

**UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING**

**Of the
BOARD OF DIRECTORS**

May 27-28, 2005
Denver, CO

Presiding: Albert Monaco

Recorder: Susan True

Present:

Executive Committee: Albert Monaco, President; Rebecca Howard, Past President and Chief Executive Officer; Kevin Twohig, Executive Vice President; Susan True, Secretary; Stewart McDole, Treasurer; Gary Colberg, Board Representative to the Executive Committee; Kevin Barnett, National Team Representative, Erik Sullivan, International Player Representative, Fred Wendelboe, Special Adviser (ex-officio, Non-voting)

Directors: Dick Jones, Chris Claus, Gary Colberg, Ellen Crandall, Cynthia Doyle Perkins, Susan Sinclair, Katherine McConnell, Gino Grajeda, Joe Sharpless, Barbara Viera, Ken Cain, Donise King, Jonathan Lee, Sue Mailhot, Chuck Stemm, Jeff Stork, Ethan Watts, and Jim Webber.

Division Vice

Presidents: Dave Gentile, Jonathan Lee, Roger Neppl, Cynthia Doyle Perkins, Glenn Sapp

Parliamentarian: Karen Johnson

National Staff: Doug Beal, Mike Chandler, Diana Cole, Liz Cornella, Christy Cox, Jennifer Joseph, John Kessel, Kerry Klostermann, June Lobeck, Margie Mara, Hugh McCutcheon, Jenny Lang Ping, Tom Pingel, Paul Soriano

Guests: Harold Cranswick, ROD, Gerald Fitzsimons, Volleyball Hall of Fame, Jerry Weydert, U.S. Army.

Absent: Stacy Sykora

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 8:34 am on Friday, May 27, 2005.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Following the roll call, Susan True, Secretary, declared a quorum was present. She reminded the directors that a silent roll call is taken after each recess of the Board of Directors meeting.
- B. Special Rules of Order. Karen Johnson, Parliamentarian, referred to the proposed "Special Rules of Order," distributed via email, and highlighted several rules

MOTION #1: It was M/S/C (Twohig/McDole) to approve the Special Rules of Order for the 2005 Annual Meeting of the Board of Directors.

II. ANNOUNCEMENTS

- A. Recognition of the Hosts for the Annual Meeting and U.S. National Championships. Mr. Monaco thanked Glen Sapp and all of his volunteers for hosting this Annual Meeting and the U. S. National Championships.
- B. Recognition of Frier Award Recipient. Mr. Monaco reminded people new to USA Volleyball that the Frier Award is the highest award given by the Corporation for general contributions to the Corporation. This year's recipient was Stewart McDole. Mr. McDole extended his gratitude to all who made it possible for his family to be in attendance and for this wonderful award.

- C. Recognition Directors Leaving the Board. Mr. Monaco thanked Cynthia Doyle Perkins for her service on the Board. While she will remain as Vice President for the Member Relations Division, she will be leaving the National High School Federation so will no longer be a Director representing that organization. He also thanked Gino Grajeda, from the AAU, representing Multi-Sport Organizations who has been a great asset in the areas of juniors and grassroots beach programs. Jim Webber did not stand for re-election from the Regions because he felt he should not do so since he was no longer a Regional Commissioner.
- D. Recognition of New Directors to the Board. Mr. Monaco recognized Jerry Weydert, U.S. Army, who will join the Board representing Multi-Sport Organizations and Harold Cranswick who will be a new Director representing the Regions. Jeff Stork and Charlene Tagaloa were re-elected as player directors and Chuck Stemm was elected for another term as a Director representing the Regions.
- E. Roundtable Discussion Topics for Friday Evening. Mr. Monaco announced the following topics for small group discussion this evening: 1) Million Volleyball Participants project; 2) Beach/AVP Relationship top to bottom; 3) Evaluation of USVBA structure against suggested guidelines from the USOC.

III. APPROVAL OF AGENDA

MOTION #2: It was M/S/C (Lee/Stork) to approve the agenda as distributed with the provision for adjustments and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE JANUARY 15-16, 2005 MEETING OF THE BOARD OF DIRECTORS

MOTION #3: It was M/S/C (Twohig/Howard) to approve the Minutes of the January 15-16, 2005 meeting of the Board of Directors.

V. OFFICERS' REPORTS

A. President.

The following items were discussed.

- 1. Gerald Fitzsimons, Volleyball Hall of Fame. Mr. Fitzsimons, President of the Volleyball Hall of Fame thanked the USA Volleyball, its Board of Directors and the twenty-six regions that sent donations to the Hall of Fame. He also recognized Mr. Monaco and Mr. Beal for all they have done to promote the Hall of Fame. The money will be used to do the following: a) expand the public hours during the summer months, b) provide seed money for additional merchandise in the Hall of Fame Gift Shop, c) dollars to market and advertise to target local and regional markets for maximum exposure for the Hall of Fame, d) support for web site development and e) planning support for the 20th Hall of Fame Induction celebration October 26-27, 2005.

He asked for continued support from USA Volleyball and gave suggestions on how that could be accomplished. In response to a question from Jeff Stork, Mr. Fitzsimons announced that there had not been any financial support received from other National Volleyball Federations.

- 2. Action Items by the Executive Committee. Mr. Monaco reported on actions taken by the Executive Committee since the last Board of Directors meeting.
 - a. Directed Rules Testing Commission to revisit its charge making certain that FIVB Rules are identified as the Official Rules for USA Volleyball. In addition, the Commission is to develop a proposal for a separate publication that would include modifications to the FIVB rules for domestic competition.
 - b. Approved publication of an Arbitrators Manual at a cost of \$4,500.
 - c. Approved waiver of AVP membership fee, and denied the request for waiver of the membership fee for National Congress of State Games.
 - d. Approved the request for funding projects from the CEO and directed the Finance and Budget Committee to rebalance the 2005 budget accordingly.
 - e. Endorsed providing the use of the USAV on-line membership registration system to the Regional Volleyball Associations free of charge. The use of this system will be optional until the 2007-2008 season when it will be required. Note: A brief discussion followed concerning reasons RVAs might

not use the on-line registration even though it is free, and the request that the issue be revisited before it becomes a requirement in 2007-2008.

- f. Endorsed the CEO's plan to sign the amended "FIVB-NF-ATHLETE" contract if requested to do so by a U.S. player.

MOTION #4: It was **M/C (Executive Committee)** to endorse the CEO's plan to sign the amended "FIVB-NF-ATHLETE" contract if requested to do so by a U.S. player.

3. USOC. There has not been a meeting of the US Olympic Committee or the NGB Council since late 2003. In April, Mr. Monaco attended the meetings of the Olympic Assembly and the NGB Council. There is nothing remarkable to report or others are reporting it on the agenda. It is governed by a Board of eleven including the three IOC members that includes Bob Cvrtilik from volleyball. Mr. Monaco no longer a member of the USOC Board of Directors. In response to a question by Karen Johnson regarding a revision of the Amateur Sports Act by the U.S. Congress, Mr. Monaco reported that the review has not taken place. In addition, there has not been a test to see if the new USOC structure is in compliance with the current Amateur Sports Act. He reviewed the history of the 1978 Amateur Sports Act and the basic tenant that is that each sport on the Olympic schedule is governed by an independent organization. In response to a question from Cynthia Doyle, Mr. Monaco reported that the USOC has not mandated restructuring of NGB governing bodies; however, we need to be prepared for a possible mandate. That is why we are discussing it during the Friday night small group discussions.
4. Postponed Motion from January Meeting. Mr. Monaco reported that the issue of funding for the Disabled Division has been resolved. Therefore he was bringing the postponed motion to transfer \$30,000 to the Disabled Division back on the table.

MOTION #5: It was **M/S/C (Doyle-Perkins/Claus)** to **TABLE** the motion from the January, 2005 Board of Directors meeting directing USA Volleyball add \$30,000 to the allocation to the Disabled Division while maintaining the zero-balance 2005 budget.

B. Past President. Ms Howard explained the changes to the Rules Testing Commission and rules publication. The change is in response to the fact that the FIVB does not permit National Federations to have a Rules of the Game Commission, thus the change to a Rules Testing Commission which includes a representative from beach on the Commission. USA Volleyball will post the FIVB Rules on its website with notations to clarify safety concerns or to clarify translations from the FIVB rules. A separate publication entitled *Domestic Competition Regulations* will contain the FIVB Rules with notations as well as the modifications for safety reasons or to promote the growth of the game during domestic play.

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

1. Arbitrators and Evaluators Program. He thanked the individuals who had agreed to serve as Arbitrators at Qualifiers or National Championship Events this year. Due to the addition of the Boys Bid Tournaments, there will be slots open for new arbitrators next year so anyone who is interested should contact Mr. Twohig. The Arbitrators Casebook is complete thanks to the work of Karen Gee. Mr. Twohig thanked Chuck McCracken for his development of the data base that made the casebook possible. Although each incident is unique, it is helpful to have a casebook on incidents and how they were handled in the past to be used as a comparison. The Casebook will be updated approximately every two years. Karen Gee is also working on a revising the Arbitrators' Manual so it can also be used as a training tool.
2. Qualifiers and Bid Tournaments. All the Qualifiers are under contract through 2006. All the Qualifiers have been offered contracts through 2008. The high standard set by the Junior Olympic Championships has motivated the Qualifiers to get better and better. USA Volleyball has also copied innovations from the Qualifiers such as electronic display of scores. The Boys Bid Tournaments become a part of the process in 2006, and those tournaments will be under contract with USA Volleyball before they begin.
2. Ethics and Eligibility. This continues to be time-intensive function of the Executive Vice President. Mr. Twohig thanked Chuck Stemm for all his work the past two years as the Deputy Chair of the Corporation Ethics and Eligibility Committee. A committee of three (including a player representative) is formed when the need arises. It generally involves issues of due process.

3. Executive Council. The meeting of the Executive Council was held on Wednesday, May 25, 2005. Mr. Twohig reminded the Board that the Executive Council consists of the Executive Committee, the Division Vice Presidents and the Chair of the Championship Events Commission. It has the authority to bring recommendations to the Board of Directors.
 - a. Incident Reporting. In its effort to have maximum confidentiality in the reporting process, the Regions were not being informed when an incident involved a team or individual from their region.

MOTION #6: It was M/C (**Executive Council**) to direct the National Office to designate a staff person to handle incident reports and distribute the information in a confidential manner to the Regional Volleyball Associations and other appropriate individuals.

- b. Qualifier Review Committee. The decision was made to change the Qualifier Compliance Committee to a review committee. The intent would be to have the Committee review event evaluations and discuss any issues reported by participants, arbitrators or Event Department personnel, with the goal of improving the qualifier experience for the participants. Participants in this open process would be qualifier directors, the Events Department of USAV, Qualifier Compliance Committee, the Executive Vice President and the Executive Committee liaison to YJOVD. If a compliance issue arose, it would be referred to the Events Department for resolution.
- c. Budgetary Issues. The Council was informed about the reassignment of the Rules Testing Commission from the President to the Past President. The Officials Division has been asked to submit a 2006 budget for the Division that separates the administrative budget for the Division from the operating budget that includes all the educational programs for officials.
- d. Open Division in the 2007 Pacific Northwest Qualifier. The ROD, YJOVD and the Executive Council endorsed the addition of the Open Division to the Pacific Northwest Qualifier in 2006. The discussion that followed resulted in the following recommendation:

MOTION #7: It was M/C (**Executive Council**) to direct the Events Department to develop criteria by the end of the year, in consultation with the appropriate divisions and commissions, for adding new championship events.

- e. Championship Events Commission. The purpose of the Commission is to assist the Events Department in improving championship events for the participants and the organization. The Commission will meet in January in conjunction with the Winter Meeting of the Board of Directors.

D. Secretary. Ms. True reported on the following:

1. Board Directory Update. The Board Directory was distributed so the Directors could check the contact information, then initial if it is correct and/or initial changes and return it to the Secretary.
2. Commendations. Ms True thanked June Lobeck, for her tremendous support of the Office of Secretary, and Jennifer Joseph who is substituting for Carla Hall at the tape recorder during the Board of Directors' meetings.
2. Email Vote to Formally Approve Division Changes. Ms True apologized for not having a deadline on the email vote sent to the Board in April. Twenty-seven of twenty-eight votes were received. The elimination of the Beach Division was approved with six dissenting votes, and the change in the name of the MRHRD to the Member Relations Division was approved unanimously.

E. Treasurer. Mr. McDole led the Board through the Treasurer's report. The following are highlights and action items:

1. Audit. The 2004 Audit was conducted in March by the firm Waugh and Goodwin of Colorado Springs. They gave USA Volleyball a "clean" audit which means that it is their opinion that the financial position of the association has been fairly and honestly represented. Audited year finals are:

	2003	2004
Net Assets	\$1,883,667	\$2,764,629
Investment Acct.	\$1,153,070	\$1,717,124
Long-term debt	\$ 2,784	0

2. Audit Committee. In January of this year the Finance and Budget Committee (F/B), Executive Committee and Board of Directors identified the F/B as the Audit Committee. The auditor discussed a variety of audit

committee composition requirements of California (the current state of incorporation) and national legislation. The F/B and Executive Committee suggest the following action:

MOTION #8: It was M/C (**Finance and Budget Committee**) to approve formation of a three-member audit committee.

1. Appointed by the President and sustained by the Board of Directors.
2. One member could be a current member of F/B.
3. All members must be current Board members.
4. Neither the President nor the Treasurer may serve on the Committee.
5. One member must be a financial expert.
6. The chair shall be elected from within.

The Committee would be commissioned to:

1. Retain an independent auditor and consult with them prior to the audit.
2. Meet annually with the auditor.
3. Receive and review the annual audit.
4. Review association internal financial procedures.
5. Report/recommend to F/B and staff.

The auditors reviewed a draft document of internal financial policies and procedures that the staff developed in response to 2003 recommendations.

MOTION #9: It was M/C (**F/B**) to approve the Association Financial Policies and Procedures document as amended.

In response to the auditor's observations about Colorado being a friendly environment for nonprofits, the following motion is brought forward:

MOTION #10: It was M/C (**F/B**) to direct officers to investigate re-incorporation of USVBA in Colorado with a recommendation to be brought to the Board of Directors at the January, 2006 meeting.

A renewed effort will be put forth to achieve a more timely reporting of reimbursement requests from staff and lay leadership. The auditor expressed some concern over deferred revenue items. She specifically questioned the YJOVD Development Fund because it had been "idle" during recent years and not "enabling" the mission of the Corporation. This concern has been shared with the YJOVD. The auditors recommended that investment statements include information on the "cost basis" of investments held.

3. 2005 Budget Review and Revisions. The individual budget revisions were reviewed. The net result of the revisions process is a predicted positive performance against budget of approximately \$291,000. Although not required, the F/B thought it would be wise to have the Board of Directors sustain the revisions to the 2005 budget.

MOTION #11: It was M/C (**F/B**) to sustain the budget revisions of the 2005 budget as detailed in Appendix A.

4. Cash Flow. An April transfer of cash funds to the investment account effectively concluded 2000-2004 Quad goals. We have good reason to believe that we are positioned well for the run to the end of the year. Therefore we have asked that the \$200,000 transfer to the investment account be consummated immediately. Bank One is providing a \$400,000 line of credit that is secured by inventory, equipment and receivables and Bank One does not have the requirement that Legacy does that we use that line of credit. The interest rate will be 1% below prime.
5. Investment Funds. The Legacy relationship has begun well although the decision to transfer funds to the Foundation compounded the administrative elements over the first quarter. Earnings report as of 5/20/2005 shows the USAV Foundation account with \$1,311,072 and the USA Volleyball account with \$889,668. We are presently invested 67% in stock and 33% in bonds, which are well within the asset allocation range of our investment policy.
6. 2006 Budget. Mr. McDole reported that USOC NGB Guidelines were received recently which on the surface appears to have a potential impact on annual funding. After considerable discussion, F/B decided not to make any changes at this time. As a part of the review of 2006 budget requests, F/B asked the Officials Division to create separate budgets for division administration and officials' education and certification. It also asked the

USAVF to develop a conceptual scheme/strategy to guide future consideration of Foundation operation expenses. We are performing due diligence on the issue of getting the Men's Team back in the World League. It is not looking very hopeful at this time, but we continue to work on that.

7. CAP Certification for Coaches in Junior Championships. The study to investigate the possibility of taking the certification requirement for coaches with teams in the Junior Olympic Volleyball Championships to a CAP I level is ongoing. We asked the YJOVD and ROD to consider this possibility. The response of YJOVD leads the F/B to believe that we will find the key to making this happen in the near future.

VII. PROFESSIONAL STAFF REPORTS

A. Chief Executive Officer. The following are highlights from his report:

1. Both National Teams are resident programs at the Olympic Training Center (OTC). We are optimistic that if the Men's Team needed to stay in Colorado Springs for a period of time that this could be worked out with the OTC.
2. 2005 could be the most impactful year with regard to our success in Beijing in 2008, so both coaches are trying to regain and retain as many athletes from the teams in Athens.
3. The Men's National Team staff is in place, but there are immigration-related challenges in getting the assistant coach for the Women's Team to Colorado Springs.
4. National Team Programs have the following goals: to play more in the US to get the visibility we need and better identification of the athletes including events coordinated with the regions, need to have year-round program for both teams, increase financial support for coaches and players.
5. With regard to tryouts, Mr. Beal reminded the Board with regard to walkups at tryouts that we have to balance that with conducting a quality tryout situation. We also need to improve the tryout structure for boys to bring it up to the level of the girls.
6. We want to have, and think we have, a broad agreement/partnership with the AVP. The only area of disagreement is related to USA Volleyball's NGB rights and responsibilities. Mr. Beal believes we will solve that disagreement and have a partnership. This partnership will address programs from top to bottom from National Beach Teams down to the grassroots programs for players, coaches and officials.
7. FIVB Beach agreement. USA Volleyball has reached an agreement with FIVB and will sign the "FIVB-NF-ATHLETE" agreement if requested to do so by an athlete.
8. NORCECA. Mr. Beal, at the invitation of Cristobal Marte Hoffiz, President of NORCECA, attended the Board of Administration meetings. Mr. Beal will run for the open position on the Board of Administration during the elections this fall. He believes that Cristobal is doing a good job considering the financial situation of many countries in the zone. Cristobal's efforts have resulted in more teams being accepted into the Junior World Championships. His level of general appreciation for USA Volleyball is very high. USAV must continue to work to get a NORCECA championship event in this country.

B. Women's National Team. Ms. "Jenny" Lang Ping thanked USA Volleyball for giving her the opportunity to be the Head Coach of the Women's National Team. In 2008, the U.S. Team will play in the Olympics in Beijing, her hometown, and she is working on the people there to cheer for the U.S. team when they are not playing China. The first goal leading to Beijing is for our team to play very well in our zone, NORCECA. The strongest teams in this zone for us are Cuba, Brazil and the Dominican Republic. It is difficult to tell much about the rest of the world because after the 2004 Olympics, many teams changed, but we always have to study the teams from Russia, Italy and the Netherlands. The U.S. has to look for young talent who will develop well enough to play in Beijing. We will retain some older players who will help the young players mature. There are thirty players currently training with the National Team. One of her major concerns is that the young players all play on college teams so we only have them for two months in the summer when we have to play in many tournaments, leaving little time to train, set up our system and improve their skills. We need them at least five-six months a year to train in order to be competitive in the world. Ms Ping reviewed the competitive schedule leading to the World Championship Qualifier, NORCECA Championships and the Grand Champions Cup.

C. Men's National Team. Mr. Hugh McCutcheon, originally from New Zealand, played college ball in the United States and was an Assistant Coach for the Men's Olympic Team in Athens. He thanked USA Volleyball for the opportunity to serve as the Head Coach of the Men's National Team. He had twenty-two men in the gym today including five Olympians with the hope of having nine by the end of the summer. The only official retirements are Erik Sullivan and Lloy Ball. We need to find a way to retain players for at least two Quads. A team needs a lot of time in the gym to be competitive internationally. The staff includes Ron Larsen, Assistant Coach, Jamie Morrison,

Technical Coordinator, Troy Tanner, consultant and Aaron Brock, athletic trainer. He reviewed the competitive schedule for the summer leading up to the same major competitions in the fall as the Women's National Team plus the Americas Cup where we will have the opportunity to compete against Brazil, the best team in the world. He mentioned the problem of training at altitude coupled with the increased importance of the serving and receiving, this problem needs to be addressed. The team will go to Anaheim for a "test training" period in July and we are all hopeful that a move to southern California will work out for our Men's National Team. We would like to have year-round training program so we always have some players here to train even when some are playing in European leagues including paying them a salary that would keep them in this country to train.

- D. Secretary General. Kerry Klostermann provided an update on activities in his areas of responsibility.
1. He distributed a 2005 National Teams Schedule, and reported that all USA Athlete Agreements had been signed.
 2. Partnership funding from the USOC is \$873,000, about \$90,000 over 2001 funding. It must be applied to the areas of competition, coaching, training and athlete support.
 3. The Beach Council is in the process of requesting USOC Funding for National Beach Team staffing, coaching and athlete support and "pipeline" and development support. The new Beach Council has put together a four-year plan with the goal being four medals in Beijing.
 4. All sponsors from last Quad, except Pro-Bite, have been renewed with several new sponsorships in the works.
 5. He is talking to Qualifier Directors about the value of adding the Qualifiers to the Corporation's marketing assets.
 6. Developing a "Favorites" program involving health care and beauty brands as "products of choice" of the Women's National Team, then push that concept down to the JO Girls events since those young women are a group the product manufacturers want to reach.
 7. Fundraiser for 2005 is the Road to Beijing.
 8. We have finalized the agreement with Sport Court to purchase forty (40) courts. Sport Court will continue to loan us forty courts each year plus they will donate twelve courts to USA Volleyball. USA Volleyball will purchase three courts in 2005 giving us ownership of fifteen courts. USAV will purchase thirteen courts in 2006 and twelve in 2007 giving it ownership of forty (40) courts by the end of 2007. These courts will provide rental opportunities after USAV receives them in early to late fall.
- E. Senior Director. Margie Mara provided an update for her areas of responsibility.
1. The 2004-2005 regional registrations total 178,281 as of May 12, 2005 that is an 11,000 increase over a year ago.
 2. The on-line registration database project with Ai Group was launched under the supervision of Jennifer Joseph. Four regions beta tested the individual registration system this past season, and the system will be made available, at no cost, to all interested regions next season
 3. Mr. Mc Dole reported most of the information on financial activities in his report.
 4. Average circulation for *Volleyball USA* is up to nearly 190,000 per issue. It has been proposed that the magazine be expanded to 64 pages and be increased from four to six issues a year.
 5. Traffic continues to increase on the website with 145,000 visitors in April who viewed 615,000 pages representing an 18% increase for this time last year. Staff continues to work to improve the site.
 6. The Rotations electronic newsletter subscriber base has risen over 7,000 since last year.
- F. High Performance. The following are highlights from Tom Pingel's report:
1. There were 630 boys at the eight-tryout sites and 2000 girls at the 21 sites for girls. The staff wants to take walk ups yet it is difficult to project how many walk ups there will be when determining how many clinicians are needed.
 2. The Men's Junior National Team will compete in the World Championships in India in August. The Women's Junior National Team will compete in the World Championships in Turkey in July.
 3. The Girls Youth National Team will compete in the World Championships in China in late July. The Boys Youth National Team will compete in a Four-Nation Tournament in Brazil with Argentina, Italy, Brazil and the United States. The team is not going to the World Championships because they are in Algeria and that is not a place we will take a team.
 4. The High Performance Camps now include a Coaches clinic for the coaches of the players attending the camp.
 5. There are over 25 regions conducting Regional High Performance Camps. The High Performance Championships will be in Austin, TX for the girls and Philadelphia, PA for the boys.
 6. There will be a High Performance Coaches Clinic in early 2006. The focus will be primarily for girls' coaches with Jenny and her coaches as clinicians. The clinic will also emphasize evaluative processes for tryouts, team selection, etc. There will be another Coaches Clinic in the fall for boys and men's coaches with Hugh McCutcheon as his staff as featured clinicians.

7. There will be a High Performance Beach Camp in Hermosa Beach in July.
- G. Events Department. The following are highlights from Mike Chandler's report:
1. There were 558 teams in the 2005 U.S. Open Championships in Denver.
 2. There will be 756 teams in 18 Tournaments at the 2005 USA Junior Girls in Salt Lake City.
 3. An estimated 350 teams will compete in the 2005 USA Junior Boys Championships in Louisville.
 4. There are 156 teams confirmed and 108 on the waiting list for the USA JO Girls Invitational in Louisville
 5. The 2005 Junior Olympic Beach Volleyball Championships will be held in Hermosa Beach again in conjunction with the AVP Tour.
 6. There was a review of the Men's and Women's National Teams Domestic Events in June.
In response to a question from Joe Sharpless, Mr. Chandler reported that there are currently no plans to renew efforts to have a Beach Championship. Part of the reason for that decision is the restrictions USA Volleyball would have to place on the host regarding sponsorships, and the current group has a strong list of sponsors.
- H. Coaches Education. The following are highlights from Diana Cole's report:
1. Eleven Coaching Education programs have been completed with thirty remaining.
 2. There are six pilot program projects including the volleyball conditioning courses (VCAP), National High Performance Coaching Staff CAP I & II trainings, Master VCAP and Impact Instructor trainings, Coaches Education Units for public school teachers and coaches, CAP Course partnerships with state high school coaches associations and regional coach training clinics.
 3. They are developing and marketing coaching education CDs and DVDs for all levels including disabled.
 4. In the future, they are planning to partner with ASEP to offer on-line courses as modules for the CAP program.
- I. Grassroots and Disabled Volleyball. The following are highlights from John Kessel's report:
1. A CD/DVD is being developed on how to start disabled programs including Special Olympics.
 2. Deaflympic results included the Men's Beach team winning the silver medal, the Women's Beach Team won the bronze and the Women's Indoor Team won the bronze.
 3. Million Volleyball Participants Project. Some of the methods for obtaining these one million members is by customizing *Rotations* to be more relevant to each Member Organization, customized CDs for Member Organizations (currently doing one for NIRSA and talking of doing one for YMCAs), changes in the website so we can more easily sign up youth participants, establish a new supporter options with \$1, \$5, etc. fee, new outreach awards, etc.
 4. There will be a beach training camp in preparation for the U19 Worlds in France in August. The U21 Worlds will be in Brazil in September. The Beach High Performance Camp at Hermosa Beach was very successful and Mr. Kessel recognized Sinjin Smith for the part he played in that success. USAV has embraced AVP's Next identified talented players.

VIII. DIVISION REPORTS

- A. Youth and Junior Olympic Volleyball Division. (YJOVD).** Dave Gentile, Vice President, submitted an electronic report and written update for the YJOVD. The following are highlights from these reports:
1. The Division supported the expansion of the Pacific Northwest Girls Qualifier to include an Open Division in 2007.
 2. The Division will be formulating specific recommendations over the next several meetings for Event growth to be considered and approved by the Division/USAV Events Department with the necessary support from other divisions/commissions. If events grow, then we must also address the accompanying membership growth.
 3. The work continues on analyzing the key differences in the approach and outcome of various seeding processes (automatic vs. manual). The objective is to identify the most practical and effective way to seed events by identifying the relative strength of the teams competing in the event.
 4. The Elite Commission coordinated a series of education forums for the YJOV representative during this Annual Meeting. The effort focused on strength and conditioning, video analysis and psychological counseling improvements being successfully used by a High Performance club.
 5. The Division expressed support for continued development of CAP training efforts and support continuing evaluation of the most appropriate coaching standards for the Junior Volleyball coaching community.
 6. The Grassroots Commission approved an outline of key activities they will focus on over the next twelve months to expand the grassroots reach in the junior community.
- B. Disabled Sports Division (DSD)** . Roger Neppel, Vice President for the DSD sent an electronic copy of his report. The highlights include.

1. Division still desires a USA Volleyball funding cash base at least equal to funds received through the USA Paralympics for training and competition programs.
2. Mike Hulett, coach of the Women's Sitting Team was named USOC Paralympic Coach of the Year. Ms. Hulett briefly addressed the Board of Directors.
3. Work continues in developing a national training center at the University of Central Oklahoma. At the present, the university has committed to provision of significant value-in-kind support (housing, meals, facilities and equipment) for ten training camps for the Men's Team.
4. Work with military medical center continues to be a goal of the division.
5. Club tournaments for sitting volleyball have been initiated in several cities.
6. NIRSA, through the leadership of Gary Colberg, has initiated activities to develop Collegiate Sitting Teams for participation at the University of Central Oklahoma.
7. A University Club program is being planned for California State University – Northridge.
8. Men's Standing Volleyball will not be a part of the Paralympic schedule in the foreseeable future.

C. Member Relations Division (MRD). Cynthia Doyle Perkins, Division Vice President, submitted an electronic report and presented the following update from the Division meeting since the report was submitted:

1. Ms Doyle Perkins presented Roger Nepl with the Karen M. Johnson Human Resources Award from the Division. The award was presented for all of Roger's work on providing volleyball opportunities to the disabled.
2. People attending the Division meeting came up with five goals for the Division, and agreed to concentrate on two of them during the upcoming year.
3. The first goal was to increase our synergy, networking and sharing of information by – taking advantage of distribution lists to share information, share newsletters with other Member Organizations, provide links on websites to all Member Organizations, increase communication within the Division to perhaps four times a year and to have a different Member Organization highlighted in each issue of *USA Volleyball* magazine.
4. The second goal was to help identify, train and retain a diverse population (including disabled) of officials, coaches, players and leaders for volleyball. Increase the promotion of all training opportunities, scholarship opportunities, etc. within our own organizations as well as be more active in identifying potential coaches and officials.
5. A third goal was to expand the recognitions program to include people working in the sport of volleyball for Member Organizations.
6. The fourth goal was to make certain that USA Volleyball provides quality education programs for coaches, officials, athletes and leaders, and to make certain all Member Organizations know how to access those programs.
7. The fifth goal was to become better informed and politically active on the Board of Directors.
8. There were three special presentations at the meeting: one about Deaf Volleyball, another on wallyball and an update on the Million-Volleyball-Participants projects.

D. Officials Division (OD). Glenn Sapp, Vice President, submitted an electronic report including the following highlights:

1. Division membership includes 392 National Officials and 231 Junior National Officials and 53 National Scorekeepers. They anticipate thirty Junior National Officials will attempt to achieve National Certification this year. The Division must continue its effort to increase the number of National Officials to cover the need resulting from the growth of national events, especially junior events.
2. The Division is developing a mentoring system for potential indoor international candidates. No new international beach official candidates are anticipated. Searching for qualified female beach officials remains a priority for the Division.
3. The training program for officials is being held at four events this season and six in 2006 to include the NIRSA Championship.
4. The Division is working with staff and the F/B with a goal of raising officials pay to \$50 for the referees by the end of the Quadrennial
5. The Division plans to work more closely with the RVAs to establish programs to identify and promote officials to the National level. Two of the ways to accomplish this is to provide "National Official" trainers to the Regions and to send recruiters to Qualifiers and other large tournament. Of course, both programs have budgetary implications.

F. Regional Operations Division (ROD). Jon Lee, Division Vice President, noticed that the Board of Directors never

acted in January on the Executive Committee recommendation to increase the entry fee for the Open Division of the U.S. Open Championships from \$1000 to \$1,500 to provide prize money, equally divided between the men and women. The increase to be effective in 2006. The discussion that followed included the fact that NCAA and high school athletes with remaining eligibility cannot participate in an event in which prize money is given even if they do not take the prize money personally. Later a report came back from an informal survey of the teams in the Open Division of this current tournament and there appeared to be NCAA athletes participating on the majority of the teams.

MOTION #12: It was **M/S/FAILED (Lee/Webber)** to increase the entry fee for the Men's and Women's Open Division of the U.S. Open Championships, effective 2006, from \$1,000 to \$1,500 per team, in order to provide prize money for the top three finishing teams in each division. The entire increase in each division would be divided and awarded in that division and administered by the Events Department in consultation with the Championships Events Commission.

Discussion continued about the Open Division at the U.S. Championships. The cost of the extra officials, the longer matches and the impact on the bottom line resulted in the following motion:

MOTION #13: It was **M/S (Tagaloa/True)** to increase the entry fee for the Open Division of the U.S. Open Championships from \$1,000 to \$1,250 beginning in 2006.

MOTION #14: It was **M/S/C (Twohig/Sharpless)** to postpone Motion #13 until May 28, 2005.

Mr. Lee also brought to the table the recommendation from the Executive Council in January to increase the entry fee for the Coed and U-Volleyball tournaments.

MOTION # 15: It was **M/S/C (Lee/Mailhot)** to increase the entry fee for the Coed and U-Volleyball Tournaments, beginning in 2006, from \$375 to \$475 per team with the increase directed to cover expenses for providing two referees and one scorekeeper for each match during pool play and tournament bracket.

Mr. Lee asked that action on the two recommendations from Structure and Function dealing with certification of officials be postponed so the ROD, OD and YJOVD can work on the wording some more.

Mr. Lee then presented a report on actions from the ROD meetings during the Annual Meeting.

1. The Division continues with its mandatory background checks for any person working with juniors. The Division strongly urges all Member Organizations who are involved with junior volleyball to adopt and implement a similar program. The Division voted that screens would be good for two membership seasons. However, anyone failing the background check could not reapply for another check the following season.
2. The ROD recommends that USA Volleyball review its due process procedures and to separate those activities that come out of the regions from those arising out of USA Volleyball National and Junior National events. Incidents that occur during regional activities should be required to follow the ROD due process procedures before appealing to the Corporate Ethics and Eligibility Committee.
3. The RVAs will continue to self-report regarding compliance, and have begun use of the USVBA Arbitrators Program.
4. The Division leadership will continue to provide education seminars during the annual meeting so that Commissioners are cognizant of their responsibilities and the interpretation of their obligations for USVBA compliance.
5. On-line registration has been initiated and tested by four regions. The process looks very inviting, the fact that it will be free in the beginning and Jennifer Joseph could be available to help RVAs understand the system are all positives.
6. The RVAs request approval for the Structure and Function Committee to clarify in the Corporate documents that RVAs may suspend an individual or a team for more than a one-year period.
7. The Division did not support CAP I as a minimum standards for coaches in the Junior Olympic Volleyball Championships.
8. The rumors of sanctions against officials and teams if they participated in AAU events. The Division agreed that anyone who participates in AAU programs and wants to participate in USVBA programs are welcome provided they join the RVA in which they will participate.

Gino Grajeda, AAU, Director representing Multi-Sport Organizations, voiced continued concerns that people who are registered with AAU and a USVBA Region are being sanctioned for participating in an AAU event. Mr. Lee assured him that this should not occur in the future so long as teams and participants are registered members of each organizations.

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

A. Board Representative to the Executive Committee: Mr. Lee reported that he originally had a slate of two candidates, Chris Claus and Cynthia Doyle Perkins. Ms Claus withdrew prior to this meeting and Ms Doyle Perkins had to withdraw at this meeting because she is leaving her employment with the NSHF. Ms Doyle Perkins will continue as a Division Vice President but will not be a Director on the Board, so she is no longer eligible to run for this position. After a lengthy discussion discussing the lack of direction from the Corporate documents that specifies that nominations from the floor be permitted under this election, it was agreed that Mr. Lee would develop a new slate of two candidates. A ballot will be prepared, emailed to the Board of Directors for a vote prior to the fall meeting of the Executive Committee. Ms Johnson indicated that Structure and Function would address the issue of nominations from the floor.

B. Championship Events Commission. Bill Forrester, Chair, submitted an electronic report. Mr. Forrester highlighted the following information: 1) the Commission has been appointed including members from the ROD, YJOVD and OD as well as staff liaison and Executive Council liaison, 2) the Commission will meet just prior to the Board of Directors meeting in January and again at the Annual Meeting. 3) plan to have a conference call in August to do the wrap up from the four championship events.

C. Membership Review Committee. Dick Jones, Chair, submitted an electronic report. He announced the other members of the Committee are Katherine McDonnell, National Volleyball Organization, Joan Powell, Affiliated Sports Organization, Chuck Stemm, Regional Volleyball Associations and Charlene Tagalao, player representative. The Committee has reviewed the application of the United States Wallyball Association (USWA) and makes the following motion:

MOTION # 16: It was M/C (**Membership Review Committee**) to drop the Association of United Wallyball Players (AUWP) as an Affiliated sports Organization.

MOTION #17: It was M/C (**Membership Review Committee**) to approve the United States Wallyball Association (USWA) as an Affiliated Sports Organization replacing the AUWP.

D. Archives Committee. Peter Dunn, Chair, submitted an electronic report. The final phase of the conversion of all *Guidebooks* and *Rulebooks* to microfiche is in process. Subject to approval of the National Office, arrangements will be made to select a vendor to work on converting the microfiche to an electronic format. Regions will be invited to name a representative to serve on the Archives Committee. Their initial responsibility will be to assist in collecting meaningful memorabilia. A part of that process would be determining what would be meaningful from potential donors of volleyball memorabilia. Jerry Sherman, Past President of USAV, will receive the 2005 Merton H. Kennedy-Elmer L. Johnson Heritage Award.

E. Recognitions Committee. Mr. Dunn, Chair submitted an electronic report. In addition, he made the following recommendations, as he will be leaving his position as Assistant Vice President for Recognition Services within the Member Relations Division.

1. Each award should be the designated responsibility of an appropriate substructure and that should be in the *Guide*. For instance, all recognitions are currently listed under Member Relations Division yet we know the Officials Division is responsible for the officials' awards.
2. Effective stewardship of award administrative responsibilities must be monitored and enforced.
3. The policy requiring Executive Committee approval of new awards and recognitions needs to be enforced. In addition, people responsible for awards in which the Executive Committee must approve the nominees must adhere to that mandate.
4. Where awards are presented should be reviewed so the venue is the most meaningful to the recipient.

5. We need to make sure recipients provide local media contact information for the National Office so USA Volleyball can provide the award information to those contacts. This also serves to get USA Volleyball's name out to more of the media.

Mr. Monaco recognized Mr. Dunn a lifetime of contribution, leadership and sacrificed for this sport.

F. Structure and Function Committee. Ms Johnson, Chair submitted an electronic report. The other members of the Committee are Marcia Alterman, Margie Mara, Joe Sharpless, Susan True (officer liaison) and Fred Wendelboe. In addition, the ROD has asked for direct representation on the Committee and Ms Johnson reported it would be accomplished very soon. The next meeting will be Sunday morning, May 29.

MOTION #18: It was **M/C [(Structure & Function Committee (S/F))]** to accept the changes in Bylaws, Article IV, 4.02D allowing membership applications up to sixty days prior to either meeting of the Board of Directors.

MOTION # 19: It was **M/C (S/F)** to accept the changes to Article V, 5.04 A and 5.07 B of the Bylaws to allow notice of meetings and ballots to be sent electronically.

MOTION # 20: It was **M/C (S/F)** to accept the changes to Article VI, 6.06 E of the Bylaws to clarify that the Treasurer's duties include reports on the investment portfolio.

MOTION # 21: It was **M/C (S/F)** to accept the change to Article VIII, 7.02 A of the Bylaws making the Chair of Championship Events Commission a member of the Executive Council.

MOTION #22: It was **M/C (S/F)** to accept the changes to Article XI, 11.01 C, D of the Bylaws concerning Event Arbitrators, how they are appointed and their responsibilities, powers and limitations. It also addresses the Event Ethics and Eligibility Appeals Committee.

MOTION #23: It was **M/C (S/F)** to accept the changes to Article XI, 11.01 F that makes it clear that athletes must have 20% direct representation on the Corporation's Ethics and Eligibility Committee.

MOTION # 24: It was **M/C (S/F)** to accept all editorial changes to the Bylaws.

MOTION #25: It was **M/C (S/F)** to empower the Structure and Function Committee, in consultation with the appropriate individuals, to prepare the Rules Testing Commission section of the Operating Code.

Discussion included the need to have grassroots regulations included in the agenda of the Rules Testing Commission.

MOTION #26: It was **M/C (S/F)** to accept the changes to Article III, A, 4, c of the Operating Code to state that the President shall name a five-member Nominating Committee for the Board Representative to the Executive Committee at the Winter Meeting of the Board of Directors.

MOTION #27: It was **M/C (S/F)** to accept the change to Article III, C, 3 (1) of the Operating Code giving the Executive Committee the authority to act on behalf of the Board of Directors between meetings of the Board.

MOTION # 28: It was **M/C (S/F)** to accept the change Article III, E, 3, h, I, m of the Operating Code relating to Committees/Commissions of the Board.

In response to questions from the Board, Mr. Monaco clarified that the Executive Committee would not take action on issues that should come to the Board of Directors and could wait until the next meeting of the Board.

MOTION # 29:: It was **M/C (S/F)** to accept the addition of Article III, E, 3, n to the Operating Code which is the Championship Events Commission.

MOTION # 30: It was **M/C (S/F)** to accept the change to Article III, F, 2 to the Operating Code specifying that the Secretary shall supervise the Players Advisory Council.

MOTION # 31:: It was **M/C (S/F)** to accept the deletion of Article IV, C, 1, 2, 4, 5 of the Operating Code.

The proposed change in Article IV G, 4 of the Operating Code was withdrawn until the language on officials for championships can be reconciled.

MOTION # 32: It was **M/C (S/F)** to accept the changes to Article VII C, 2, f of the Operating Code that renames the MRHR Division as the Member Relations Division, and deletes the Beach Division.

MOTION #33: It was **M/C (S/F)** to accept the changes in Article X, B of the Operating Code that allows Regional Volleyball Associations (RVAs) to consider registrants as members of the RVA.

MOTION #34: It was **M/C (S/F)** to accept the changes in Article X E of the Operating Code related to definitions.

MOTION # 35: It was **M/C (S/F)** to accept the change to Article XII B, C, D, and E of the Operating Code related to changes in authority related to championships.

MOTION # 36: It was **M/C (S/F)** to accept the change to Article XII, G of the Operating Code related to Conduct of Championships

Mr. Twohig voiced concern that while the structures of the Corporation are coming to agreement on rating requirements for officials at National Championships that Qualifiers not be “sanctioned” for not being able to find enough officials with “approved USAV-rating.”

MOTION #37: It was **M/C (S/F)** to accept the change to Article XII, H, and J of the Operating Code changing “National Championships Division” to “Championship Events Commission.”

MOTION # 38: It was **M/C (S/F)** to accept the editorial changes to the Operating Code.

MOTION # 39: It was **M/S/C (Lee/Cain)** that Article VI C, 2, I of the Operating Code be amended to read, “The Regional Volleyball Association shall have the authority to discipline individual and team registrants for any period of time the RVA deems appropriate subject to RVA due process.”

Note: Appendices A and B contain all the approved changes to the Bylaws and Operating Code.

G. Sports Medicine and Performance Commission. Dr. Jon C. Reeser, Chair, submitted an electronic report. The Executive Committee approved placing his position paper, “Practical Guidelines for the Prevention and Treatment of Common Volleyball Injuries” on the website.

H. Rules Testing Commission (RTC). Ben Jordan submitted an electronic report. Members of the Commission will work with the Rules Interpreter to update the on-line casebook to include recent rule changes and modifications. There were no changes in the FIVB rules for the indoor or beach game. The Commission will continue to meet in February with a representative from the beach game participating in the meeting, but voting only on issues related to the beach game. Mr. Jordan thanked Sue Lemaire for her work as the Chair of this Commission in the past, and to Becky Howard and Margie Mara for their assistance and guidance during Mr. Jordan’s first year as Chair of the Commission.

I. Diversity Commission. Ms Johnson, Chair, distributed an electronic report. Ms Johnson, Kerry Klostermann and June Lobeck developed the Quadrennial Report that was submitted to the USOC on April 14, 2005 mandate by Congress. She will distribute a history of the formation of the Diversity Commission prior to the next Board of

Directors meeting. Ms Johnson reported that USA Volleyball is making progress towards our diversity goals. The Commission is looking for someone to do a regression analysis on the diversity data we currently have from over 50% of the regions. A new Commission is being formed and will meet in March to begin work on the goals for this Quadrennial.

X. OTHER REPORTS

A. USA Volleyball Foundation. Fred Wendleboe, Chair of the Foundation Board, sent an electronic report, and provided the following updated information.

1. The meeting between the US Volleyball Education Foundation (USVEF) and the USA Volleyball Foundation resulted in the board of the USVEF voting to dissolve that Foundation and transfer its funds to the USAVF. In return, the USAVF will maintain a separate account for those funds and form an education committee that will review grant requests for educational purposes.
2. The transfer of \$1,280,000 to the Foundation account is complete
3. The following directors were elected to three-year terms on the Foundation board: Stewart McDole and Elaina Oden. The following officers were elected for 2005-2006: Fred Wendelboe, Chair, Scott Luster, President, Karen M. Johnson, Vice President, Elaina Oden, Secretary, and Stewart McDole, Treasurer. There are plans to expand the board so there is an advisory board. They want to find some people with connections and resources that will assist the Foundation in its fundraising efforts.
4. The Found hosted the reception prior to the Boyce Banquet. They tried the idea of a silent auction this year. Although no one bid the \$3,500 necessary to go on a National Team trip, the net raised was \$3, 255.
5. There will be a golf tournament at the JO Girls Tournament in Salt Lake City. If it works, a golf tournament may be a part of all championship events in the future.

XI. SPECIAL DISCUSSIONS

Mr. Monaco formed three break-out groups to address the following: 1) Million Volleyball Participants (MVP), 2) Beach – AVP Relationship Top to Bottom, 3) Possible implementation of USOC recommended NGB governance reorganization.

Group 1: Million Volleyball Participants

1. Several Questions were raised initially
 - a. **How can these ideas be implemented? Who is in charge of implementation?**
 - The impression from the January roundtable was that the National office would be implementing the program.
 - It was suggested the outside organizations listed in the report be involved in a membership drive. These organizations would receive part of the membership funds for their efforts. This structure was similar to what we already have with the regions. This would spread out the administration of the membership drive. **If this plan is utilized, how can USAV convince outside organizations to prioritize the membership drive?**
 - It was also suggested that the National office should eliminate the middle man (regions or other organizations) and find a way to connect directly with the new members. This eliminates the need to motivate another organization. It also allows USAV to utilize all the financial benefit of increased membership.
 - **Will the Regions co-operate or at least not interfere?**
 - b. **Is this a new type of membership? What is it called so as to avoid confusion with the regional memberships?**
 - A new template is needed for this type of membership.
 - **Have we targeted Co-Ed players for any type of membership?**
 - c. **How do we get these new “Participants” or members?**
 - Under the involvement of other organizations model the suggestion was to send NIRSA players as ambassadors to get memberships and receive a commission on each new member they sign up. (Door to door campaign)
 - Under the National Office directed model the suggestion was to hire one or two people in the National Office to direct the membership drive as a grassroots marketing campaign.
2. **How can value be added to the new “membership”?**

- a. We must do a better job of targeting kids. Quote from the Anaheim investment group's experience, "Parents will spend much more money on their kids than themselves". Our primary audience for the National Teams is girls ages 8-18.
 - b. Our website presence must be better and target children to draw them to our site more frequently.
 - A "Kids Corner" should be developed. This area should utilize animation, visual interaction, mini games etc.... The content should feature National Team athletes and National Team tie-ins.
 - Rotations Magazine should target children with kid friendly features.
 - A card game similar to "Pokemon" or "Magic the Gathering" should be developed. This game should also utilize the National Team athletes, current and historical, to provide content. (Kevin Barnett would be a resource for this effort)
 - c. Free Membership should be offered to anyone attending a NCAA or National Team game.
 - After sign-up members could get into their next game free.
 - Kids could be offered a free clinic through the university or National Team. The National team could alter the travel schedule to provide the clinic the day after the match.
 - Player Cards should be developed. (Trading cards with statistics and previous results for that player) These are collectable cards that are different than the previously mentioned interactive card game.
- 3. How can USAV touch people directly?**
- a. Repetitive Direct Mail Program
 - Utilize both email and snail mail to contact members and potential new members up to four times a year
 - The snail mailer must be something visible. A postcard would be preferable to an envelope presentation.
 - Give out "return address" labels with USAV logos
 - b. Utilize the National Team athletes to make new contacts.
 - We have 50 "National Team" Athletes this year
 - What do their parents do?
 - Who do they know in their hometown?
 - Can we get contacts with radio, TV or business people in those communities through relationships of the National team athletes?
 - From 50 athletes we could touch 1000-5000-10000 people across the US.
 - Market the membership drive through those contacts developed without involving outside organizations.

Group 2. Outdoor Volleyball

1. AAU only does juniors and only beach volleyball (No grass or adult programs)
2. Volleyvan program could be reinstated as a program specifically for beach volleyball
3. USYVL - Catch the kids who outgrow this recreation program
4. Just get bodies to play; no restrictions.
5. Have a staff person designated for beach volleyball programs and identify a person in each area who would be a contact person in their region.
6. Start University Intramural Programs/High School Winter Leagues in California – Grass or Beach Volleyball .
7. U-Volley could be joined with our outdoor program to have a larger population to draw.
8. Give Park & Recreation Programs materials they might need to start a program
9. Identify existing beach volleyball programs throughout the country to promote the game at a national level and have cooperation with the programs within the regions.
10. Joe Sharpless suggested we consider a structure such as "Domestic Beach Commission/Forum" to serve the over thirty grassroots beach volleyball organizations acting independent from the RVAs.
11. Several of the local and regional-based beach volleyball groups voiced concerns in a recent survey of the undue influence/intimidation factors of the AVP and their negative impact on their respective organizations.
12. USOC needs to assist in the process of getting the AVP to accept the fact that the USVBA, not the AVP is the NGB for beach volleyball.
13. Adults who participate in outdoor recreation programs could lead into indoor programs.

Group 3: USVBA Governance Structure

1. USAV is in compliance with these guidelines:

- a. The first (“NGBs should be governed by a board which shall have sole responsibility for governance.”) However, there was general recognition that, according to the USOC intentions that an NGB cover all disciplines in a sport, USAV probably needed to be the declared NGB for Paralympic Volleyball.
 - b. The fourth (“NGB boards should have staggered term limits.”)
 - c. The fifth (“NGBs must have at least the following 3 standing committees:...”)
 - d. The seventh (“The role of management and the role of the governance should be defined clearly, with each NGB being staff managed and board governed.”)
 - e. The eighth (“NGBs must be financially and operationally transparent and accountable to its members and the USOC.”)
 - f. The ninth (“NGBs must adopt best practices for not for profit organizations.”), although there was some discussion as to just exactly what “best practices for not for profit organizations” are. From this discussion came a majority opinion that USAV might do well to institute a conflict of interest statement for each employee to sign.
 - g. The tenth (“NGBs must comply with all of the requirements for membership as defined in the TSOAS Act, USOC Bylaws and any USOC Board policies.”)
2. USAV is not in compliance with these guidelines:
- a. The second (“NGB boards should generally be between 7 and 12 in membership.”) There ensued a discussion of which positions on the board would or should be eliminated if the board were reduced to 7, bearing in mind the concurrent requirement for 20% athlete representation. There was no consensus as to which board positions were “expendable.” There was concern that all were, in some way, necessary, if the board were to continue representing all factions of volleyball in the USA. There was a general acknowledgement that the RVA representation would most likely have to be reduced and that some of the academic divisions would probably have to be consolidated if the board were reduced in size. There was discussion of the role of the various divisions within USAV in light of the USOC guidelines about size of the governance body. The conclusion, although not unanimous, was that the divisions, while sometimes cumbersome and not conforming to the spirit of the USOC’s “minimum number” guideline, nevertheless often provided a thorough “vetting” of ideas before board action that might not take place with less representation.
 - b. The third (“NGB boards should have at least 20% independent directors and at least 20% athlete directors.”). The discussion revolved around the definition of “independent directors” and the value of having board members with no knowledge of sport/volleyball vs. those with knowledge of sport/volleyball.
 - c. The sixth (“NGB committees should be the minimum number and size possible to permit both conduct of the sport and appropriate board governance.”) The discussion on this point went back and forth over the USOC stated goal to create more efficient operations for the purpose of winning more medals and the present USAV organization, much of which is somewhat removed from the goal of winning medals but is included in board representation. Some of the group thought the makeup and number of USAV committees was essential for “appropriate board governance” even though probably exceeding the actual number the USOC had in mind.

XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Colorado Springs, Colorado, January 14-15, 2006.

XIII. CLOSING REMARKS

Mr. Monaco thanked the members of the Board of Directors for their thoughts and actions.

XIV. ADJOURNMENT

MOTION #40: It was M/S/C (**Viera/Smith**) to adjourn the Annual Meeting of the USVBA Board of Directors at approximately 11:30 am on Saturday, May 28, 2005.