mr. Hughes, Seconded by Mr. Reitingger. Approved unanimously.

B. Assembly Items from Administrative Council Meetings

V. BOARD ADMINISTRATIVE OVERVIEW

Kerry Klostermann

A. Next Meetings 2015

- October 11 & 12 (Denver - in conjunction with RVAA meetings)
- January 2016 (Southern California?).

Ms. Okimura noted that the Board has expressed a preference to have one meeting each year in Southern California. The tentative dates are January 30-31, 2016.

- May, 2016

Ms. Okimura indicated that there has been discussion of holding the May, 2016 meeting on May 26-27 in Orlando. There has also been discussion of having the Board meeting in conjunction with the first NCAA Sand Volleyball Championship. Ms. Fasbender indicated that the dates and location for the NCAA Sand Volleyball Championship has not been set. Ms. Reynaud suggested that the Board wait to make a decision until the NCAA decides when and where the Championship will be held.

- October, 2016

Ms. Okimura suggested that the Board start considering whether or not to have the meeting in Anaheim and have a post-Olympic event in conjunction with the meetings. Mr. Beal suggested that the Board hold off to see how negotiations with the City go.

VI. INTRODUCTIONS

Ms. Okimura recognized and thanked Melissa Weymouth, Cindy Nyhof and Bill Forrester for their work on the USA v. Iran event.

A. John Ruger, Senior Director, Beach Operations

Doug Beal

Mr. Beal introduced John Ruger, the new Senior Director, Beach Operations. Mr. Ruger discussed his background with the USOC and the Olympic Movement, and his goals for the beach program moving forward. Mr. Ruger discussed his investigation of the JBT/High Performance Complaints, and agreed to report back to the Board at the October, 2015 meeting.

B. Introduction of Other Staff in Attendance

Ms. Kearns introduced Valencia Lanier, who is the new Finance Assistant in the Anaheim Office.

VII. **SAFE SPORT REPORT**

Malia Arrington / Margie Mara

Mr. Beal introduced Malia Arrington, who is the Senior Director, Ethics and Safe Sport with the USOC.

Ms. Arrington gave a presentation on Safe Sport to the Board. Ms. Arrington discussed the history of Safe Sport and the minimum requirements applied to NGBs. In 2013, the USOC put together a working group to provide recommendations on case management. This group recommended that a new entity (named the U.S. Center for Safe Sport) be formed to deal with SafeSport allegations, and each NGB would be required to participate as a condition of membership in the USOC. The launch of the U.S. Center for SafeSport is conditioned on addressing the issues of funding and insurance.

Mr. Cain asked for clarification on who, within USA Volleyball, would be subject to USCSS jurisdiction. Ms. Arrington responded that the jurisdiction is still being worked out, but is likely to be those who are subject to discipline by the NGB or who are appointed to a position of authority over an athlete. Mr. Cain questioned whether the regions would be under the jurisdiction of a USCSS. Mr. Barnum suggested the Center could be a resource for the Regions. Mr. Cain indicated that there are concerns with that, because of issues like which jurisdiction applies for mandatory reporting when an issue spans multiple states. Mr. Cain asked how this would overlap and interrelate with local law enforcement. Ms. Arrington noted that the Center will address a range of issues that are not subject to criminal investigation. She also noted that while not wanting to interfere with criminal investigations, there are times that the Center may proceed despite an ongoing criminal investigation, because criminal investigations can take several years to complete and we cannot always depend on the criminal system to do the work for us. Ms. Arrington also noted that it is the goal of the Center to focus on preventing issues and intervening before they become criminal issues. Ms. Arrington indicated that the launch of the Center is not likely to occur in the third quarter of this year, but more likely at the beginning of 2016. Mr. Cain asked what the assessment is likely to be for USA Volleyball. Ms. Arrington indicated that, under current budgets, 47 NGBs will be required to fund collectively just over \$1M per year. Ms. Mara thanked Ms. Arrington for her efforts.

VIII. **USAV FOUNDATION**

A. **USAV Foundation Report**
Schoenherr

Al Monaco / Kerry Klostermann / Lauren

Mr. Klostermann reported that the Foundation at its last telephonic meeting formed an Investment Committee with Scott Fortune as Chair and Chip Harris, Mike Schroeder and Charlie Isgar as members, and a Foundation-USAV Joint Committee with Bill Barnum as Chair and Fred Wendelboe, Stew McDole and Bob Gries (no longer on Board or Committee) as members. The Foundation Board meets on Monday, and a discussion of the mission of the Foundation is on the agenda and how Foundation funding could better be utilized by USAV, among other things. Ms. Okimura clarified that the Foundation-USAV Committee is not a joint committee but rather is two separate task forces that come together to discuss how to work together.

Ms. Schoenherr updated the Board on developments since January. The Silent Auction raised \$12,000 for high performance. Ms. Schoenherr was also authorized to hire Kate Wilson as an assistant. The Stars Heritage Reception in Detroit at the Annual Meeting broke even and also took in some donations for the Foundation. The Foundation will be hosting a reception before the USA v. Iran match, as well as the "Ball-B-Que" before the USA v. Russia event in Long Beach in June, and will have a presence at a number of events in the Fall. So far this year, the Foundation has raised approximately \$60,000, which is about double where the Foundation was at the same time last year.

Mr. Fortune, the Chair of the Investment Committee, reported that the fund stands at \$3.7M, with about a 4 percent return. The benchmark for the Foundation is a rate of return of approximately 6.1%. The task of the Investment Committee is to manage the investment advisor and to track performance towards the target rate of return. Mr. Fortune reported that the Foundation is also working on a spending policy to govern payments to USA Volleyball. Ms. Mailhot asked if the same investment management company handles the Foundation and USAV account. Mr. Fortune indicated that all investments have been shifted to the Foundation which is managed by Legacy, while USAV does not maintain investments. All accounts are separate. Ms. Reynaud asked how the Foundation's performance compares with other NGB Foundations. Mr. Fortune responded that the Foundation's rate of return is comparable to the U.S. Olympic Endowment. He indicated that he would research the level of investments of other NGB Foundations and report to the Board. Mr. Cain asked if the Foundation was looking at putting some money in the US Olympic Endowment. Mr. Fortune indicated that research was done, and the returns are pretty similar over ten years. The difference is that the US Olympic Endowment does not charge fees to the investors at the same level as the Foundation is charged. He indicated that the Foundation will continue to look at this.

Mr. Klostermann recognized that the North Texas region had raised a lot of money for completing the weight/sports medicine room in the Torrance Beach Program office. Mr. Reitingger discussed the program and thanked the beach athletes who came to Texas as a thank you to the Region and those who raised the money.

Mr. Cain asked whether the Foundation is required by the IRS to spend five percent of its corpus. Mr. Fortune indicated that the Foundation is not subject to such a requirement, which was confirmed by Mr. Smith.

B. USAV / Foundation Task Force Update

Andy Reitingger

Mr. Reitingger reported that the task force has broken its task into three parts: (i) the mission statement; (ii) the structure of the Foundation; and (iii) potential members. The task force determined that the second and third parts are dependent on the first, so the task force decided to focus on the mission statement and what kind of Foundation it should be.

Ms. Reynaud reported that the task force has developed a proposed mission statement after reviewing the mission statements of other NGB foundations:

The USA Volleyball Foundation is a charitable nonprofit corporation that provides long-range financial support for USA Volleyball and promotes the continued growth of beach, indoor and sitting volleyball in the United States. The Foundation's primary goal is to enhance USA Volleyball's mission.

Ms. Dombkowski stated that she likes the existing mission statement on the web site, but that it should call out the support of beach, indoor and sitting volleyball. Ms. Okimura explained that the plan is for the USAV task force to develop a proposed mission statement, and the Foundation task force will do the same, and the two will see if there is any commonality between the two. Mr. Klostermann noted that the current mission statement does not mention USA Volleyball, which is interesting because the Foundation is a supporting organization of USA Volleyball, and one of the fundamental questions being discussed is whether the Foundation should support the growth of the sport volleyball or USA Volleyball.

Mr. Monaco asserted that, legally, the Foundation is a supporting organization to USA Volleyball, which should be taken into account when deciding whether or not to support the sport of volleyball or USA Volleyball.

C. Recognition

The Board recognized Ms. Sulentor for her two terms on the Board and her outstanding service to USA Volleyball and presented her with a gift from the Board.

IX. EXECUTIVE SESSION

Lori Okimura

Motion #2 to go into executive session, with some individuals invited to join the board based on their subject matter expertise. Made by Reitingger, Seconded by Dombkowski. Approved unanimously.

A. BAAC Report

Jon Lee

B. Sponsorship Update & City of Anaheim

Kerry Klostermann

C. Personnel Committee

Cecile Reynaud

*** END SATURDAY EVENING SESSION ***

5:05pm

SUNDAY May 31: 8:00 am – 3:00 pm

The Board began the meetings in Executive Session, continuing from Saturday.

The Board recessed the Executive Session at 9:26 a.m.

X. STRATEGIC OPERATING PLAN

Chris Vadala

A. Assembly Chair (or Designee) Report – Strategic Plan Review

Jim Webber (RVA)

Corey Glave (Beach)

Devonie McLarty (Officials)

Andy Reitingger (Junior)

Mr. Vadala updated the Board on the steps taken since the January retreat, which included working on next steps, agreeing on format and definitions, assigning ownership to each objective, updating and developing proposed goals, and revamping the operating plan. He reported that he sent a slightly revised Strategic Plan to the Board, which included minor changes to the mission statement and vision statement. These documents are not final, as there are four assemblies that will provide feedback. The Management Team has assigned “ownership” of each of the 19 objectives and 48 goals, and those objectives that are bolded in the report are the ones

to be focused on in 2015. Each Department also has its own Department Operating Plan, which was distilled from the overall Operating Plan. Staff accountability has been developed by assigning ownership and developing timelines to complete the objectives. A timeline has also been developed for the budgeting process that would support the operating plan.

Jim Webber, the Chair of the RVA Assembly, reported that the Assembly met May 18-20, and the Strategic Plan was discussed during Zonal breakout sessions. The Assembly felt that regional membership is the best opportunity for getting into the National Team pipeline. Participation would be improved by providing easy, attractive and affordable access to enter the sport. There should be an emphasis on building lifelong career pathways with a focus on retention. He noted that regions are anxious to work with USAV to use the USAV logo and to have access to USAV players and coaches. The Assembly also recognized the need for creating a recurring revenue strategy that includes a long-term plan for sponsorship, events and regional opportunities. With the Olympics coming up in 2016, it provides a major opportunity to increase regional membership. The Assembly also noted the need to develop a USAV logo that can be used by regions.

Corey Glave, representing the Beach Assembly Administrative Council, reported that the major issues coming up were (i) focusing on junior beach programs and athletes, (ii) creating infrastructure so John Ruger can be successful, and (iii) having national team players work with juniors and provide back to juniors. It is important that the strategic plan be monitored for accountability so that goals are being met. The Beach Assembly would also like to see that each department have interaction with the Strategic Plan, and that the implementation of the Strategic Plan be transparent.

Devonie McLarty, representing the Officials Assembly, reported that the Assembly met recently about developing a department within USA Volleyball dedicated to officials and officials development, and so the Assembly focused on how this department would fit into the Strategic Plan. The Officials Assembly thus spent its time looking at resource allocation within the Strategic Plan. Mr. Cain asked whether there was any discussion of payments to officials. Ms. McLarty indicated that there was some concern among officials of their cost that could cause officials to be eliminated, but at the same time some tournament officials would like to be paid more so they can break even when factoring into account travel costs.

Mr. Reitingger reported on behalf of the Junior Assembly. Mr. Reitingger reported that there was discussion about developing a tracking sheet so progress on the various goals and objectives could be followed.

Ms. Okimura reported that she went to each of the Assembly meetings, and found that people were happy that the Board and staff were working together. She also heard that these groups need a louder voice with more opportunities to communicate and be heard. There was also a desire for all parts of USA Volleyball to work together and to be on the same page. Resource

optimization was also a recurring theme. Marketing and brand affinity was the most discussed topic and is the most important priority for the Assemblies.

Ms. Reynaud also thought that developing coaches and coaching education were discussed but are not fully discussed in the Strategic Plan.

Mr. Cain raised the question of what priorities raised by the Assemblies would make their way into the Strategic Plan, and he encouraged the Assemblies to prioritize their most important objectives.

XI. CEO / STAFF REPORTS

Doug Beal

A. USOC – USAV Annual Diversity Report

Chris Vadala

Mr. Vadala reported that USAV submitted its diversity report to the USOC on April 1st. The USOC has just sent back a diversity report grid, that Mr. Vadala will share that with the Board moving forward.

B. 2015 FIVB World Grand Prix Finals Update

Kerry Klostermann

Mr. Klostermann noted that this will be the most prestigious event hosted by the US, and this comes with an automatic berth in the finals, which will allow Coach Kiraly to rest players. To date, over \$250,000 in tickets have been sold. USAV is likely to hit its grant goals, but may fall short on the sponsorship side. Sponsors seem to be less interested in investing in a single event. On television, the first three days will be live on Universal, the fourth day will be via tape delay, and the last match, which may be against Brazil, will be on NBC live during a two-hour window. Ms. Mailhot reported that the region is working on having enough volunteers for the event, and there is a lot of local marketing going on. There will also be a huge coaching clinic held at the same time as the event.

C. USAV Academy Update

Chris Vadala

USAV has decided to go with a different provider for the Academy. Mr. Vadala credited the regions for inquiring about putting this out to bid. This change is expected to increase the quality of services provided and will provide significant cost savings. Ms. Mailhot stated she believes this will be an excellent change.

D. Annual Meeting Recap

Kerry Klostermann / Chris Vadala

Mr. Klostermann indicated most issues from the Annual Meeting were covered in other reports.

E. NORCECA & FIVB Board Report

Doug Beal

Mr. Beal sent his notes on recent meetings to the Board. He commented that USAV has had some difficulty in getting answers to operational questions from FIVB. Also FIVB has been delayed in getting back on contracts for pending events to be held in the US. Mr. Beal is not sure why this is happening at the FIVB level, because there is a clear commitment from FIVB to holding world events in the US. At the most recent Board meeting, a document was circulated that is akin to a strategic plan listing nine objectives, which included being moved from Group 2 to Group 1 in the IOC rankings system, reaching 1,000,000 users on their platform, increasing TV audience by 20% and 100% by 2020, signing four new global sponsors by 2020 with a goal of an additional \$10M per year, increasing annual income budget from \$31M to \$70M, having an effective bidding process by 2018, securing feed by TV internet to all member federations by 2022, increasing the number of fans and players by 2018, and becoming the number one sports humanitarian organization, after football, by 2018. Mr. Cain asked what would happen if we don't receive agreements from FIVB; Mr. Beal indicated that this is not clear. The issue is getting FIVB's legal department to draft the documents. Mr. Cain also noted that FIVB's capital account is down by one-third and asked what the future plan is. Mr. Beal responded that the decrease is due to the market decrease and the money spent for the new exhibition hall. Mr. Cain asked how the suspension of professional activities in late December and early January for Olympic qualifying would impact the US. Mr. Beal indicated this would be positive for the US.

Mr. Beal also indicated that the NORCECA meeting occurred about 10 days ago. The critical issue from NORCECA is that every issue is being presented as "developmental" v. "non-developmental." This means more events are being created, more is being charged to the U.S., Canada, Mexico and Puerto Rico. There is no ability to turn these events down, as to do so would be portrayed as being "anti-development." This has a number of impacts on the U.S.: (i) financial, (ii) we didn't get the full contingent of women's teams to the Beach World Championships (if you qualified one team through FIVB, then your country was not eligible to receive slots from NORCECA). The U.S. may try to negotiate an annual rights fee and eliminate an event hosting fee.

F. Other International Events Update

Doug Beal

Mr. Beal indicated this was covered in his report on NORCECA and FIVB meetings.

G. Annual Report Distribution

Doug Beal

Mr. Beal reported that the annual report has been printed, and it is available at the meeting.

H. National Team Updates

Doug Beal

Mr. Beal reported that our indoor teams are at a good spot right now. The beginning of the year is a challenge because players are returning from foreign leagues. We now have more players going to more countries around the world. More than ever before, men and women are coming out of college and are having a big impact on the National Teams.

Mr. Rogers reported on the beach teams. Both the men and women are having some success; injuries are having some impact.

Mr. Rasmussen discussed the Sitting National Teams. There were 10 teams at the U.S. Open, which is the largest ever. The Regions are looking to add teams.

I. Athlete Transition Program Update

Chris Vadala

Mr. Vadala reported that beginning in January the existing athlete transition program is being phased out. The USOC does have a program that is in flux. There is a working group that will be getting together to discuss how to communicate to athletes about the USOC's program and also how USA Volleyball can supplement the USOC program. Ms. Sulentor reported that she met with some indoor women athletes to report on the changes and how this will work in the future.

XII. BYLAWS and GOVERNANCE

A. Audit, Finance & Budget Committee Report

Ashley Dombkowski

1. 2015 Budget Status

Ms. Dombkowski reported that the AFB met in March to look at the 2014 results, which ended in a surplus. The AFB approved \$260,000 in a specific set of add backs. Once the audited numbers came back, there was an additional \$18,000, which went into the contingency fund. The 2014 Audit was completed on May 15th, and there were no material findings. There were two observations in the management recommendations – (i) since cash flow fluctuates significantly over the year, a question was asked whether USAV is taking advantage of this capital. Scott Fortune will look into this, keeping in mind that USAV cannot take any risk with this money; and (ii) there are a number of expired checks outstanding, so we need to close those up. Stacie and Valencia will work on this. Ms. Dombkowski reiterated that these were not significant recommendations.

The AFB also conducted the first quarter review for 2015. There is currently an \$80,000 deficit, which is not significant at this time.

For 2016, USAV expects to receive a draft budget, which will be reviewed in November, and a budget will be brought to the Board in January, 2016 for approval. Ms. Dombkowski noted that there has been some dissatisfaction expressed with the timing, and staff would like to have an approved budget before January first. Ms. Dombkowski explained the timeline that results in the timing of the budget preparation and approval, noting that because of the holidays, the Board cannot really meet until after the New Year. Ms. Dombkowski reviewed options to address these concerns, either of which would require some changes to the Bylaws. Mr. Cain noted that it would be best to amend the Bylaws to determine the procedure to approve the USAV budget prior to the January, 2016 meeting. Mr. Barnum raised the possibility of approving a 13-month budget. Ms. Kearns indicated that she could not think of a reason why USAV couldn't prepare a 13-month budget but would like to consider it more.

2. Restricted RVA Insurance Fund

Ms. Kearns reported that staff prepared some guidelines and ran those by the insurance committee in Detroit, and have incorporated comments and re-submitted the guidelines to the insurance committee for review. The hope is that this will be ready to submit to the RVAA in the Fall. Mr. Cain noted that the RVAA members saw an increase in their insurance fees.

Ms. Okimura indicated to Mr. Reitingger that the appropriate policy manual would need to be updated. Mr. Reitingger acknowledged this and raised the need for a Governance Committee to handle these types of issues.

B. Document Review Task Force Report

Andy Reitingger

Mr. Reitingger reported that manuals for the juniors and beach have been done and approved. Ms. Mailhot reported that format for the manual for officials is being changed, and should be done before the October meetings or March meetings. Mr. Cain indicated that the RVA had developed a list of issues for its manual, and the RVA committee is working through those issues. The RVA has developed and passed a procedure for going into executive session and also a conflict of interest policy. There are still a few more issues to be addressed. Ms. Reynaud asked if these documents could be made available electronically to allow for easy searching, and Mr. Reitingger indicated this was possible. Mr. Reitingger suggested that Ms. Reynaud oversee this effort.

C. Revised Bylaws & Operating Code

Kerry Klostermann

Mr. Klostermann noted that Mr. Reitingger covered all of this report in his report on the Document Review Task Force. Mr. Cain suggested that all Bylaws changes be done in one meeting, perhaps in May.

D. Beach Assembly Report

Corey Glave

Mr. Glave reported that there were six meetings held since the last USAV Board meeting to address the Strategic Plan and dealing with John Ruger. The BAAC meeting has now been moved to November. The Beach Assembly is also monitoring several elections to make sure those are done and follow the appropriate procedures.

E. Junior Assembly Report

Andy Reitingger

Mr. Reitingger reported that the Junior Assembly discussed the Strategic Plan and asked the USAV Audit, Finance and Budget Committee to consider funding to reach out to members about lines of communication and to find out what clubs need. The Junior Assembly also spoke about adding members to the Rules of the Game Commission and championships. Mr. Reitingger also mentioned that the Junior Assembly discussed the process for new coach training/impact requirements and the decision to switch to the new Molten ball. Mr. Klostermann will follow up on the Molten ball issue.

F. Official's Assembly Report

Devonie McLarty

Ms. McLarty reported that the Officials Assembly is still working on the Admin manual. Two new people were added to the Admin council, which means there are eight elected and five appointed members on the Administrative Council. There is an election going forward for the Officials Board of Director position. Ms. McLarty also reported on the current numbers of referees. There is also a committee being put together to look at the official certification process.

G. Regional Volleyball Assembly Report

Jim Webber

Mr. Webber reported that several new Zonal Chairs were elected and three new Standing Committees created. He also reviewed the status of competition from the AAU and JVA in several Regions. The Regions have also expressed a strong desire for USA Volleyball not to send any more registration requirements without getting Regional input first. Ms. Mailhot indicated an interest in starting conversations on how to reduce costs for coach training. Mr. Cain asked Mr. Beal if USAV could commit to the request for consulting with the Regions before new registration requirements are imposed, and Mr. Beal said this was somewhat dependent on the USOC and other factors. Ms. Okimura suggested that the parties commit to continuing to communicate about this issue.

H. Ethics & Eligibility Committee Report

Jon Lee

Mr. Lee noted that he had provided his written report to the Board via email and noted there were no action items in that report. Mr. Lee then gave an overview of the review of the arbitrators' reports, as well as training modules for arbitrators and programs for new arbitrators to be able to come on board. Ms. Okimura inquired about the progress of getting the arbitrator program involved in the junior beach program. Mr. Lee indicated that he would talk with John Ruger and Margie Mara about this. Ms. Okimura also asked about tracking of Safe Sport issues. Mr. Lee indicated this issue was included as part of the review.

I. Nominating & Governance Committee Report

Nancy Funk

Ms. Funk reported that of the four Board positions expiring June 30, 2015, Independent (Ken Shropshire), Indoor Athlete (Tayyiba Haneef-Park), and Beach At-Large (Lori Okimura) were filled while the Officials position election will be done in the next few weeks. Ms. Funk also noted that, in the Bylaws version online, there is no reference to the Paralympic Director position. Also, the timing of Mr. Rasmussen's board term (through 2018) has created an uneven staggering, such that there will be five positions up in 2018.

J. Administrative Council Report

Margie Mara

Ms. Mara reviewed the composition of the Administrative Council., noting there is a vacancy among affiliated organizations. This group is intended for assemblies with business that crosses over multiple areas. Many new materials have been added to LMS for beach officials. The Member Organization – Junior Beach position in the Beach Assembly is currently being filled. The Officials Assembly has confirmed that all national level USAV officials will be Safe Sport certified by January. The next call is set for June 10th.

K. USOC AAC Report

Katie Holloway

Ms. Holloway reviewed the purpose and history of the AAC and its charge with the Board. USAV is one of only eight sports with a Paralympic athlete on the AAC Board. The ownership of the Chula Vista training center is in question, and the athletes have asked to have a voice in those deliberations. Also, the Elite Athlete Insurance program did not meet the standards of the Affordable Care Act this year. Waivers were issued for 2014, and for this year, a program meeting state standards was selected, so Wyoming was selected, and there are about 30 changes that need to be made. Also, the AAC discussed IOC Charter Rule 40 at its last meeting. Mr. Beal indicated that the Chula Vista issue is potentially impactful to USAV, and USAV is engaged in conversations with the USOC on this.

L. Beach Athlete Update

Todd Rogers / April Ross

Mr. Rogers indicated this topic was covered in his earlier report.

M. Indoor Athlete Update

Sarah Sulentor

Ms. Sulentor reported that she met with the athletes about two weeks ago to discuss the new Board representative and the transition program. The athletes indicated one need they have is storage of vehicles and personal items while training overseas, and asked if USAV might be able to help with this. Ms. Sulentor also discussed with Nancy the relatively low number of athletes who voted and raised the possibility of holding future elections at a different time to increase participation.

N. Sitting Athlete Update

Brent Rasmussen

Mr. Rasmussen reported on his meetings with athletes at the U.S. Open, where he discussed the transition program. There is also now a Sitting Athlete High Performance Plan that covers through 2019. Because of travel costs, there has been discussion of incorporating 3-on-3 tournaments at existing events.

O. Governance Review Committee Update

Lori Okimura

Ms. Okimura reported that the Governance Review Committee has not yet met, but plans to meet before the October meeting.

P. NCAA Update

Kristin Fasbender / Doug Beal

Mr. Beal reported that a lot of NGBs have major concerns about the autonomy being given to the five power conferences and its impact on Olympic sports. There is agreement that these five conferences need to cooperate in a positive way. The USOC will be hosting a Board meeting in June, and staff may propose that the USOC identify an amount of money and add a staff position to address this issue with the NCAA and conferences, and create a talking points strategy between coaches associations and NGBs on how to change the dialogue on this, and develop a strategy for NGBs to save their sports in the collegiate ranks.

Ms. Fasbender reported that full-cost-of-attendance is driving this, and conferences are taking a look at how to respond to this.

XIII. 2016 Olympic / Paralympic Games Update

Kerry Klostermann (4)

Mr. Klostermann asked those who are considering going to the Games let him know so he can get the necessary information. Ms. Okimura suggested this be done through a conference call

among those interested. Mr. Klostermann reported that both hotels are now under contract and USAV has ordered tickets for beach and indoor volleyball through the USOC.

XIV. **NEW BUSINESS**

Lori Okimura

Mr. Hughes raised the ad hoc committee for Board review. Ms. Okimura indicated this is the same committee as Governance Review, which she reported on earlier.

Ms. Mailhot thanked Ms. Okimura for her support of the Board and the World Tour event.

Ms. Okimura mentioned that the Special Olympics World Games are being hosted in Los Angeles, and USA Volleyball has been participating, and there are both sand and indoor volleyball events.

Ms. Okimura then complimented Melissa and her staff for their performance with the World League. Mr. Al Lau provided an update on the Olympic qualifying beach event/Grand Slam event to be held in St. Petersburg, Florida on June 15-21. The event will be receiving an unprecedented amount of coverage on NBC. Mr. Lau also reported that AVP and USAV are working through how the two can work together on marketing.

Ms. Okimura reported on the Executive Session held yesterday and this morning, and that the Board adopted the following resolutions in Executive Session:

Motion #3: The USAV Board hereby determines that the review of the beach department as called for in Motion #24 from the Board meeting held May 24, 2013 has been completed, and thus Motion #24 is hereby deemed no longer in force or effect. The Board hereby approves that the corporation may proceed with the transition of beach department employees of temporary status to that of regular status in accordance with standard corporate employment practices. Such regular employees will be subject to all regulations and guidelines for USAV staff. The USAV Board reserves the right to continue its evaluation of the findings presented January 27, 2014 by the Independent Investigator regarding the beach department, and to continue the process of working with the new Senior Director of Beach Operations to address other areas of the beach department that requires adjustment to provide appropriate guidance within the beach discipline.

By way of background, "Motion #24 from the Board meeting held May 24, 2013" referenced in Motion #3 above states as follows:

"MOTION #24: It was M/S/C (Cain/Mailhot) the 2013 Beach funding as proposed by AFB is approved with the following directives: The USAV Board will select an independent party to review all aspects of the operation of the USAV beach department and all USA Beach activities. This party will report to the Board all findings, recommendations received, and their

recommendations for resolving problems and creating properly functioning beach activities for USAV. The reviewer will maintain the confidentiality of all information received by this review and only provide that information to the USAV Board. Until the board completes its review of this investigation only temporary hiring will occur. The handbook shall be revised to reflect the findings of the independent reviewer as approved by the Board. In this redesign, the handbook in final form shall be a functional document reflective of the independent review and that provides guidance to athletes at all level of the sport; entry, mid-level and elite. The reviewer shall be selected within 30 days or as soon as possible thereafter. A committee of the board that consists of Bill Barnum, Sarah Sulentor and Ken Shropshire will recommend a person to serve as the reviewer and the board will select the reviewer by an approved method.”

Motion # 4 – The Personnel Committee made confidential recommendations to the AFB on the CEO’s compensation

Motion # 5 – The Board hereby authorizes the Chair and/or CEO to spend up to \$25,000 to engage a crisis management firm, if needed.

Motion # 6 – The Board hereby authorizes the Chair to elect Sarah Sulentor, Brent Rasmussen, and Scott Fortune to the USA Volleyball Foundation Board of Directors.

XV. **ADJOURNMENT**

Lori Okimura

The Board voted to adjourn.