

UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
January 18-19, 2003

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

Executive Committee: Albert M. Monaco, Jr., President; Rebecca Howard, Past President and Interim Executive Director; Kevin Twohig, Executive Vice President; Karen M. Johnson, Secretary; Stewart McDole, Treasurer; Lynne McDonald, Board Representative to the Executive Committee; Paula Weishoff, International Player Representative, Erik Sullivan, National Team Representative (ex-officio-non voting), Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Dick Jones, Susan Sinclair, Brenda Williams, Denise Van De Walle, Gino Grajeda, Joe Sharpless, Michael O'Hara, Allan Chinn, Jonathan Lee, Lynne McDonald, Chuck Stemm, Jim Webber, Liz Masakayan, Sinjin Smith, Jeff Stork, Charlene Tagaloa, Paula Weishoff

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

Parliamentarian: Karen M. Johnson

National Team

Representative: Erik Sullivan

National Staff: Doug Beal, Brent Buzbee, Mike Chandler, Carla Hall, Rebecca Howard, John Kessel, Kerry Klostermann, June Lobeck, Margie Mara, Barbara Negilski, Tom Pingel, Collin Powers, Paul Soriano

Guests: John Armuth, Buzz Bohmeyer, Chris Clauss, Bill Hammiter, Katherine McConnell, Kay Rogness, Skip Weston

Excused Absence: Gary Colberg, Ann Davenport, Cynthia Doyle, Bob Krimmel, Geri Polvino

Absent: Nick Becker, Julie Hermann

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 United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:35 am on Friday, January 18, 2003.

- A. Role of Past President/Interim Executive Director. President Monaco said, that prior to a quorum being called, an action by the Board of Directors was needed to clarify the role of Becky Howard in the meeting. Ms Howard was willing to accept the position of Interim Executive Director/CEO on a part-time basis until a new Executive Director is in place. The Executive Committee recommended that she be permitted to continue in her role as Past President. Thus a suspension of the Bylaws is needed.

MOTION #1 It was M/C (Executive Committee) that the Board of Directors temporarily suspend Bylaws, Article V. B. 11. to permit the Past President to continue to serve as an officer, with the understanding she will recuse herself from voting on any action item that may be deemed a conflict of interest.

- B. Roll Call, Declaration of Quorum and Silent Roll Call. Following self-introductions, Karen M. Johnson, Secretary, declared a quorum was present. She noted that the Bylaws require that a member of the Board of Directors must be present for 80 per cent of the sessions at each meeting in order to be considered in attendance. The Secretary will take a silent roll call at the beginning of each session.
- C. Special Rules of Order. Secretary Johnson referred to the proposed "Special Rules of Order," distributed via email to the Board of Directors, and highlighted several rules.

MOTION #2 It was M/S/C (Sharpless/Twohig) to approve the Special Rules of Order for the 2003 Winter Meeting of the Board of Directors.

- D. Annual Signing of Conflict of Interest Forms. Secretary Johnson reviewed the need for members of the Board of Directors to avoid a conflict of interest in their deliberations. Conflict of interest forms are to be signed annually. The forms were distributed to all members of the Board.
- E. Registration with USVBA. Ms Johnson reported that all members of the Board of Directors must be registered with the Corporation. All Board members who were not registered with a Regional Volleyball Association registered with the Administrative Region of the Corporation.

II. ANNOUNCEMENTS

The following announcements were made:

- A. Recognition of Denise Van De Walle. Ms Van De Walle will be replaced by Katherine McConnell, the new Executive Director of the American Volleyball Coaches Association. President Monaco commended Ms Van De Walle for her service as a Board member and presented her with a gift.
- B. Planning for Meetings. President Monaco urged all members of the Board to notify the National Office at least 30 days in advance of their attendance status for meetings. Otherwise we are unable to plan effectively.
- C. Interactions with President Cristobal Marte. President Monaco invited all Vice Presidents to have lunch with him, Kevin Twohig and Mr. Marte. He also invited the Board to attend a no-host dinner that evening honoring Mr. Marte.

III. APPROVAL OF AGENDA

MOTION #3 It was M/S/C (Lee/Stemm) to approve the agenda, leaving the flexibility for adjustment and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE MAY 24-25, 2002 MEETING OF THE BOARD OF DIRECTORS

MOTION #4 It was M/S/C (Twohig/Sharpless) to approve the Minutes of the May 24-25, 2002 Meeting of the Board of Directors, as distributed.

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

Stewart McDole, Treasurer, distributed a written report and recognized the members of the F/B Committee (Scott Fortune, Karen Gee, Niels Pedersen and Kevin Twohig). He then highlighted the following:

- A. FY 2002 Budget. It is projected that there will be \$13,000 in excess of the \$550,000 surplus built into the 2002 budget. Mr. McDole indicated this was the most positive statement the USVBA has had in many years; however, he cautioned that the USVBA must continue to remain committed to improving net worth,

APPROVED: 5/23/03

increasing cash flow, performing at budget and renewing the investment resources. The line of credit has not been used since the first quarter and several sponsor and license contracts have been renewed. The investment portfolio, however, decreased approximately 21.5% in value and the current balance is \$554,733. The official audit will be shared with the Board of Directors at its May 2003 meeting.

B. Proposed Budget for FY 2003. The F/B Committee commenced preparation of the 2003 budget with the conceptual bottom line budget goals:

- Attain a \$400,000 surplus: \$150,000 toward 2004 Olympic expenses; \$150,000 in operations surplus to contribute to net worth; and \$100,000 toward investment accounts.
- Acknowledge \$50,000 in deferred revenue actually spent in 2002.

Several items were reviewed carefully for consideration, especially that of participation of the Men's National Team in the World League. The cost of recent participation in the League was examined. In general, it is probable that it would cost \$700,000 more than the amount of revenue that can be generated. As a multi-year commitment would be required, this loss would have to be built in for several years. Thus the F/B Committee did not include money for participation in the 2003 budget. The longer the Men's National Team does not compete in the League, however, the greater the impact it has on access to playing the top teams in the world. Thus a request was made by the F/B Committee to the President to provide the opportunity for a careful review of this issue at the May 2003 meeting, as the Board of Directors must ultimately make this decision.

Other items considered included increasing support for Men's Collegiate Volleyball Teams (proposed funding of \$16,000); Leadership Planning Meeting (proposed funding of \$15,000); maintenance of levels of support for National Teams; Executive Director Search; equity of funding national championships; coaching certification requirements; the cost of Park Volley and Beach events; creating an endowment fund; and increasing per diem.

The Executive Committee approved the establishment of several restricted accounts: the Disabled Division, the Olympic Funds and the Officials Division. It was noted that this latter surplus was created by dues generated late in 2002 that were not expended.

Allan Chinn raised a question regarding the \$151,000 for upgrading the computer system and establishing online registration. It was clarified that the staff realized they did not have expertise in selecting the best software for this. The USOC has offered assistance to NGBs to evaluate their Requests for Proposals (RFPs) as well as the proposals received. Thus this allocation will be used to develop RFPs and make the selection. It was also noted the online system will be made available to all the USVBA family, but will not be mandated. Mr. Chinn suggested that the \$15,000 allocated for web site design appears inadequate. Mr. McDole clarified that if more is needed, then the money for the upgrade will be used for the web site. Jim Webber asked for clarification about the staff costs for the endowment fund. Mr. McDole indicated this reflected part of Kerry Klostermann's expenses and that no new staff would be added. Paula Weishoff reflected on the fact that the expenses for both the search for an Executive Director and participation in the World League are being delayed for consideration until the 2004 budget and these could have great budget impact at that time.

MOTION # 5 It was M/C (Executive Committee) that the FY 2003 budget be approved as submitted.

C. Other. Budget preparation for 2004 will begin in a couple of months and meetings will be held in May 2003 at the Annual Meetings. The F/B Committee will be open to discussion of more appropriate timelines for establishing budgets for national championships.

President Monaco thanked the Committee for its excellent work.

VI. NORCECA PRESENTATION

President Monaco welcomed Cristobal Marte Hoffiz, President of the North, Central America and Caribbean Volleyball Confederation (NORCECA) and Vice President of the FIVB, noting how fortunate the USVBA is to

have such a good friend in these positions. Mr. Marte addressed the Board of Directors, stressing the importance of the USVBA in the growth and development of NORCECA. He made this point as well at the FIVB Congress in Argentina. He distributed a copy of "NORCECA News," and highlighted the following in his presentation:

- A. NORCECA Profile. In order to attract sponsors and the press and mass media to volleyball, a NORCECA Profile has been developed and includes the following: description of the game, both volleyball and beach volleyball; the organization of NORCECA in 1966 and its recognition as a Confederation by FIVB in 1968; recognition of its 4 presidents (Dr. Ruben Acosta, Mr. Perez, Mr. Mendoza and Mr. Marte); the 35 National Federations and the 3 zones; the vision, mission and objectives; current structure and leadership of NORCECA (Congress, officers, Executive Committee, Board of Administration, Secretary General, commissions [sports organizing, referees, beach volleyball, coaches, technical, finance, medical, marketing and press and mass media]; and types of competitions and other events. Each National Federation will be asked to serve as partners in the identification of sponsors.
- B. FIVB Development Centers. In order to grow and develop volleyball, the FIVB established development centers in all Continental Confederations. Criteria for selection of sites include such areas as facilities, leadership, government support and stability. The purposes of the centers are to develop volleyball programs through educational opportunities and competitions. Special recognition was given to centers in the Dominican Republic, India, Thailand and Venezuela. Unfortunately, the latter center has been closed. Activities of the center in the Dominican Republic included referees and coaches' courses and a sports medicine conference. Although no one from the USA attended the latter, 137 doctors were present. Barbados is currently pursuing recognition of its center.
- C. 2001-2002 Report. NORCECA conducted 17 competitions and events during this time frame and 16 are planned for 2003. Special accomplishments included zonal competitions for smaller countries and recognition of the Pan American Cup for qualifying four women's teams for the World Grand Prix. Mr. Marte subscribes to the philosophy that, with hard work, most objectives can be realized. This was most evident in his getting recognition of the Pan American Cup.
- D. Long-term Calendar. The NORCECA calendar of events has been planned through 2006. By the end of 2003, the calendar will be established through 2010.

The Board recognized President Marte's enthusiasm and excellent report with a round of applause. On behalf of the National Teams and High Performance Programs Department, Tom Pingel presented him with a photo of the Dominican Republic junior women's team, taken at the Continental Championships in Salt Lake City.

VII. OFFICERS' REPORTS

A. President

1. Association of Volleyball Professionals (AVP). President Monaco had hoped Leonard Armato, CEO of the AVP, would be able to address the Board of Directors. As Mr. Armato had a major time conflict, he had to decline. The USVBA has had extensive dialog with him and Bruce Binkow concerning joint efforts to develop beach volleyball as well as volleyball. President Monaco is impressed with the background of both men in identifying and completing contracts with major sponsors as well as their integrity. As this relationship evolves, it might be that USVBA would not need to appoint a marketing director. He noted that the AVP has applied for membership as a reflection of this ongoing partnership. In response to a request, Sinjin Smith reported that the AVP is expanding events every year and that the site at Carson, CA will be an Olympic qualification event for the grand slam. In 2005, this will be the site for the World Beach Volleyball Championships. An agreement has been reached with the FIVB that no major events of either group will conflict with each other and that there will be US representation at lesser FIVB events. Players have also been involved in defining the qualification process for FIVB events and it is possible that AVP points will be considered for qualifying for FIVB events. Finally,

President Monaco indicated that a beach site has been developed by the Anshutz Entertainment Group (AEG) in Carson, CA. The AVP will also be located there. It is possible that through this relationship, a complex might be built that would accommodate our Men's National Team. Thus benefits of this relationship can already be seen.

2. Appointment of Nominating Committee to Elect the Board Representative to the Executive Committee. President Monaco requested approval of this Nominating Committee.

MOTION # 6 It was M/S/C (Johnson/Sharpless) to approve the following members of the Nominating Committee to Elect the Board Representative to the Executive Committee: Cynthia Doyle, Chair, Gino Grajeda, Jonathan Lee and Paula Weishoff.

3. Executive Committee – Action Items. President Monaco highlighted each of the action items from the meetings of the Executive Committee, December 14-15, 2002 and January 16-17, 2003 and requested action from the Board of Directors on the following:

MOTION #7 It was M/C (Executive Committee) that the following policy regarding participation of teams from any United States Territory or a foreign nation in indoor USA Championship Events be approved:
Teams from any United States Territory or a foreign nation must be specifically invited each year to participate in indoor USA Championship Events. Teams may be invited generally or specifically, through their National Federation, so long as they meet the requirements of the USVBA and/or the FIVB. Additionally, if there are any specific teams, Territories, or National Federations that are currently ineligible due to action by the USVBA, a Confederation or the FIVB, such invitation may be withheld until all requirements for reinstatement of eligibility are satisfactorily met.
Invitations shall be prepared by the Events Department and submitted to the Executive Director for signature and distribution by no later than December 1st of the current activity year, and shall take into account current sanctions levied by the USVBA Corporate Ethics and Eligibility Committee.

MOTION #8 It was M/C (Executive Committee) that revisions to the Policy on General Operating Rules for USVBA Divisions, Committees, Commissions and Other Substructures be approved. (Refer to Appendix A.)

MOTION #9 It was M/C (Executive Committee) that revisions to the Policy on Foreign Player and Foreign Team Participation be approved. (Refer to Appendix B.)

President Monaco provided the Board of Directors with an update on the search process for the Executive Director. The search began immediately after the conclusion of the May 2003 meeting of the Board of Directors. The Search Committee reviewed applications in August 2003; however, it was obvious that a new Executive Director would not be in place by September 1. As Ms Howard was willing to serve on a part-time basis and was not interested in the long-term appointment, she was appointed interim Executive Director in August. Further review of the short-list of applicants in October resulted in not identifying anyone who fully met the criteria. Some additional responses to an announcement in the *Wall Street Journal* were pursued. By early December, no applicant fully met the criteria for the position. At the meetings of the Finance/Budget and Executive Committees, this status was reviewed. Ms Howard was doing an exceptional job of managing the professional staff, and, without exception, received positive comments from them. Due to her great performance and the financial concerns of the USVBA, it was determined to recommend that she be continued in this position for 2003 and that the search be postponed until 2004. Ms Howard clarified that funding for a search is not included in the 2003 budget; therefore, it may take some time in 2004 to conduct the search and to select a candidate for approval by the Board of Directors. In light of that comment, Joe Sharpless asked if the

proposed motion should be modified to reflect a longer timeframe for Ms Howard's appointment. President Monaco responded that Ms Howard was willing to commit only for 2003.

MOTION #10 It was M/C (Executive Committee) that the search for an Executive Director/Chief Executive Officer be postponed until FY 2004 and that Rebecca Howard be appointed interim Chief Executive Officer/Executive Director for FY 2003.

President Monaco noted that current USVBA policy prohibits deferred compensation; however, to address Ms Howard's financial compensation requests, an exception to the policy is needed.

MOTION #11 It was M/C (Executive Committee) to allow a one-time exception to the Policy and Procedure Manual, Section G, Policies of the Finance/Budget Committee, Item #3 Deferred Compensation, specifically to cover the current compensation plan in effect for the interim Chief Executive Officer/Executive Director, Rebecca Howard.

President Monaco commended Mr. Klostermann in his new role as Secretary General, where he continues his responsibilities with the FIVB and the USOC.

4. FIVB World Congress and Championships. President Monaco represented the USVBA at the FIVB World Congress in Buenos Aires, Argentina in October. He noted how well organized the Congress was and what a great event it was. He enjoyed the opportunity of seeing old FIVB friends. He was accompanied by Kevin Twohig. As only two representatives could attend, Mr. Klostermann could not go. This was an attempt to continue to develop leadership. Mr. Twohig stayed for the World Championships as the Team Leader for the Men's National Team. Mr. Twohig supported President Monaco's observations of how well the Congress was organized. The best part of his involvement, however, was serving as Team Leader. He read the names of the team members and said that it was a good combination of younger and more experienced players, noting the role that Erik Sullivan and Lloy Ball played as mentors. The first round was held in Cordoba and the team won all three matches. He commended them for such great preparation and President Cristobal for his leadership as the FIVB designee. The second round was in Salta, where the team lost 2 of 3 matches. Thus it did not qualify for the final round. Security was of some concern in Salta, with several locals occupying their bus one evening. Overall, it was a great experience. Mr. Monaco commended the Women's National Team on its silver medal at the Women's World Championships and indicated Tom Pingel will report on this later (refer to VIII J. below).
5. 75th Jubilee. This year marks the 75th Anniversary of the formation of the USVBA by the YMCA and the NCAA. A special celebration will be held in conjunction with the Annual Meetings in May, especially at **the Boyce Banquet**. A commemorative program will be distributed there. It is hoped that a book written by Glen Davies will also be available for sale. A pin and a decal prepared for the event were distributed to members of the Board of Directors.

B. Past President. Rebecca Howard, Past President, reported on the following:

1. FIVB. Sinjin Smith was reappointed as President of the World Beach Volleyball Council and she was re-elected to the Board of Administration and the Executive Committee. Three women now serve on the Board and two on the Executive Committee. She reiterated that members of these two structures may express their opinions openly at these meetings; however, upon departure, each is to support the position of the FIVB.
2. NORCECA. She noted President Cristobal highlighted the activities in his earlier presentation. So she reported on the excellent meeting she and other staff members had with Mr. Cristobal the previous day. USVBA will attempt to send representatives to all NORCECA Commissions. Mr. Pingel, Margie Mara, Tom Blue, Patty Salvatore, Paul Soriano, Sinjin Smith, John Kessel and Jon Reeser serve on commissions. Our request for assistance for attendance from the USOC for funding was not approved. She concluded by saying that NORCECA has changed in its acceptance and encouragement of involvement by the USVBA and it is all due to the efforts of President Cristobal.

3. Wilson Award. A recipient has not yet been named.

President Monaco thanked Past President Howard for her excellent representation of USVBA at the international level.

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

1. Corporate Ethics and Eligibility (E&E). He gave an update on a coach who, as a condition of registration, agreed not to coach junior girls. There were Arbitrator reports from two of the Qualifiers of activities that included coaching. A letter was sent to the coach and the activity did not re-occur. An appeal of due process procedures used by a Regional Volleyball Association (RVA) to sanction a coach who desired to coach at the USA National Championship events was filed. A Corporation E&E Committee was formed, evaluated the due process procedures of the RVA and found the procedures had not been followed. The coach's appeal was upheld and the issue returned to the RVA for a decision on further action. Executive Vice President Twohig thanked Kay Rogness for chairing the committee. Another coach was found to have used ineligible players at the Girls Junior Olympics Volleyball Championships (JOVC) event. The coach was suspended from any coaching activity for the 2003 season, and the RVA also suspended the coach from coaching in its events. A request was received from the Puerto Rican Volleyball Federation to reinstate the Club that was un-invited from the JOVC events. A letter was sent to the Federation reminding them of the conditions for reinstatement and the obligations of the Federation that had to be met prior to an invitation being extended to the Club. A reply has not yet been received. Dick Jones inquired about reciprocity between the NGB and the Member Organizations in recognizing sanctions. It was clarified that reciprocity exists between RVAs and the Corporation; this has not been sought with other Member Organizations. In response to a request for information about the desirability of such reciprocity by Fred Wendelboe, representatives from the AAU, the AVCA, the NAIA, the NJCAA and the YMCA indicated that each had internal procedures for addressing these issues. It was noted that legal implications should also be considered. Past President Howard suggested that an "alert" system be explored. She said that legal counsel had informed her that such a procedure would be legal as long as the actual penalty was shared and not the specifics of the cause for such sanction. Pete Dunn, Vice President, Member Relations and Human Resources Division, was requested to explore this issue further.
2. Arbitrator/Evaluators. The notes of the evaluation meeting of the Arbitrators/Evaluators, held January 17, 2003, were distributed. Several suggestions were made regarding the conduct of the program. Joe Sharpless agreed to draft procedures recommending interaction between officials and the arbitrator and the tournament director and the arbitrator. Buzz Bohmeyer developed the first draft of a manual, which was reviewed and revised. Mr. Twohig extended his appreciation to Mr. Bohmeyer. Mr. Twohig encouraged others to get involved in the process.
3. Meeting of the Executive Council. The Executive Council met on January 17, 2003, with all Vice Presidents present. Issues being discussed at the Joint Planning Meetings with the Executive Committee, the ROD and the YJOVD were identified. The schedule for Annual Meetings in May 2003 was reviewed to determine if more interdivisional interaction might occur. Several philosophical issues identified by the F/B Committee were referred to the Executive Council and the majority was discussed. A motion regarding participation of the Starlings in the Girls JOVC was referred to the Executive Council for consideration.

Ms Howard clarified that the Starlings program is one that has been informally agreed upon by the Board of Directors to assist when possible. Although the action item results in treating this team differently from other Member Organizations, it will permit girls from the inner cities to have the opportunity to be seen by top collegiate coaches.

MOTION #12 It was M/C (Executive Council) to invite the Starlings Program to enter a team in the Girls Invitational Championship event, waive the entry fee and allow the team to be composed of members of several different Starlings programs, all on a one-year trial basis.
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4. Policies and Procedures Manual. Copies of the document were emailed to members of the Board of Directors, and hard copies were available at the meeting. According to current policy, the Manual is to be reviewed annually. USVBA is the corporate name and is used throughout, but the acronym "USAV" may be used upon occasion. The proposed procedure for review was that Mr. Twohig will highlight any major changes and, if there are no objections, a motion to approve the entire document will be entertained. The intent is to place the document online so that updates may be made more easily and fewer hard copies would be necessary. (Note: The minutes reflect only those policies that were questioned or required clarification.)
- Section F, 7, Staff Recruitment. Ms Howard questioned if this policy applies to all professional staff positions or just those above a certain level. She indicated that national searches are not possible for many positions, due to budget constraints.
 - Section G, 16, The USVBA 2001-2004 Financial Plan. Jim Webber inquired as to whether a total of \$200,000 was to be budgeted for the 2004 Olympic Games, or \$200,000 annually. Mr. McDole clarified that the Quadrennial Goal is to have \$200,000 by 2004.
 - Section H, 8, Qualifier Licensing Agreement. Lauri Dagostino and other Board members requested review of the statement on change of entry fees. This item was removed from consideration with the main motion. (Refer to subsequent action below.)
 - Section K, 3, D, Food. It was recommended to increase per diem. This change will be made throughout the document, if approved, to be effective January 1, 2004.
 - Appendix A was deleted, due to the potential of legal liability, and all others were re-lettered.
 - Appendix K was removed as it duplicated Appendix H.

MOTION #13 It was M/S/C (Johnson/Sharpless) that the *USVBA Policies and Procedures Manual* be approved as revised, with the exception of Section H, 8, Qualifier Licensing Agreement.

Mr. Dunn requested that future changes include the rationale. Mr. Twohig responded that each item refers to a set of minutes, which provide rationale.

At a subsequent session, Section H, 8, Qualifier Licensing Agreement was revisited.

MOTION #14 It was M/S/C (McDonald/Williams) that Section H, 8, Qualifier Licensing Agreement of the *USVBA Policies and Procedures Manual* be revised to read as follows:

A.-B. Remain the same.

C. Fees. The USVBA ~~prefers to~~ has developed a percentage of team entry fee format ~~vs. in addition to~~ a flat fee for payments for license fees. This will avoid having to change an agreement to reflect changes in entry fees.

~~D. Change in Entry Fees. A discussion should be held about the need to/desire to control the maximum entry fee. USVBA wants to avoid embarrassment in such a situation.~~

E.-G. Renumber to D.-F.

D. Secretary. Secretary Johnson reported on the following:

- 1 May 2003 Annual Meeting Schedule. Copies of the annual meeting schedule will be distributed soon.
2. Minutes. Hard copies of Minutes of the Meeting of the Executive Committee, December 14-15, 2002 and of the Executive Council, May 22, 2002, were distributed at this meeting.

Ms Johnson thanked June Lobeck for her tremendous support of the Office of Secretary, and Carla Hall, for her assistance at meetings of the Board of Directors.

VIII. PROFESSIONAL STAFF REPORTS

Ms Howard, Interim Executive Director, described the format for presentations by the professional staff. She commended Mr. Klostermann on his excellent performance and noted that his new title is Secretary General. This permits him to continue to interact in the international arena, as this is a recognized title.

A. Secretary General. A written report was distributed. Mr. Klostermann highlighted the following:

- The USVBA received \$10,000 from the USOC to assist in conducting the NORCECA Congress.
- The NIKE and Mizuno contracts have been completed.
- Distribution of the Volleyball America brochure yielded over \$7000 in less than a month.
- The USVBA received \$2000 from the Pompano Beach project for good faith money. The City Council is to take action on February 7, 2003. If successful, then additional monies will be forthcoming.

In response to questions, he indicated that no Honorary Captain has been identified. The NIKE VIK will be used for youth, junior and other high performance beach programs. President Monaco clarified that in the future the USVBA will work jointly with AVP on beach sponsorships. This should benefit both organizations. It is possible that a sales agreement will be reached with United Airlines and the Adelphia discussions are with the local Colorado Springs office to cover boys' volleyball and possibly some national team events. AmericaTeams involvement is still very viable.

B. Associate Executive Director. Margie Mara distributed a written report and highlighted the following:

- The web site is being used extensively to provide more access to information; e.g., much of the information previously in the *Guidebook* is now online; apparel may be purchased via the web; and a secure site is being developed for the RVAs for their information.
- Based on the long-term sponsorship of XP Apparel, that company is now handling merchandizing of apparel and publications. Groups who would like to purchase in volume should contact Ms Mara.
- A bid is being submitted to NORCECA in February to host the Congress in Atlanta in October.

C. USA National Teams and High Performance Programs. Tom Pingel distributed a written report that included 2002 National Teams' results and the projected schedules for 2003. He highlighted the following:

- National Teams: It is hoped that when national team athletes return in May, that they will remain through the Olympic Games. The Men's Team selected for the Pan Am Games in the Dominican Republic will also compete in the World University Games in Korea in August. The Women's Team for the Pan Am Games will not compete at the World University Games, due to the conflict with collegiate volleyball programs. Information on Tracy Stalls may be found on the web site.
- Junior High Performance Programs: The Men's and Women's Junior National Teams will not compete in 2003 as the World Championships are in Iran and Malaysia respectively. The Girls' Youth National Team qualified for the World Championships, but will probably not compete due to the location in Kenya. The Boys' Youth National Team did not qualify for the World Championships. National High Performance camps and Girls' Youth and High Performance camps will be held in July. Five sites have been selected for development camps. Regional High Performance camps and training will also be held along with a Beach High Performance camp in conjunction with the JOV Beach Championships in Santa Monica, CA.

D. Events Department. Mike Chandler distributed a written report, much of which reflected observations from 2002 events, and highlighted the following:

- Housing reservations and team registrations for the adult championships will be handled online this year.
- National Team tours are being scheduled and some events will be held in conjunction with JOV championship events.
- A bid is being submitted to NORCECA to conduct the Men's Olympic Qualifying Tournament.
- Several events are scheduled for Atlanta. When bids are sought for the Girls' JOV Championships, the best marketing tool, then additional packages are built into these to enhance revenue.
- One additional Park Volley Championship event will probably be scheduled in the Midwest.

In response to questions, Mr. Chandler clarified that, due to poor communication from the National Office, some confusion existed regarding an AAU event. The dates are now set for all 2003 Championship events.

- E. USA Beach Volleyball, Grassroots, Disabled and Education. John Kessel distributed a written report and highlighted the following:
- Beach: The relationship with AVP is growing stronger. The first high performance beach camp will be held this summer.
 - Grassroots: The USYVL has programs at 51 sites now. The YMCA Hot Fax Outreach has 400 programs on its listserve. A meeting will be held with 100 leaders from NIRSA to discuss approaches to develop boy's volleyball locally. Recycling of volleyballs will be pursued again to assist NORCECA countries.
 - Disabled Volleyball: Mr. Neppel will report later. A Deaf National Training event for coaches and teachers will be held in Colorado Springs in October.
 - Education: CAP materials have been revamped. Deaf coaches will have a special CAP clinic.
- F. Communications and Technology Department. Brent Buzbee distributed a written report and highlighted the following:
- Communications: *Volleyball USA* has been redesigned and *Rotations* is the new online newsletter. Over 2500 subscriptions have been received so far for the latter.
 - Replacement of the database system: An internet-based database/applications is being developed. It is anticipated to be fully operational by 2004.
 - Website: The current web site will be replaced. An RFP is being developed to solicit bids.
 - Server: The office server is being replaced to enhance work stability.
- G. Media Relations and Publications Status Report. Paul Soriano distributed a written report and highlighted the following:
- Role: Mr. Soriano is the primary spokesperson for the organization and is re-establishing positive relationships with the USOC and FIVB.
 - News Distribution: Press releases are written and distributed to 70 lists and are posted on the USVBA web site and the USOC press box.
 - *Volleyball USA*. Mr. Soriano is the primary writer and assists in the overall editing.
 - 2003 Goals: Highlighting men's and women's national team athletes and the 75th Anniversary will be key areas of pursuit.
- H. Interim Executive Director. Ms Howard distributed an outline and highlighted the following:
- Marketing: Chris Stuart resigned, and due to the fiscal status of the USVBA, the position was not replaced. Katherine Janney is servicing sponsors and Mr. Klostermann is pursuing any new leads.
 - Enhanced working environment: Several things have been done to enhance working conditions, including improving the environment and conducting regular staff meetings.
 - Visit of Mr. Seppely, FIVB General Manager: The visit was very successful.
 - Meeting with AVP: The meeting with Bruce Binkow went very well, as noted in previous discussions. A coordination committee composed of three staff members from each organization will conduct conference phone calls every two weeks.
 - Staff Policy Manual and Employee Handbook: Both are being updated.
 - Staff Reviews: The annual review of the staff will be completed by the end of February.
 - Departmental goals have been set for each department and each will be evaluated accordingly.
 - Future Plans: Ms Howard will continue to serve in this position through 2003.
- I. Men's National Team. Doug Beal, Head Coach, stated that the men's team was much better in 2002 than the previous year. The return of two players from the 2000 Olympic Team had a significant impact. Team serving was much better and there was more depth. The roster for the World Championships did not include 10-15 players who might join the team in May. The continuing challenges will be training in Colorado

Springs rather than at lower altitude, scheduling the top teams in the world in order to be competitive and playing sufficient matches at that level.

In response to questions, Mr. Beal stressed the importance of being in the World League. The international calendar is impacted by the season of many professional and club leagues, which extends through late May/early June. This particular year, many European teams will be attempting to qualify for the European Championships beginning in mid-July through the beginning of September. Mr. Beal said he received a phone call yesterday from Mr. Seppay, who indicated that the U.S. would be welcome to return to the World League. Mr. Beal also said the training at altitude problem continues. He will be meeting with AEG personnel at the beginning of February for continued discussion about the possibility of Carson, CA as a site.

- J. Women' World Championships. Tom Pingel served as Team Leader for the Women's World Championships. He highlighted the accomplishments of the team in its eventual winning of the Silver Medal in Germany. He noted that he had never seen a team as well prepared as ours when playing Cuba in the semi-final match. Unfortunately, Keba Phipps had an injury prior to the final match. He described a special interaction with Toshi and the team at the "inner circle," which was a moving experience for all.

IX. DIVISION REPORTS

- A. Officials Division. Wally Hendricks, Vice President, submitted an electronic report. He noted the following concerns and planning activities:

- A major goal has been to improve communications and this is being accomplished. Policies and procedures are being developed and/or refined.
- Collaborative efforts continue with PAVO. A certified volleyball logo has been developed for the official shirt and should generate income. A business plan will be discussed, with the possibility of merging the two groups into a new organization.
- Retaining officials is becoming a major problem, due to the cost of becoming nationally certified in comparison to the game fees received. Most USVBA officials cannot break even. In addition, dues for the various organizations to which one must be registered are high in relation to fees income.
- The fees charged for rating a junior national official were increased to \$150. This still does not cover the cost.

In response to a question, Mr. Hendricks reported that the USVBA currently has 6 international officials, contrasted with the 16-18 FIVB would like us to have. We can submit the names of two candidates and three, if one is a woman. A major limitation is that individuals must start FIVB certification prior to the age of 40. Many officials begin to seriously develop their skills later on and have often reached 40 before they would be deemed ready for international certification. The Division is attempting to mentor promising candidates early in the process. Another problem is the cost of receiving certification, as most courses occur outside the United States. Mr. Wendelboe asked how the members of the Board might feel about subsidizing international candidates. Mr. McDole said the Finance/Budget Committee took the position that this is an NGB responsibility and that officials dues should not have to be used for that purpose.

- B. Regional Operations Division. Fred Wendelboe, Vice President, submitted an electronic report. He highlighted the following from the meeting of the division in October:

- Several items were clarified with the Events Department regarding conduct of the adult championships.
- A change in insurance companies for liability coverage resulted in numerous problems and many inconveniences for the RVAS. These hopefully have been resolved.
- Background checks of coaches and others involved in junior programs continued to be explored, under the leadership of Chuck Stemm. The Committee has developed a document that will be shared with the RVAs for reaction and decision-making at the May 2003 meeting. As many NGBs are currently conducting searches, it appears that the USVBA must seriously consider this.
- The RVAs have been asked to explore the possibility of initiating "So-Hi Competition" (lowered net heights based on height of individuals competing). Again, this will be discussed at the May 2003 meeting.

In response to a question from Dick Jones, Mr. Stemm indicated that extensive research had been conducted on the impact of background screening. Mr. Stemm noted that numerous questions must be addressed and he would appreciate any information the YMCA program could share. At this point, it is estimated that approximately 15,000 individuals would need to be checked in the first year. If this cost is averaged for all registrants, it would mean that each individual would need to be assessed an additional \$1-\$2 per year.

C. Youth and Junior Olympic Volleyball Division. Lauri Dagostino, Vice President, distributed an electronic report and gave a verbal update of the meetings of the Administrative Council which preceded the meeting of the Board of Directors:

- A grant from the Development Fund was made to the Disabled Sports Division for \$15,000.
- Procedures for administering grants from the Development Fund were finalized and will be forwarded to the Executive Committee for review.
- Consideration is being given to assisting the Officials Division. As the number of events and matches increases, officiating becomes more critical.
- A session with Mr. Kessel resulted in several recommendations regarding the coaching pipeline, including the need for more advanced training.

In response to a question, Ms Dagostino said that Division personnel had positive comments about the Leadership Planning Meeting and was looking forward to further dialog at the February meeting.

D. Beach Division. Liz Masakayan, Vice President, reported that she had been advising Mr. Kessel and Mr. Klostermann regarding the allocation of the \$200,000 granted by the USOC for the Quadrennium for travel and performance of beach teams. She noted that during 2001, teams were rewarded based on performance. In 2002, money was allocated equally among men and women who medalled at FIVB events, as well as some travel funds for performance (i.e., fourth place). As three women's teams and only one men's team medalled, resulting in an inequitable amount being allocated to the men's team, the criteria for allocation for 2003 will be based on medals earned regardless of gender. Sinjin Smith expressed concern about lack of support of teams not in the top 24 ranking of FIVB and Ms Masakayan supported this. Mr. Klostermann responded that the USOC allocation is based on medals and not on potential for qualifying and so each year the criteria for giving grants becomes more stringent. In addition, recognition of AVP rankings is being considered in the allocation. In 2003 the top 4 teams will be rewarded and in 2004 only the top 3 will receive allocations. Due to a concern from the USOC about access to sports medicine, \$30,000 have been designated for an athletic trainer.

E. Disabled Sports Division. Roger Neppl, Vice President, submitted an electronic report and highlighted the following:

- A fund-raising project is underway to match the USOC funds allocated to the USVBA. This has been facilitated by the development grant from the YJOVD. Three cities have been selected to work through rehabilitation centers to identify "alumni" (those out of the program for 2-3 years) who might be contacted as to interest in visiting facilities and getting involved in the volleyball programs. These interns will also attempt to develop local fund-raising efforts to continue the program. This is the continuing attempt to develop feeder systems to the programs.
- Sitting and deaf will compete at the USA National Championships in 2003 along with some international teams to continue developing visibility of these programs.

In response to questions, Mr. Neppl indicated that the identification of athletes continues to be a challenge. Results of 2002 competitions were included in his written report. Mr. Jones commended the efforts of Mr. Neppl and the USVBA in facilitating integration of disabled sports into the NGB, as it appears this is one of the few that is making such an effort.

F. Member Relations and Human Resources Division. Pete Dunn, Vice President, submitted an electronic report and highlighted the following:

- Involvement of all Member Organizations in USVBA and the Division is an on-going project.

- Public relations efforts are being developed with external constituencies through the awarding of recognitions at local sites; e.g., All-Time Great Coach Award to Dave Shoji at a University of Hawaii match; the Nelson collegiate media guide at the Air Force Academy; and the Boyden media award in Minneapolis in May 2003.
- Special recognition was given to Mr. Stemm and the Michiana Regional Volleyball Association for providing support to 250 students to attend collegiate matches.
- Mentoring of new leadership should be established in all structures.
- A referral service is to be developed to assist those who contact USVBA for assistance.
- The Division continues to support diversity programs.

G. National Championships Division. Joe Sharpless, Vice President, submitted an electronic report and highlighted the following:

- The Division will be addressing the potential for national competition for the “So-Hi” Game. Mr. Sharpless encouraged serious consideration of this new aspect of the game as a potential to reach many people who do not currently play.
- The enhanced collaborative efforts with AVP are viewed as a potential resource to develop all beach championships.
- Sites for all 2004 championship events are to be released by March 1.
- The Finance/Budget Committee has agreed to approve the core part of the budget for championship events at its May 2003 meeting.
- After review by professional staff and Division leadership it was recommended that re-titling for the adult championships occur.

MOTION #15 It was M/C (National Championships Division) that Operating Code, Article X, B, 7 b be deleted and that subsequent subsections be re-lettered and amended to indicate that all tournaments currently given the title of USA Volleyball Championships be renamed to “USA Open Volleyball Championship Events;” and that this new designation be effective for the 2004 season.
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In response to a question from Mr. Hendricks about covering officiating at new international events in the U.S., Mr. Monaco said collaborative efforts with AVP should continue. Indoor events will require the assistance of the Officials Division.

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

A. Directors’ Nominating Committees.

1. International Player Directors. As Nick Becker, Chair, was not present it was unknown if there are nominees for the player director elections. Paula Weishoff will follow-up with Mr. Becker.
2. Multi-Sport Directors. Secretary Johnson, Chair, reported that two nominees have thus far been submitted for the election of one Multi-Sport Director.

B. Membership Review Committee. Dick Jones, Chair, submitted an electronic report and reported on the meeting of the committee on January 17, 2003.

1. Quadrennial Review. The initial Quadrennial review of Member Organizations was conducted and recommendations will be made at the May 2003 meeting for action by the Board of Directors. The following Member Organizations will be recommended for continued recognition in their current category:

Founding Member Organization: YMCA of the USA

Education Based Multi-Sport Organizations: NAIA, NCAA, NFSHSA, NJCAA and NIRSA

Multi-Sports Organizations: Amateur Athletic Union of the US, Special Olympics, Inc., US Air Force and US Navy

National Volleyball Organization: American Volleyball Coaches Association

Affiliated Sports Organizations: American Latvian Association, American Turners, California Beach Volleyball Association, Maccabi USA/Sports for Israel, National Congress of State Games, People to People Sports Ambassadors, Professional Association of Volleyball Officials, Starlings, US Youth Volleyball League and Wallyball International, Inc.

The following Member Organization will be recommended to move from the Affiliated category to the Multi-Sport category: Huntsman World Senior Games

The following Member Organizations will be asked to submit additional information regarding their requests to move from the Affiliated category to the Multi-Sport category: National Association of Police Athletic Leagues and USA Deaf Sports Federation

The following Member Organizations did not submit Quadrennial reports and will be contacted again for this information: AAHPERD/NAGWS, Girl Scouts of the USA, Jewish Community Centers, US Army, US Marine Corps, Athletes In Action, Disabled Sports, National Recreation and Parks Association, President's Council on Physical Fitness and Sports and Volleyball Hall of Fame, Inc.

2. New Member Organization. An application for membership from the Association of Volleyball Professionals was received. All documentation was submitted and the following action item was proposed.

MOTION #16 It was M/C (Membership Review Committee) that the Association of Volleyball Professionals be granted membership in the USVBA as a For-Profit Member Organization.

Mr. Lee noted that the date of incorporation was June, 2001 and that this membership should not be effective until June, 2003. President Monaco responded that AVP recently re-incorporated but has been in existence since 1983.

MOTION #17 It was M/C (Executive Committee) that should all official governance documents be submitted by the Association of Volleyball Professionals for review by the Membership Review Committee, and, if such membership is approved by the Board of Directors, that membership fees for the AVP be waived for the remainder of this Quadrennium.

- C. Archives Committee. Mr. Dunn, Chair, reported that there was no change in status since the last report. Funding for updating the archives is not included in the 2003 budget. He will continue to persist in gaining funding for this project that has not been updated since 1986.
- D. Recognitions Committee and "the BOYCE" Banquet. President Monaco encouraged all to attend "the Boyce" Banquet in Minneapolis. One of the highlights will be recognition of the All-Decade Teams in commemoration of the 75th Anniversary.
- E. Structure and Function (S/F) Committee. Dave Lockwood, Chair, forwarded an electronic report. Secretary Johnson said the next meeting will be held in Philadelphia, February 28-March 2, 2003.
- F. Sports Medicine and Performance Commission (SMPC). Dr. Jon C. Reeser, Chair, submitted an electronic report. Ms. Howard highlighted a couple of items. Dr. Reeser was unable to attend the NORCECA meeting due to such short notice. Ms. Howard spoke with Dr. Pavin, head of the FIVB Commission, who commended Dr. Reeser's work and contributions. He has been appointed for another 4 years. One item that continues to be of concern is that of gender verification. The FIVB will use birth certificates as evidence. In response to a question, Past President Howard will check with Dr. Reeser about the lack of attendance of any US physicians at the NORCECA medical conference.

- G. Rules of the Game Commission (ROGC). Past President Howard heard from Sue Lemaire, Chair. As there are no changes in the rules, the Commission will not meet. Dr. Acosta is concerned with the title of the Commission. Ms Howard recommended that it be changed to the Conduct of the Game Commission. This was referred to the Structure and Function Committee.
- H. Committee on Diversity in Volleyball. Karen Johnson, Chair, reported that the next meeting of the committee will be held March 14-16, 2003.

XI. OTHER REPORTS

- A. United States Olympic Committee.
1. Board of Directors, NGB Council, Executive Committee. President Monaco, USVBA representative to the USOC, submitted an electronic report. In response to a question, he highlighted several recent concerns regarding an allegation that Lloyd Ward, CEO, acted in a conflict of interest position. The Ethics and Oversight Committee found the appearance of a conflict; however, they did not recommend punitive action. This recommendation was sustained by the Executive Committee in an 18-3 vote. Conflicts continue, however, between the President and the CEO, resulting in less than smooth operations of the USOC. This was further complicated by the resignation of three members of the Ethics and Oversight Committee and the key USOC staff member responsible for this area.
 2. Athletes' Advisory Council. Mr. Becker, USVBA representative to the USOC Athletes' Advisory, submitted an electronic copy of the agenda of the last meeting of the AAC but was not in attendance. Mr. Monaco reported that the AAC and NGB Council representatives to the Executive Committee are working together to impact changes in the decision-making process of the Executive Committee. He commended the fine leadership of the AAC.
- B. Volleyball Hall of Fame. President Monaco reported that the Hall of Fame amended its bylaws to give two Board seats to USVBA. Mr. Monaco and Mr. Beal have accepted these appointments. Mr. Monaco indicated that funding the Hall continues to be a problem and recommended that USVBA provide some support annually. Past President Howard supported this idea due to the great need for having one location to archive volleyball materials.

MOTION #18 It was M/S/C (Howard/O'Hara) [AS AMENDED BY MOTION #20] to provide support in the 2004 budget to the Volleyball Hall of Fame for a \$1000 annual donation, travel for two and \$500 for the banquet.

MOTION #19 It was M/S/C to extend debate for 10 minutes.

Mr. Jones stated it is important to identify where the Holyoke group is going with its fund-raising efforts. Mr. Monaco reiterated that anticipated state funding was not received, other than a grant for an architectural design. Discussions continue with the Basketball Hall of Fame with the potential of moving into the old basketball location. This would require a move to Springfield, MA. Concern was expressed about making allocations without looking at this expenditure in the overall budget process. It was clarified that the travel budget to the Hall of Fame is included in proposed budgets for the President and Mr. Beal.

MOTION # 20 It was M/S/C (McDole/Johnson) to amend motion #18 that staff be directed to request support for the Volleyball Hall of Fame within the annual budgeting process to support the following objectives: banquet support for \$500; travel support for two to the Annual Banquet; and \$1000 annual donation.

- C. World Beach Volleyball Council. Sinjin Smith reported that FIVB world tour events will be held in 17 countries, including the USA, and that prize money is substantial for these events. The AEG site in Carson,

CA has been selected for three events over the next three years, including the World Championships. A new FIVB rule requires that players must support national tours. The USVBA has designated the AVP events as the official national tour for the United States. Mr. Smith also indicated he will visit the Olympic Games venue in Athens in March.

In response to questions about the requirement to participate in domestic tours, Mr. Smith said that it applies only to the top teams in each country and that the AVP schedule ensures there will be no conflict in the dates for major events. It appears for now that the athletes are in agreement with these conditions and have an avenue for appeal. Mr. Monaco clarified that all athletes would have the right to appeal to the USOC. Athletes continue to have the right to seek their own sponsors.

In response to a question from Mr. O'Hara, President Monaco indicated that the USOC is reviewing all national training sites and both the Carson and Pompano Beach facilities are being considered in this review.

- D. Membership Organizations. Mr. Monaco asked if representatives of Member Organizations, other than Regional Volleyball Associations, might like to give brief reports.
1. Amateur Athletic Union. Gino Grajeda reviewed the numerous championship events being conducted for both the indoor and beach games. He also indicated that the AAU is collaborating with the AVP to enhance the beach game.
 2. National Junior Collegiate Athletic Association. Susan Sinclair noted that divisional play was established this year and hopefully will encourage the establishment of more volleyball teams and level play among those colleges that offer scholarships and those who do not. One major concern is the increase in numbers of international athletes, as it is often difficult to determine whether all are amateurs. The NJCAA has no age limitation for participation.
 3. National Association of Intercollegiate Athletics. Brenda Williams indicated a similarity to the NJCAA concerns regarding international athletes. NAIA has no age restrictions either. The National Championships continue to involve 20 women's teams. Men's programs are growing as well, with 20 new ones being established this year.
 4. American Volleyball Coaches Association. Ms Van De Walle reported that Katherine McConnell has been hired as the new Executive Director and a new media consultant has been hired as well. The new President-elect is Jo Sugula. A contract has been signed with Collegiate Sports Television and one women's match will be shown at the same time every week. It is hoped to have some men's matches televised in the Spring as well.
 5. Young Men's Christian Association. Dick Jones reported that the number of Ys offering youth volleyball programs has increased from 450 to 573 in the last two years. Of those, 450 have requested to be on the listserve created by John Kessel. A series of volleyball manuals have been developed.
 6. Walleyball International, Inc. Mike O'Hara announced that the national open championships will be held in New York City, March 14-16, 2003. He invited all present to attend.
 7. Special Olympics, Inc. Joe Sharpless said that the World Games will be held in Dublin, Ireland in June, with volleyball competitors from 30 nations. The 8th National Championships will be held in conjunction with the USA Open Championships in Minneapolis in May 2003.

XII. NEW BUSINESS

- A. Succession of Officers. President Monaco referred to his memo of September 13, 2002, recommending a change in the Bylaws, which would permit officers to succeed themselves. He also referred to a memo from Secretary Johnson and Mr. Sharpless, dated January 3, 2003, indicating opposition to this recommendation. (NOTE: Copies of the memos are available upon request.)

MOTION #21 It was M/S/FAILED (Monaco/Howard) to amend Bylaws Article VI. Section 6.03, B. by deleting the last sentence: "No officer may succeed himself or herself."

The following are summary statements made at the meeting favoring this motion: the office of the President is not effective in impacting FIVB and NORCECA, as the international leaders know a new person will be

present within four years; it takes new officers a minimum of two years to understand fully the responsibilities of their positions; and the Board of Directors should have the option of electing the person it feels is most competent for the position.

The following are summary statements made at the meeting opposing this motion: the recommendation appears to focus more on the international agenda than on the domestic agenda (gold medals vs. grassroots program development); it is unclear whether professional staff could serve in significant international roles or if the only option is to ensure the current FIVB and NORCECA representative is empowered to continue; a one-time re-election process does not address the long-term issues with the FIVB; officers should not be administering the daily activities of the USVBA – rather the professional staff should be doing this; leadership development is discouraged through such a process; and past experience with other organizations indicates that incumbents very rarely do not get re-elected unless incompetency is obvious.

A counterpoint made to the time frame that officers serve was that of running for a new officer position after a four-year term. Should this practice be encouraged or discouraged? There appeared to be no unanimity on either position.

Several individuals supported some type of succession but with a limitation of no more than one term. Some comments also supported that, if approved, this change should not apply retroactively to incumbent officers, as each was elected with a different set of assumptions.

Referral of the action item to another committee (i.e., Structure and Function or a Committee of the Board) did not appear to be viable until the Board provided some direction as to its desire to make a change.

MOTION #22 It was M/S/C (Jones/Johnson) to close debate on the previous question.

The vote was taken and Motion #21 failed.

MOTION #23 It was M/S/FAILED (Jones/Grajeda) to eliminate the last sentence of Bylaws, Article VI, 6.03 B (“No officer may succeed himself or herself.”) and replace it with the following: “Officers may succeed themselves once in the same office.”

Several questions were raised about this motion: Will it preclude an officer from completing two terms, laying off one term and then running again in the same position? The Bylaws do not prohibit an individual from leaving one position and being re-elected to the same position after a minimum of a four-year term. What would happen if an individual was selected to complete someone else’s term? Could this individual subsequently be elected for two full terms?

Concern was expressed about the time and the potential loss of quorum.

MOTION #24 It was M/S/FAILED (Johnson/Sharpless) to postpone action on this question to the May 2003 meeting of the Board of Directors.

A vote was taken and Motion #23 failed.

A key point appeared to revolve around clarification of FIVB rules about who is eligible to serve on the Executive Committee and the Board of Administration. It was unclear if such criteria are defined in the governing documents of the FIVB or are a result of an interpretation by the FIVB President. Must the representative continue to have vote on both the Board of Directors and the Executive Committee of the USVBA or could professional staff serve in these capacities? It would appear that the issue of a lay staff member serving as a representative could be addressed through changes in the Bylaws.

President Monaco encouraged all present to review the discussion and determine if additional action should be proposed to the Board of Directors.

- B. Volleyball Magazine. Mr. O'Hara reported that *Volleyball Magazine* has been sold and the new company published the first edition recently. He encouraged USVBA to work with the new company to help improve the quality. Ms Howard reported that she and Ms Mara have had several conversations with them and a meeting is scheduled in Colorado Springs in February.
- C. Title IX Status. Ms Howard reported that a town hall meeting was held in Colorado Springs to speak to the President's Commission. Members of the USVBA professional staff attended but no one spoke on behalf of the Corporation. It was reiterated that the Board of Directors reaffirmed its support of Title IX at the May 2002 meeting. The AVCA has also adopted a position statement, which will be officially published in the next few days.

XIII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Minneapolis, Minnesota, May 23-24, 2003.

XIV. ADJOURNMENT

MOTION # It was M/S/C (Twohig/Chinn) to adjourn the Annual Meeting of the USVBA Board of Directors on Sunday, January 19, 2003 at approximately 11:00 am.

BODMN5AP