

**UNITED STATES VOLLEYBALL ASSOCIATION
APPROVED MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
May 28-29, 2004
Atlanta, GA**

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

Executive Committee: Albert M. Monaco, Jr., President; Rebecca Howard, Past President and Interim Chief Executive Officer; Kevin Twohig, Executive Vice President; Karen M. Johnson, Secretary; Stewart McDole, Treasurer; Gary Colberg, Board Representative to the Executive Committee; Fred Wendelboe, Special Adviser (ex-officio, non-voting)

Directors: Dick Jones, Gary Colberg, Ellen Crandall, Cynthia Doyle Perkins, Susan Sinclair, Katherine McConnell, Gino Grajeda, Joe Sharpless, Barbara Viera, Michael O’Hara, Ken Cain, Allan Chinn, Ann Davenport, Jonathan Lee, Chuck Stemm, Jim Webber, Chris Clauss, Jeff Stork

Division Vice Presidents: Pete Dunn, Dave Gentile, Wally Hendricks, Roger Nepl, Joe Sharpless, Fred Wendelboe

Parliamentarian: Karen M. Johnson (Acting)

National Staff: Doug Beal, Carla Hall, Rebecca Howard, John Kessel, Jennifer Joseph, June Lobeck, Margie Mara, Tom Pingel, Paul Soriano

Guests: Merrill Barney, Donise King, Darlene Kluka, Sue Lemaire, Sue Mailhot, Gerald “Jeep” McDonald, Paul Swegler, Susan True, Denise Van De Walle

Excused Absence: Liz Masakayan, Sinjin Smith, Eric Sullivan, Stacy Sykora, Charlene Tagalooa, Ethan Watts, Brenda Williams

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 28, 2004.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Following self-introductions, Karen M. Johnson, Secretary, declared a quorum was present. Mr. Monaco noted that Jeff Stork is the only international player representative present and will have six (6) votes on each issue.
- B. Special Rules of Order. Ms Johnson, Acting Parliamentarian, referred to the proposed “Special Rules of Order,” distributed via email, and highlighted several rules. She also pointed out the addendum on conflicts of interest and noted that, if a potential conflict exists, the Director should so state in the discussion. If a conflict exists when the vote is taken, a Director should abstain and ask that such abstention be recorded in the minutes.

MOTION #1 It was M/S/C (Twohig/O’Hara) to approve the Special Rules of Order for the 2004 Annual Meeting of the Board of Directors.

- C. Presentations to Atlanta Hosts. Joe Sharpless, Vice President National Championships Division (NCD), presented resolutions of commendations to Jeremy Rubin and Bob Schuler, Atlanta Convention and

May 28-29, 2004

Visitors Bureau, Dan Corso, Atlanta Sports Council, and Ken Cain, Southern Regional Volleyball Association. Each gave a few brief remarks afterward.

II. ANNOUNCEMENTS

- A. Changes in Members of the Board of Directors. Mr. Monaco thanked Allan Chinn, Ann Davenport, Ms Johnson, Mike O'Hara, Paula Weishoff and Jerry Weydert for their service on the Board of Directors and for other contributions to the USVBA. Although Liz Masakayan's term is ending, she agreed to complete the two years unexpired term for Ms Weishoff. Barbara Viera will complete Mr. Weydert's term and has been elected for a three-year term.
- B. Presentation from the American Sports Center (ASC). Mr. Monaco introduced Michael J. Rangel, a co-owner of the ASC, Anaheim, CA, who presented a proposal to relocate the Men's National Team to the Center. He described the volleyball facility as well as other essentials and amenities that would be available. He thanked Doug Beal and Carl McGown for their assistance in this planning. Mr. Monaco thanked Mr. Rangel and informed the Board that the Executive Committee would be reviewing the proposal. If deemed a viable option, the proposal will be presented to the Board at its January 2005 meeting.
- C. Procedural Items. Ms Johnson indicated that hard copies of various approved minutes and action items of the Executive Committee and Executive Council had been distributed. References to these items will occur later in this meeting. She noted that a roster of the Board was being circulated and asked that it be updated.
- D. YMCA Volleyball Hall of Fame Luncheon. Dick Jones announced that the annual YMCA Volleyball Hall of Fame Luncheon will be held on Saturday, May 28, 2004, and will honor Wilbur Peck.
- E. United States Volleyball Educational Foundation. Pete Dunn announced that the meeting will be held Saturday, May 28, 2004 at 5:00 pm.
- F. Reimbursement. Margie Mara said new expense reports forms were available from Ms Johnson.

III. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES OF THE JANUARY 17-18, 2004 MEETING OF THE BOARD OF DIRECTORS

MOTION #3 It was M/S/C (Twohig/Webber) to approve the Minutes of the January 17-18, 2004 Meeting of the Board of Directors with three corrections: pg. 8, VI C, last line, change Gary Colberg to Chuck Stemm; pg. 14, correct spelling of Elaina Oden's first name; and pg. 17, correct date for adjournment to Sunday, January 18, 2004.

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 expressed appreciation that all were willing to continue for another Quadrennium. He then highlighted the following:

- A. 2003 Budget Audit and Final Notes. The 2003 independent audit was concluded by Waugh & Associates with positive results. It was a "clean" audit and indicated that the financial position of the association was fairly and honestly represented. A single recommendation that fiscal procedures in the association be firmly established and documented was made. That process was already underway and has since been completed. The report mentioned deferred compensation for payment of the Executive Director.

May 28-29, 2004

This violates Board policy but it was decided there was a mistake. The F/B Committee will review the policy to determine if a change should be proposed to the Board of Directors.

Net assets for 2003 were \$1,883,667, a positive change of over \$1.2 million from 2002. The investment account also grew by approximately \$597,000.

- B. 2004 Budget. The first quarter review was typical, reflecting receipt of much of the projected income with limited expenses. At this point, it is projected that performance will not exceed the budget. The line of credit has not been used for three years. Current checking and savings account balances are \$1,340,526. Terri Wedler, Controller, projects that nearly all this cash will be used by the end of the fiscal year. This precluded the idea of transferring additional funds to the investment portfolio; however Mr. Fortune will explore the possibility of short-term investments.

The Executive Committee took action on two items:

- Allocation of \$25,000 for contract labor for the Media Relations and Publications Department to provide support for Paul Soriano during his absence at the Olympic Games; and
 - Permitted change in signatures for the checking account in Georgia, which was required by the bank.
- Three items were recommended by the F/B Committee for Board action. All involved improving working conditions in the National Office and/or employing additional staff.

MOTION #4 It was M/C (Finance/Budget Committee) to recommend approval of revising the 2004 budget to add the following items:

- \$35,000 to build-out and refurbish new office space and purchase furniture for new offices;
- \$4000 for a new copier; and
- \$15,102 for new accounting financial software.

MOTION #5 It was M/C (Finance/Budget Committee) to recommend approval of revising the 2004 budget to add the following items:

- \$22,000 for a staff addition to be shared between CAP and the reception function; and
- \$5,000 for an honorarium increase for the CAP coordinator.

MOTION #6 It was M/C (Finance/Budget Committee) to recommend approval of revising the 2004 budget to add \$26,000 for a staff addition for "Special Projects."

The net effect of passing Motions #5 and #6 will add an additional \$95,000 to the annual budget in 2005. It is anticipated that the expenses for 2004 can be absorbed in the approved budget; if not, operating reserves will be used.

Mr. McDole said the Committee is requesting the Executive Committee and/or Board to consider the position of disabled sports within the overall responsibilities of the NGB. The Committee also felt the need to have an internal policy regarding fund raising activities by the Division. This policy should prescribe how income is to be allocated.

- C. Investment Portfolio. To date for this fiscal year, the value of the portfolio has declined .14%. Due to additions to the portfolio, however, the current value is \$1,550,752, which exceeds the current Board mandate to maintain the original investment of \$1.28 million.

The Board of Directors approved a change in investment advisers at the January 2004 meeting. Mr. McDole introduced Matt Shannon, a principal and partner from Legacy Strategic Asset Management, the firm selected. Mr. Shannon indicated that the company is located in Hudson, Ohio, and has 50 institutional clients. The principal consultants are responsible for over \$4 billion in assets. It also partners with Wachovia, giving it access to 90 additional investment professionals. The company is small and plans to remain that way in order to ensure local, personalized service to its clients. Mr. Shannon mentioned many times what a great asset Mr. Fortune was to the USVBA.

In speaking about the philosophy, Mr. Shannon said that Asset Management serves as a consultant for clients; it does not manage money. It uses a strategic approach rather than a tactical one as market-

May 28-29, 2004

timing does not work. It continuously monitors its accounts to control risk and to maintain the appropriate mix of investments and to rebalance, if needed. A key decision for the Board of Directors will be that of approving the Mission and Investment Policy Statement, which then guides all decisions that are made. The asset allocation has been determined, approximately 65% in stocks and 35% in fixed income and cash. The search for investment managers has been completed with seven identified for the selected asset classes. All USVBA investments have been received and are now being invested. Asset Management will be monitoring the accounts on an ongoing basis and will report quarterly to the USVBA. The goal of an 8% increase is projected for the portfolio over an extended period of time. In response to questions, he noted that all investment managers used by Asset Management are in the top quartile in the United States. He closed by saying that he was looking forward to a long-term working relationship with the USVBA.

Mr. McDole noted that the proposed changes in the investment policy had just been received by the Board of Directors and stated that the Board might wish to wait for approval; however, the Board did participate in the risk assessment process, and the proposed investment policy is, in fact, a little more conservative than the responses received. He also said that there were very few changes from the updated policy approved during the last Quadrennium. Mr. Twohig reinforced this, noting it is much more sophisticated and provides for the ongoing monitoring function by the consultant, rather than the F/B Committee. In response to questions, it was stated that the F/B Committee currently serves as the investment committee; however, the Board may wish to change this. In terms of cost, it was reaffirmed that the amount will never exceed that which was being paid and should be less than that assessed by previous managers.

MOTION #7 It was M/C (Finance/Budget Committee) to recommend approval of the revised Investment Policy.

Note. The approved policy may be found in the Policies and Procedures Manual.

- D. Quadrennial Objectives: 2005-2008. The F/B Committee proposed fiscal conceptual and specific objectives for the 2008 Quadrennium. In response to several questions, it was noted that the price for participation in the World League may increase and require a commitment for a loss of \$950,000 annually. This is contrasted with the \$750,000 projected a year ago when the Board of Directors approved inclusion in the budget. Many factors are interacting at present, including the potential for more quality teams available for competition, due to the reduced number of participants in the World League. It was determined to return to these questions at a later time so that Rebecca Howard can provide an update on what is occurring with the FIVB.

MOTION #8 It was M/C (Finance/Budget Committee) to recommend approval of the 2005-2008 Quadrennial fiscal goals as presented.

Note. Refer to Appendix A for a copy of the approved 2005-2008 Quadrennial fiscal goals.

- E. 2005 Budget Planning. Mr. McDole provided an outline of planned meetings to continue monitoring the 2004 budget and developing the 2005 budget.

At the conclusion of the report both Mr. Monaco and Ms Johnson commended the Committee and the USVBA leadership for its fiscal responsibility during the 2004 Quadrennium.

VI. OFFICERS' REPORTS

- A. President. The following items were discussed.

1. *Action Items by the Executive Committee.* Mr. Monaco indicated there was only one action item from the Executive Committee that required action by the Board of Directors. The Structure and Function Committee recommended an increase in membership fees for several categories of membership due

May 28-29, 2004

to the fees not having been increased since the mid-1980s. Ms Johnson reported on a concern expressed by Brenda Williams, NAIA Director, who said that her Member Organization belongs to many NGBs. Although the amount is small, it still increases the fiscal demands that most Education-Based Multi-Sport Member Organizations have.

MOTION #9 It was M/C (Executive Committee) to recommend approval of increasing the annual membership fees for the Founding Member Organization, Education-Based Multi-Sport Organizations and National Volleyball Organizations from \$200 to \$300; and increase the fee for Multi-Sport Member Organizations from \$50 to \$100.

Mr. Jones raised the question of fees for Affiliated Sports Member Organizations (ASOs) and recommended that they be assessed. It was noted that there used to be a \$25 membership fee for these organizations; however, it was difficult collecting this amount, so the Board determined that it wanted to keep them involved and removed the fee. At that time ASOs had no direct representation on the Board of Directors but now they elect one Director.

MOTION #10 It was M/S/C (Jones/Clauss) to assess Affiliated Sports Member Organizations a \$25 annual membership fee.

2. *USA Volleyball Foundation.* A copy of a document comparing the USA Volleyball Foundation (USAVF) and the US Volleyball Educational Foundation (USVEF) was distributed by Mr. Monaco. He reported that the USAVF met and requested the new Chair, Fred Wendelboe, to report on the meeting. Mr. Wendelboe reported that Ms Johnson, the only existing Director who was able to attend, convened the meeting and nominated Mr. Wendelboe, Mr. Fortune, Ms Johnson, Katherine McConnell and Mr. McDole as Directors. Mr. Monaco, the USVBA representative present, cast the vote to elect these Directors. The Board of Directors met immediately afterward and elected the following officers: Mr. Wendelboe, Chair; Mr. Fortune, President; Ms Johnson, Vice President; Ms McConnell, Secretary; and Mr. McDole, Treasurer. Kerry Klostermann was designated as staff contact to the Foundation. As noted in the January 2004 Meeting of the Board of Directors, a request for transfer of restricted funds to the Foundation would be made to give leverage for fund-raising efforts. Pending approval by the Board of Directors, it was determined that an investment strategy was needed. Mr. Fortune will explore the possibilities with Strategic Asset Management, with the understanding that access would probably be needed a couple of times each year. Mr. Wendelboe was charged with proposing a long-term development plan. The F/B Committee approved \$1500 for this effort with the understanding a plan will be submitted to the Committee for consideration by October 2004 and then may be submitted for Board action in January 2005. Mr. Wendelboe stated that a critical component of raising funds is to be able to indicate a large majority of the Board of Directors supports these efforts. He will be asking for contributions in January. Questions were raised by Dave Gentile and Roger Nepl about how to access the funds once transferred. It was noted that requests should be made to Mr. Klostermann and the usual procedures will be followed.

MOTION #11 It was M/C (Executive Committee) that the endowment funds established for various junior volleyball activities and the restricted funds of the officials and disabled sports divisions be transferred to the USA Volleyball Foundation.

Mr. Jones raised a question about the potential problem created by both the USAV and the USVEF seeking funds. Mr. Monaco indicated dialog was ongoing about how to avoid overlap of requests as well as other problems.

May 28-29, 2004

3. *Chief Executive Officer (CEO) Search Committee.* Mr. Monaco requested an update from Ms Johnson, who reported the announcement for the search for a new CEO was broadly distributed through various Member Organizations and other contacts. To date, four applications have been received. She asked members of the Board to encourage individuals to apply and/or recommend potential candidates to the Search Committee. Mr. Wendelboe and Ms Johnson will complete the preliminary screening after the deadline date of July 1, 2004. This will be followed by references checks, potential phone interviews and interviews with the finalists in October. Mr. Cain asked if an executive search firm had been considered. Mr. Monaco felt that it was still early in the process and other options might be utilized.
- B. Past President. Ms Howard briefly updated the Board of Directors on the recent Congress of the FIVB and the last meeting of NORCECA.
- C. Executive Vice President. Mr. Twohig, Executive Vice President, reported on the following items:
 1. *Corporation Ethics and Eligibility (E&E) Committee.* Dave Lockwood and Mr. Monaco were thanked for their legal assistance. There are E&E issues at many of the USA national championship and qualifying events, which now include nine girls' qualifier tournaments, which are operated under USAV License agreements, the USA National Championships, the girls' and boys' Junior Olympic Volleyball Championships (JOVC) and the girls' Invitational. All attempts are made to handle issues at the lowest possible level, usually at the events, as this process works. The only specific issue that Mr. Twohig reported on was that of the request from Rick Butler for full reinstatement. He was suspended for life in 1995 and was reinstated to conditional membership in 2000. In the conditional membership agreement, Mr. Butler agreed not to coach junior girls at USA national championship events. As reported in January 2004, Mr. Twohig was asked to conduct additional research for the April 2004 meeting of the Executive Committee. At that meeting the Executive Committee reviewed a substantial document prepared by a representative of Mr. Butler and the history and recent correspondence related to Mr. Butler's conditional membership. After a lengthy discussion, Mr. Twohig was asked to prepare and send the following letter to Mr. Butler and his representative.

“Dear Mr. Butler:

“Following receipt of your letter of January 12, 2004, and subsequent discussions at the USA Volleyball Executive Committee meetings in January and April, the Committee asked me to respond to you as follows:

“After a thorough review of your request for reinstatement to full membership, supporting documents, and the record, the USA Volleyball Executive Committee determined that there is no reason to modify your current conditional membership.

Sincerely,

Kevin Twohig”

In response to questions from Ms Davenport, it was clarified that Mr. Butler could be a team representative and chaperone and can sit on the team bench but is prohibited from coaching. A letter was sent to Mr. Butler by the USVBA attorney defining coaching. Gino Grajeda asked if this decision was binding on all Member Organizations, and indicated the local Amateur Athletic Union (AAU) association recommended that Mr. Butler be allowed to coach. The National AAU supported this recommendation. Mr. Twohig said the decision was only binding on Regional Volleyball Associations (RVAs).
 2. *Arbitrator Program.* Mr. Twohig thanked the arbitrators for this year's events: Buz Bohmeyer, Fred Buehler, Ken Cain, Allan Chinn, Chris Clauss, Karen Gee, Angelo Iasillo, Bob Jackson, Bill Jones, Jon Lee, Russ Poage, Dick Powell, Chip Reiley, Joe Sharpless, Doug Wilson and Lea Wagner. The Arbitrators' Manual was updated this year. A new responsibility was added, that of evaluating qualifier events. The procedures for this will be added to the Manual. Mr. Twohig encouraged members of the Board to consider serving as an arbitrator. Several discussions were held in the Youth and Junior Olympic Volleyball Division (YJOVD) about the Qualifiers. It was determined competition issues will be handled by the YJOVD Competition

May 28-29, 2004

Commission and operational issues will be dealt with by the Corporation's Events Department. A new template has been developed for qualifier agreements. Mr. Gentile noted that the YJOVD will be examining whether additional qualifiers are needed.

In response to a question from Ms McConnell, it was noted recruiting software purchased by college coaches for scouting at junior events is not a Division function; rather the Qualifier Directors handle this. Ms Howard indicated a new procedure has been established for national championships.

Developers of the recruiting software will be treated as vendors, as this information is the intellectual property of the USVBA. The USVBA will charge a fee for its distribution by any of the vendors. This information should be on the USVBA web site.

3. *Meeting of the Executive Council.* The meeting of the Executive Council was held on Wednesday, May 26, 2004. Each of the Vice Presidents prepared a summary of the activities and accomplishments for the 2004 Quadrennium and presented recommendations for the 2008 Quadrennium. A detailed presentation was made by representatives from the Officials Division (OD) and from the Professional Association of Volleyball Officials (PAVO), which outlined the benefits of a merged rating system to be used by both organizations. Following discussion, an enabling motion was approved: It was M/S/C (Sharpless/Dunn) that the Executive Council endorse the concept of a USVBA/PAVO Joint Rating Plan, with the understanding that, prior to implementation, the final plan shall be returned to the USVBA for final review by its divisions. As this will be coming back for division review, no Board action is needed at this time.
4. *Gender Policy.* Mr. Twohig thanked Mr. Jones for recognizing that the gender policy approved by the Board in January was not worded correctly, which prompted another review. In addition, the IOC recently decided not to have a gender policy, and the FIVB followed the IOC lead. The policy clearly separates domestic competition, where the USVBA can determine the policy, from international competition, which is determined by the FIVB. Clarifications were sought about the need for the policy. Mr. Wendelboe indicated the Regional Operations Division (ROD) recommended this action due to a transgender team competing in and winning a women's tournament in one of the RVAs. Cynthia Doyle Perkins noted that USA Track and Field is examining this as well and has conducted some research. It was her understanding the changeover takes at least two years. She also stated that the NCAA has referred this to its competitive safeguards committee, which will be holding a summit in January. Darlene Kluka said the Sports Medicine and Performance Commission of the USVBA was looking at this as well and it was reported that the entire process for change might take four to five years. She recommended the policy be referred to the Commission. She also felt the USVBA might be opening itself up for a law suit. It was reiterated that the RVAs desire some protection for women's competition at the domestic level.

MOTION #12 It was M/C (Executive Committee) that the Board of Directors approve **replacement** of Appendix B, USAV POLICY FOR DETERMINATION OF GENDER with the following statement:

USAV POLICY FOR DETERMINATION OF GENDER

The USVBA shall comply with the gender determination guidelines established by the FIVB for International Amateur Athletic Competition as defined in Article III of the USVBA Bylaws. For events involving domestic players as defined in Article III of the USVBA bylaws, USVBA does not routinely require its participants to provide proof of gender.

However, USVBA recognizes that there may be rare circumstances in which an athlete's gender is called into question.

In this event, the athlete shall be considered to have provided adequate proof of gender by presenting the following documents:

1. a valid photo identification card AND
2. a birth certificate.

In the event of a change of gender or name from the birth certificate, the individual must provide valid documentation linking the birth name to the photo identification.
In the case of gender change, the athlete must compete in the gender of birth.

D. Secretary.

1. *Photo/Bio Release Form.* Ms Johnson said that a photo/bio release form was sent to each member of the Board of Directors in April, requesting that a form be signed and a bio be submitted for the USAV web site. She encouraged all who had not yet submitted to do so as soon as possible. If anyone has a concern, she asked them to let her know.
2. *Commendations.* 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.

VII. PROFESSIONAL STAFF REPORTS

Ms Howard noted that electronic copies of reports from each Department had been distributed. (Copies of the reports may be requested from the Secretary.)

- A. Acting Chief Executive Officer. Ms Howard distributed a list of all the things that occur in the National Office, indicating she had no idea about the workload when she started. A major change has been how well the staff now understands the budget. The new software will make a great difference in the timeliness of reports. Additional office space will be available in October, including a new conference room. She made the following reports for staff who were unable to attend:
 - Mr. Klostermann, Secretary General, is so invaluable to the Corporation. He is responsible for working with the USOC and sponsors, preparing and monitoring the national team budget, and handling international team transfers.
 - Ms Howard commended the Coaching Education Programs and CAP personnel and thanked the Board for approving additional funding for the Department.
 - The Events Department is responsible for the national championships and national team tours. Catherine Janney has assumed responsibility for the Four-Nation tour to be held in June.
- B. USA National Teams and High Performance Programs. Tom Pingel, Director, gave a couple of updates. He indicated that the name of the Volley Classic Championships was changed to USA High Performance Championships. RVA high performance camps are really growing. The coaches' clinic held in January 2004 was highly successful and will be held the last weekend of January in 2005. Word was recently received that the Dominican Republic cannot host the boys' youth and junior championships, so it is uncertain if the competitions will occur.
- C. Associate Executive Director. Ms Mara said the 2005 *Rulebook* will include the actual wording of the rules of the FIVB. (Refer to the IX G, Rules Testing Commission report, below.) Progress is being made toward developing a national database, which will replace the old system. Hank Van Arsdale, ROD, and Joel Reinford, OD, have been appointed as advisers for this endeavor. She reinforced that the financials are getting better and thanked Ms Wedler for this.

Ms Mara noted that Mr. Soriano is at the site for a few days and sent a media release out the previous evening announcing all of the award winners. He just returned from the Olympic Summit in New York City and will be working the Olympic Games in Athens.

Brent Buzbee is responsible for the database system and also for Rotations. It was suggested that Member Organizations should be requested to encourage their constituencies to subscribe to Rotations.
- D. Beach/Education/Disabled/Grassroots. John Kessel, Director, said a lot of good things are happening with beach volleyball programs. Tryouts for the junior high performance camps will occur in Southern California and the Badger and Florida RVAs. The Association of Volleyball Professionals is very active in assisting with this program. The women's teams for Athens are almost determined; however, the men are still vying for the opportunity.

The men's standing team participated in the World Championships. Tom Tait has assumed the position of National Team Coach. The men's sitting team just returned from a trip to Europe. Although they

May 28-29, 2004

showed significant improvement, they did not win a game. The women's national team also toured Europe and learned that the rules permit one slightly disabled player to be on the court. The Dutch team has three of its national team members rotating into the game. Wallyball personnel have been very helpful in providing training opportunities for the disabled teams.

- E. National Teams. Ms Howard indicated Toshi Yoshida sent an electronic report that was distributed at the beginning of this meeting. Mr. Beal, Coach, Men's National Team, referred to his electronic report and highlighted some items. The 23 players who are training represent the best overall quality of athletes since moving to Colorado Springs. The training matches with Japan were excellent. At the end of June, three matches with Russia are scheduled in Houston, followed by a four-nation tournament with Argentina, Russia and Tunisia in Austin. A final training tournament will occur in Bulgaria enroute to Athens. He did note that the European Confederation formed an eight-nation league for those not involved in the World League. A video highlighting the last few minutes of the Olympic Qualifying match in Puerto Rico was shown.

Ms Howard concluded by thanking the staff for all their great efforts. The Board of Directors expressed its appreciation with a round of applause.

VIII. DIVISION REPORTS

- A. Member Relations and Human Resources Division (MRHR). Mr. Dunn, Vice President, submitted an electronic report and highlighted several accomplishments during this Quadrennium. He also noted some things that were not accomplished and stressed the need for continuous work on improving communications among divisions and Member Organizations. He noted that the Annual Division Meeting was held May 27, 2004 and was very successful under the leadership of Mr. Jones. Ms Clauss and Mr. Kessel made an excellent presentation, primarily focusing on the history of the Junior Olympic Volleyball Championships. He asked representatives of two Member Organizations to make brief reports, as there was insufficient time at the Division meeting. Mr. Jones, YMCA, said that Mr. Kessel continues to develop materials for his group to encourage the development of youth volleyball programs. Mr. Sharpless, Special Olympics, Incorporated, reported that the 2003 World Championships in Ireland went extremely well. The 2007 Special Olympics Summer Games will be in Shanghai, China and the inaugural Special Olympic multi-sport National United States Games will be conducted in Ames, IA in 2006. Mr. Dunn thanked Division leadership for the Quadrennium: John Armuth, Ms Clauss, Mr. Colberg, Mr. Jones, Ms Kluka, Mr. Lockwood and Joan Powell. He concluded his remarks by presenting Ms Johnson with a PRIDE (People Reaching Inward Developing Excellence) recognition.
- B. National Championships Division (NCD). Mr. Sharpless, Vice President, submitted an electronic report and distributed a hard copy of the minutes of the annual division meeting. It was noted that this will be the last report of the NCD to the Board as responsibilities are being transferred to professional staff. Mr. Sharpless expressed his appreciation to Becky Howard, Gary Colberg, Donise King, Mike Chandler and Bill Forrester. The status of each of the tournaments was noted. The men's and women's 30 and over and 35 and over have not been held this Quadrennium; the club tournaments continue to grow and the ROD has been asked to establish a cap for the number of teams that can be accepted, in the event of space restrictions; and the A/AA and B/BB men's U-Volley tournaments will be held but only the women's B/BB filled. The Division submitted a plan to the Finance and Budget Committee for and strongly supports an increase in fees for officials. In addition, the Division continues to support some type of lay structure to assist the Events Department in the conduct of the national championships. Mr. Sharpless proposed two motions. The first dealt with removal of the men's and women's 30 and over and 35 and over tournaments from the official listing in the Operating Code. Mr. Wendelboe said he had supported this when speaking as a Vice President; however, he suggested it not be removed. Rather the tournaments could be offered only when there is an increase in demand.

MOTION #13 It was M/FAILED (National Championships Division) that Operating Code, Article X, D, 3, a, (3), <i>United States Masters and Seniors Tournaments</i> , be amended to delete the 30 and over and 35
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May 28-29, 2004

and over age groups for both men and women tournament classifications effective with the 2005 Championships.

In discussion of the second motion requiring a USA-certified rating for all matches conducted at Qualifiers and National Championships, Mr. Gentile asked for clarification of how a waiver would be obtained. Mr. Sharpless suggested the OD would have a method to do that. Mr. Stemm expressed concern about the use of RVA-certified officials.

MOTION #14 It was M/**POSTPONE** (National Championships Division) to amend the Operating Code, Article XII, H, new 2, entitled *Conduct of Championships*, to read as follows: "All officials (referees and scorekeepers) who are assigned to officiate at an indoor USA championship event and all National Qualifier events shall be certified by either USA Volleyball or a USVBA/RVA with a USVA-approved rating. All such officials shall be registered with USA Volleyball, consistent with the Operating Code. The Officials Division may waive this requirement for a National Qualifier event in response to a request from a National Qualifier Director. Officials for all Beach Volleyball and Park Volley Championships should hold a USA Volleyball approved rating for outdoor competition." Further the current "2" and "3" shall be renumbered as "3" and "4" respectively.

MOTION #15 It was M/S/C (Webber/Stemm) to postpone MOTION #14 until the January 2005 meeting of the Board of Directors.

Mr. Monaco recognized Mr. Sharpless for his outstanding contributions to volleyball for over half his life and the Board gave him a round of applause. Mr. Sharpless thanked President Al Monaco and Past Presidents Becky Howard, Wilbur Peck and Bill Baird for their support and encouragement.

- C. Officials Division (OD). Wally Hendricks, Vice President, submitted an electronic report, which included the Quadrennial report requested by Mr. Monaco. He highlighted actions that were approved by the Division the previous day:
- The Division supported an increase in pay for all junior events from \$24 to \$32 for a best two of three match. Mr. Hendricks noted that fees had not been increased for junior events for 10 ten years and for adult championships since 1999. The Board agreed by consensus to pursue the increase in officials' fees. It was noted that such items as entry fees and the desire for championships to be profit centers would need to be examined. Mr. Gentile said the YJOVD proposed to pay scorekeepers at the qualifying and national championships; however, the Division postponed this until the financial implications have been examined.
 - The number of rating sites will be reduced. Qualifiers will no longer be used as junior national rating sites, and the NIRSA Championships will not be a site for rating national officials.
 - A new affiliate-type membership is to be created at the cost of \$10. The hope is that all regional and provisional officials will join to enable the creation of larger national database.
 - The Division voted in concept to support the merger of ratings with the PAVO with proposed additions. The PAVO will take the proposal to its Board for suggestions/action and differences will then be worked out.
 - An attempt will be made to get all officials trained as scorekeepers and line judges. This will be most helpful at championship events.
- D. Regional Operations Division (ROD). Mr. Wendelboe, Vice President, submitted an electronic report containing the Quadrennial goals and accomplishments. He also distributed a summary of actions at the Annual ROD meetings, May 26-27, 2004. He highlighted the following:
- Although the Division supported removing the men's and women's 30 and over and 35 and over tournaments from the Operating Code, the Board did not support it. He asked Mr. Monaco and Ms Howard to guide the Events Department on how to deal with this. (Refer to Action #13 above.)

May 28-29, 2004

- The ROD referred the rules regarding eligibility to transfer junior players to other teams back to the YJOVD, as the two divisions disagree.
- The Michiana RVA recommended that it be redistricted to create the new Lakeshore RVA.

MOTION #16 It was M/C (Regional Operations Division) that the Lakeshore Regional Volleyball Association be approved as a new Member Organization.

It was noted that the Michiana RVA will recommend a change in its name at the next meetings of the ROD and the Board of Directors.

- Sue Mailhot and Donise King have been elected to replace Ann Davenport and Allan Chinn as RVA Directors. Mr. Wendelboe thanked the latter two for their service.
 - The RVA Background Screening process will be in place for the next season.
 - Ken Cain, Jonathan Lee and Jim Webber were recommended as nominees for the position of Vice President for the Division.
 - After review of the current zones, it was determined to leave them in place.
 - One highlight of the 2004 Quadrennium included a dramatic increase in registrations; however, adult participation showed little growth. Mr. Wendelboe indicated some progress in differentiating RVA functions from ROD functions; however, restructuring was not recommended.
- E. Youth and Junior Olympic Volleyball Division (YJOVD). Mr. Gentile, Vice President, submitted an electronic report and distributed a summary of the May 25, 2004 Division meetings. He highlighted several items.
- The Administrative Manual was thoroughly reviewed and updated. The major change involved designation of the General Forum as the final approving authority. The Boys' Committee was also approved as an official sub-structure.
 - Several changes were made to the competition structure of national events: added a 13 and under National and American Club classification tournament for the 2005 JOVC; modified field sizes by age classification for the Girls' JOVC; implemented a series of bid allocations and open, at-large selection criteria for the Boys' JOVC; established nine bid tournaments for qualifying for the 2006 Boys' JOVC; modified the bid allocations process for national qualifying events; and refined wording for the requirement that all teams must submit timely, complete and accurate competition results.
 - Two administrative workgroups were established. The Plan of Growth for Junior Events Workgroup reviewed a long-range proposal from the National Office for growing events. Based on the review, the Division voted to support it but felt that educational sessions are needed for the junior constituency. The Seeding and Selection Workgroup is evaluating the process utilized for seeding national events and selecting at-large open division teams.
 - Goals for the 2008 Quadrennium will include the following: improve handling of administrative activities; review administration of the YJOVD Development Fund; review the handling of "special circumstances" processes, e.g., managing exceptions; and revisit the compliance process for oversight of all JOV Qualifying and National events.
- Following the report, a few comments were made. Mr. Cain encouraged the use of an open bidding process for all JOV qualifying and national championship events. Mr. Sharpless encouraged the Division to ensure that the JOV nomenclature be used throughout all events. He further requested a review of the terms "National" and "American."
- F. Beach Division. Ms Masakayan, Vice President, submitted an electronic report but was not in attendance.
- G. Disabled Sports Division (DSD). Mr. Nepl, Vice President, submitted an electronic report and highlighted several items. The following goals were attained during the 2004 Quadrennium: a women's sitting team was established; both the men's and women's sitting teams qualified for the 2004 Paralympic Games; additional athletes and coaches were identified and recruited; and the annual budget increased to \$175,000. He noted that the recent European training trips of the sitting teams greatly assisted them in improving their performances. Future endeavors will include integration of the disabled

May 28-29, 2004

programs into the NGB; increased financial partnerships; and development of a national training site. He thanked the USVBA and several RVAs for increased financial support and the professional staff for all of its support and patience.

At a subsequent session, Mr. Monaco introduced Denise Van De Walle, Assistant Coach for the Women's National Sitting Team, who said that there are 13 on the current roster, one of whom will be an alternate to the Paralympic Games. She briefly reviewed the rules and noted that very few of the women were previously involved in volleyball; however, winning the qualification tournament tended to give them the feeling that they were better than they are. The training trip to the Netherlands was a great experience and helped them better understand where they are. Competitions were held with the Netherlands, Slovenia and Finland, the top three teams in the world. Training continues in preparation for the trip to Greece. Ms Van de Walle showed a video of two European teams. She thanked the USVBA for the opportunity to be involved and the professional staff, especially Ms Hall, for all of their assistance.

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

- A. Directors' Nominating Committees. Ms Johnson announced the results of the elections for Directors: Multi-Sport Member Organization, Ms Viera; Affiliated Sports Member Organization, Ms Powell; International Female Player Representative, Elaina Oden; and International Male Player Representative, Sinjin Smith.
- B. Membership Review Committee. Mr. Jones, Chair, submitted an electronic report. He noted that Mr. Kessel had been instrumental in encouraging two organizations to apply for membership. The Positive Coaching Alliance is headed by Jim Thompson and is located at Stanford University. All documents are in order.

MOTION #17 It was M/C (Membership Review Committee) to approve the Positive Coaching Alliance as an Affiliated Sports Member Organization.

The Association of United Wallyball Players is based in Nevada and headed by Joe Garcia. All documents are in order.

MOTION #18 It was M/C (Membership Review Committee) to approve the Association of United Wallyball Players as an Affiliated Sports Member Organization.

Mr. Jones noted that during the Quadrennial Review, the Committee found that an error had been made many years ago regarding the classification of Wallyball International, Inc. as an Affiliated Sports Organization as it is a for-profit. The organization has been notified of the error and is reviewing what status it might like to pursue.

MOTION #19 It was M/C (Membership Review Committee) that Wallyball International, Inc. be removed as an Affiliated Sports Member Organization until such time that it reapplies for an appropriate category.

Mr. O'Hara, representative of Wallyball International, Inc. said he was unsure what the decision might be. Mr. Monaco thanked him for his many years of service, and the Board gave him a round of applause. Mr. Jones thanked Ms Williams, Mr. Lee and Ms. Johnson for their assistance.

- C. Archives Committee. Mr. Dunn, Chair, submitted an electronic report. He noted that preservation of all *Guidebooks* and *Rulebooks* has been completed through 1999 on microfiche. It has been determined to convert everything to an electronic format to provide easier access. All past materials will be converted

May 28-29, 2004

as funding permits; however, it is still unclear how much published information since 1999 is already in an electronic format. Hard copy will have to be converted. A catalog system must be established prior to this conversion.

- D. Recognitions Committee and “the BOYCE” Banquet. Mr. Dunn, Chair, thought “the BOYCE” Banquet was one of the best ever on May 27, 2004. He thanked Mr. Monaco and Susan True, Master and Mistress of Ceremonies; Mr. Colberg, videos; and Ms Lobeck, logistics, for their efforts. He noted that an All-Time Great Player has not been recognized since 2002; however, next year four players may be recognized. If all attend, adjustments will have to be made in the number of others who are recognized at the banquet, as eight appears to be the maximum.
- E. Structure and Function (S/F) Committee. Ms Johnson, Acting Chair, forwarded electronic copies of proposed changes to the Bylaws and Operating Code.
1. *Bylaws.*

MOTION #20 It was M/C (Structure and Function Committee) to approve an amendment to Article IV Membership, 4.01 G to add the name of the Association of Volleyball Professionals.

MOTION #21 It was M/C (Structure and Function Committee) to approve amendments to Article V, Directors, 5.01 B 6, 8 9 and 11 to define clearly a Quadrennium and clarify other wording.

MOTION #22 It was M/C (Structure and Function Committee) to approve amendments to Article V, Directors, 5.01 C 1 b and c and 2 a and c to designate the Secretary as Chair of all Directors’ Nominating Committees in an ex-officio non-voting capacity and to change the date for receipt of nominations to January 10 of each year.

MOTION #23 It was M/C (Structure and Function Committee) to approve amendments to Article V, Directors, D 1, 2 and 4 to permit electronic balloting.

MOTION #24 It was M/C (Structure and Function Committee) to approve an amendment to Article V, Directors, 5.09 to clarify that USVBA Regional Volleyball Associations elect their Directors.

MOTION #25 It was M/C (Structure and Function Committee) to approve amendments to Article VI, Officers, A and B and add a new C to clarify nomination and election procedures and to remove redundancy in language.

MOTION #26 It was M/C (Structure and Function Committee) to approve amendments to Article VI, Officers, 6.04 and 6.06 to ensure references refer to the immediate Past President and to remove redundancy.

MOTION #27 It was M/C (Structure and Function Committee) to approve amendments to Article VII, Structures and Substructures, 7.01 C to clarify references to a Quadrennium.

MOTION #28 It was M/C (Structure and Function Committee) to approve amendments to Article VII, Officers, 7.03 C and D to include language for direct representation of International Player Representatives on appropriate structures and make an editorial change.

MOTION #29 It was M/C (Structure and Function Committee) to approve amendments to Article VIII, Staff, to rename the Article to Chief Executive Officer, to replace all references to Executive Director with Chief Executive Officer and to change references from staff to employees.

MOTION #30 It was M/C (Structure and Function Committee) to approve amendments to Article IX, Players' Advisory Council, to restructure the Council and alter the role of Member Organizations in this process.

Refer to Appendix B for a copy of the actual wording of the approved changes to the Bylaws.

2. *Operating Code.*

MOTION #31 It was M/C (Structure and Function Committee) to approve editorial changes to the Preamble to the Operating Code.

MOTION #32 It was M/C (Structure and Function Committee) to approve editorial changes to Article III, Governance, B 3 d (2) (b) and (c).

MOTION #33 It was M/C (Structure and Function Committee) to approve amendments to Article III, Governance, F 3 b (1) and (2) to ensure agreement with the Bylaws regarding International Player Representation.

MOTION #34 It was M/C (Structure and Function Committee) to approve amendments to Article III, Governance, G and G 4 b to modify the date for election of International Player Representatives to the USOC Athletes' Advisory Council and permit an electronic ballot.

MOTION #35 It was M/C (Structure and Function Committee) to approve amendments to Article V, Professional Staff, by changing the name to Chief Executive Officer, changing references to the Executive Director to Chief Executive Officer and changing staff to employees.

MOTION #36 It was M/C (Structure and Function Committee) to approve an amendment to Article VI, Member Organizations, G 3 by adding other responsibilities for Professional Volleyball Organizations.

MOTION #37 It was M/C (Structure and Function Committee) to approve amendments to Article VIII, National Registration Categories, to clarify which individuals must be registered, to restructure the Article for clarification, to list youth participants as regular registrants, to add an "Other" category to Regular registration and include several existing categories, to change the former "Other" to "Special" categories and to add a Collegiate Associate registration.

MOTION #38 It was M/C (Structure and Function Committee) to approve amendments to Article IX, Membership and Administrative Fees, to correspond with changes in Article VIII, to include a policy statement on Membership Fees in the Policies and Procedure Manual and to add the Collegiate Association registration.

MOTION #39 It was M/C (Structure and Function Committee) to approve an amendment to Article X, Player and Team Eligibility, B 2 a to add provision for multiple tournaments within the same age group classification.

MOTION #40 It was M/C (Structure and Function Committee) to approve amendments to Article X, Player and Team Eligibility, E 1 c to require a chaperone for indoor adult teams that have players on the roster who are eligible to play in the USA Junior Olympic Volleyball Championships.

MOTION #41 It was M/C (Structure and Function Committee) to approve amendments to Article X, Player and Team Eligibility, E 3 d (1) (a) – (g) to change “divisions” to “tournaments,” to change the years for eligibility for all age groups, to add a new number (3) to provide for a method to determine the tournaments for Junior Olympic Volleyball Championships and to renumber (3)-(6) to (4)-(7).

MOTION #42 It was M/C (Structure and Function Committee) to approve amendments to Article XII, USA Qualifying and Championship Events, B to change staff to employees, to modify C to combine sites and dates for championships and to delete C and D.

MOTION #43 It was M/C (Structure and Function Committee) to approve amendments to Article XIV, Official Publications, C and D to reflect more appropriate terminology as to current publications and distribution requirements.

MOTION #44 It was M/C (Structure and Function Committee) to grant permission to the Structure and Function Committee to make appropriate editorials throughout the Operating Code to comply with actions approved in the previous actions.

Refer to Appendix C for a copy of the actual wording of the approved changes to the Operating Code.

Mr. Monaco noted that the S&F Committee will be asked to review the FIVB Code of Conduct and propose a recommendation to the Board of Directors.

- F. Sports Medicine and Performance Commission (SMPC). Dr. Jon C. Reeser, Chair, submitted an electronic report and asked Ms Howard to highlight several things: Volume 6 of the International Journal of Volleyball Research has been published; Ms Kluka will make a presentation at the 2004 Pre-Olympic Congress in Greece; and research and discussion continue about gender issues. Ms Howard said that Dr. Reeser is well thought of by both FIVB and NORCECA personnel.
- Mr. Monaco asked Ms Kluka if she would like to add any thing to the report. Ms Kluka said that a proposal for an award to recognize outstanding sport scientists had been forwarded a couple of years ago. Ms Howard indicated it was returned due to the proposal for a cash award. Ms Kluka also noted that Mr. Beal, a member of the Commission, is proposing an international sport science elite coaches symposium.
- G. Rules Testing Commission (RTC). Mr. Monaco introduced Sue Lemaire, Chair, who is resigning at the end of this Quadrennium. He thanked her for service of over 20 years. Ms Lemaire distributed a list of the rules that are similar to FIVB and those with which the USA rules differ. The rules that will now be printed will be the FIVB rules. When there are safety or growth concerns, differences will be placed in a box after the rule, either as a USA play statement or commentary. Rules for co-ed and doubles play will be in a separate section after the official rules. Ms Howard noted that the USVBA is criticized internationally for not using the FIVB rules and it is possible that sanctions could be made against the Corporation.
- H. Diversity Commission. Ms Johnson, Chair, said that four members had a brief meeting and attempted to refocus the direction of the Commission. She thanked Mr. Chinn, Mr. Dunn and Mr. McDole. The Commission will give a Star Award to Mr. Chinn for his many years of service.
- I. Election of Board Representative to the Executive Committee. Ms McConnell stated that Ms Williams, Chair, was unable to attend due to her daughter’s graduation. Ms McConnell said that Ms Williams did all the work in identifying two excellent candidates to run: Mr. Colberg and Ms Doyle Perkins. She then introduced the nominees and each gave a brief presentation. The ballot was distributed and Ms McConnell, Mr. Stork and Mr. Webber counted the ballots. At a subsequent session, Ms McConnell announced that Mr. Colberg was elected in a very close contest.
- J. Officers’ Nominating Committee. Ms Doyle Perkins requested a special privilege to bring forward an action item from the Officers’ Nominating Committee, which was suggested at the January 2004 meeting. It was granted.

MOTION #45 It was M/C (Officers' Nominating Committee) that the expenses of all individuals nominated for officers' positions be paid to attend the meeting of the Board of Directors at which the election takes place.

X. SPECIAL DISCUSSION: POTENTIAL FOR RESTRUCTURING THE USVBA

Mr. Monaco formed four break-out groups to address the following: If the leadership were going to form the USVBA today, based on knowledge of what needs to be organized and included, how might it be done? Following a 45-minute discussion, the leaders or note-takers summarized the results to the Board.

Group I: Mr. Gentile and Mr. Colberg reported. Part of the Group felt that a business model should be adopted with a focus on efficiency. A dual mission should be retained: an emphasis on gold medals in international competition and grassroots development. The Board should be reduced in size to 13 or 14 and be based on functional representation: officers, five; player representatives, three; OD, one; RVAs, one; Assembly of other Member Organizations, two; and junior representation, one. The ROD should be disbanded and the RVAs should assume these functions. The MRHR, NC and Beach Divisions should be eliminated, with staff assuming responsibility for beach activities and national championship events. Assemblies should be formed for the RVAs, other Member Organizations and junior representatives.

Group II: Group II first addressed the issue of who had the most investment in the Corporation. There was no clear consensus on who this is and the Group was not clearly persuaded that this should only be those organizations that prepare players of national team quality. Although there was support for Mr. Monaco's concept of "skin in the game," there was also support for including organizations that embraced the broadest volleyball community as possible. The mission and goals were reviewed as well. The goals sometimes conflict; e.g., winning gold medals or developing grassroots programs. The Group was not inclined to focus on medals only. A main goal should be a high quality NGB that is admired and emulated by others. Streamlining the Board might be more efficient and a smaller-sized Board could meet more often; however, a smaller group does not necessarily equate to efficiency. The Group looked at the Member Organizations as well as the international player representatives and how they provide input. They also looked at the philosophical value of who should have input and felt the Board should make policy but stakeholders must have the opportunity to provide input. Overall, there appeared to be consensus that the current structure should be maintained.

Group III: Cynthia Doyle reported. The Board should be responsible for setting policies and reviewing and monitoring fiscal affairs. More time should be spent on the vision and philosophical issues and less on operations. It was felt that not all Member Organizations need to be represented; however, the USVBA needs to be involved in supporting them; e.g., provide resources and promote their activities. The Group felt that opportunities for interaction among the Member Organizations were important. It was suggested that much of the current business of the Board could be completed via commissions and/or assemblies. Regional meetings might be pursued to reduce the cost of attending Board and other Corporation meetings over an extended period of time. When professional staff members are asked to take on special projects, assignments or additional responsibilities, the Board of Directors should ensure discussion includes securing of resources and allocation of time.

Group IV: Ms True reported. Group IV felt the NGB should be staff driven with a business model but must remember it is sport-related. It was noted that the mission is important; i.e., to grow and develop the game of volleyball, win medals, promote health and provide international leadership. The pros and cons of individual vs. organizational membership representation on the Board were discussed. Partnerships should be formed with Member Organizations that will provide the best opportunities for meeting the goals. There tended to be agreement that the Board should be formed based on function and constituencies, although there was a minority position in favor of reorganization around a functional model.

May 28-29, 2004

The session concluded with Mr. Monaco indicating that the leaders and reporters will have the opportunity to review the summary of their discussions prior to completing the minutes.

XI. OTHER REPORTS

- A. United States Olympic Committee. Mr. Monaco, USVBA representative to the USOC, did not submit a written report. He asked for questions and there were none.
- B. Volleyball Hall of Fame. Mr. Monaco encouraged all to support the Hall of Fame. He noted that it is possible that it will be eligible for a big grant from the state of Massachusetts.
- C. World League. Mr. Monaco requested guidance with regard to the cost of participating in the World League. Ms Howard indicated this has become an issue again as the FIVB has increased licensing fees to \$300,000/year, which would result in a potential deficit of \$950,000/annually. It was reiterated that a commitment would need to be made for the Quadrennium. Although the number of teams has been reduced, Mr. Beal's reporting of a European league has resulted in fewer opportunities for competition. Ms Howard said that the USVBA would not be invited to participate in a NORCECA League. Ms Howard felt that professional staff should have direction from lay staff. Prior to Mr. Klostermann attending a meeting in September, the conditions for participation should be known. If conditions change once he is at the meeting, then he would need instruction as to how much is budgeted.

MOTION #46 It was M/S/C (Sharpless/Colberg) that the Executive Committee exercise reasonable and prudent judgment with regard to the decision to enter the World League.
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XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Colorado Springs, CO, January 15-16, 2005.

XIII. CLOSING REMARKS

Mr. Monaco thanked the members of the Board of Directors for their thoughts and actions. In response to a request, he commended Ms Davenport for her extensive leadership and she was recognized by a round of applause from the Board. Mr. Colberg asked about restructuring and Mr. Monaco said there would be some changes but he wanted the opportunity to review the group discussions.

XIV. ADJOURNMENT

MOTION #47 It was M/S/C (Clauss/Sharpless) to adjourn the Annual Meeting of the USVBA Board of Directors on Saturday, May 29, 2004 at approximately 11:55 am.

Approved Financial Objectives for the 2005-2008 Quadrennium

USA Volleyball made great strides in managing the scarce resources that have been available to support Corporation activity and professional staff cultivated a level financial stewardship that received strong acknowledgement. The Finance and Budget Committee felt that a “once in two decades” opportunity existed to bring a degree of security to the Corporation and its mission and requested the Board of Directors and the professional staff to avail themselves of this opportunity. The objectives below will require resolve, discipline and both personal and corporate sacrifice. The Committee requested the Board of Directors to commit to these objectives.

Conceptual Objectives:

- 1- Operate each year true to budget.
- 2- Prepare an adequate financial base of Olympic year four.
- 3- Grow the investment account so that at minimum the aggregate level of funds matches the inflation adjusted value of the original \$1,280,000 gift (\$2,260,000 in 2004 dollars - \$2,593,860 in 2009).
- 4- Commit to a serious development/endowment objective.

Quadrennial Objectives:

- 1- Achieve a cumulative surplus in operations of \$400,000.
- 2- Generate a \$225,000 Olympic fund during years 1-3 of the Quad dedicated to Olympic year expenses.
- 3- Achieve an investment account balance of \$2,765,213.
- 4- Set USA Volleyball on a strong course to evolve a considerable endowment base to assist in operations support.

Olympic Preparation

- | | |
|---------|---|
| 1- 2005 | \$75,000 dedicated budget surplus |
| 2- 2006 | \$75,000 dedicated budget surplus |
| 3- 2007 | \$75,000 dedicated budget surplus |
| 4- 2008 | \$225,000 accessible for Olympic expenses |

Investment/Reserve Account

- 1- Allow the account to grow untouched.
- 2- Anticipate a minimum 6% annual growth in value.
- 3- Add an additional \$100,000 annually to the account in budgeted surplus.

Account balance goals:

2004 initial value	\$1,550,752
Jan 2005 value	\$1,843,797 (includes 200,000 2004 surplus)
Jan 2006 value	\$2,054,425 (includes 100,000 2005 surplus)
Jan 2007 value	\$2,277,690 (includes 100,000 2006 surplus)
Jan 2008 value	\$2,514,352 (includes 100,000 2007 surplus)
Jan 2009 value	\$2,765,213 (includes 100,000 2008 surplus)

USAV Development Activity

- 1- Revise the 2004 budget to create a modest resource of \$1,500 to support the evolution of a definitive plan (minimum 8 years) for USAV development activity. Presentation timeline: January 2005 BOD
- 2- Review and revise the resulting plan as prudent.
- 3- BOD adoption of a development/endowment plan with a firm commitment to specified year by year funding requirements.
- 4- Implement the plan with resolve.

UNITED STATES VOLLEYBALL ASSOCIATION

APPROVED CHANGES TO THE BYLAWS

NOTE: The following changes to the Bylaws of the United States Volleyball Association were approved by the Board of Directors on May 29, 2004. Additions are underlined; deletions are ~~struck out~~.

ARTICLE IV MEMBERSHIP

4.01 **Organizations.** There shall be eight categories of membership for organizations that choose to affiliate with the Corporation.

G. Professional Volleyball Organizations. For-profit organizations, national in scope, which conduct volleyball competition. The Association of Volleyball Professionals is ~~currently, there is no~~ the only Member Organization designated in this category. In determining whether or not an organization is qualified for this category of membership, the following criteria for the organization shall be considered:

1. Has been in existence for at least two years; and
2. Supports the policies, goals and programs of the Corporation.

ARTICLE V DIRECTORS

5.01 **Composition and Authority.**

B. Selection, Composition and Terms:

6. One Director shall be elected by the Affiliated Sports Organizations and shall serve ~~for a~~ four-year term ending June 30 of the final year of the Quadrennium.
8. Two at-large Directors may be appointed by the President, subject to approval of the Board of Directors, to serve two-year terms or ~~through~~ ending June 30 of the final year of the Quadrennium, whichever occurs first.
9. All elected and appointed Directors shall serve from July 1 following election or appointment until June 30 of the final year of the term. A Director elected to fill a vacancy shall take office immediately and shall serve for the remainder of the term.
11. ~~Members of the staff~~ Employees of the Corporation are not eligible to serve as Directors. (Refer to Article VIII, 8.03 of these Bylaws.)

C. Nominations:

1. Nominating Committees: There shall be three (3) Nominating Committees:
 - a. A Multi-Sport Directors' Nominating Committee, composed of the two Multi-Sport Directors whose terms as Directors do not expire on July 1 of the current election year. The Secretary shall chair the committee, serving in an ex-officio non-voting capacity.
 - b. An Affiliated Sports Director's Nominating Committee, ~~chaired by the Secretary of the Corporation, and~~ composed of two individuals from Affiliated Sports Organizations appointed by the President, with approval of the Board of Directors. The Secretary shall chair the committee, serving in an ex-officio non-voting capacity.
 - c. An International Player Directors' Nominating Committee, composed of the four International Player Directors whose terms as Directors do not expire on July 1 of the current election year. ~~The International Player Representative to the Executive Committee shall chair this Committee.~~ The Secretary shall chair the committee, serving in an ex-officio non-voting capacity.
2. Nominations:
 - a. The Multi-Sport Directors' Nominating Committee shall solicit nominees from all Multi-Sport Organizations. The Affiliated Sports Directors' Nominating Committee shall solicit nominees from all Affiliated Sports Organizations. The International Player Directors'

Nominating Committee shall solicit nominees from all international players identified by the Corporation. Such nominations shall be received by the appropriate Chair of the Nominating Committee no later than January + 10. The Nominating Committees shall ensure that nominees satisfy the requirements of Article V, 5.01 B 3, 6 or 7, as applicable.

- c. Nominations shall close January + 10. The Nominating Committees shall make a good faith effort to ensure a complete slate of candidates, even if such effort requires the addition of nominees after January + 10.

D. Election:

1. The slate of nominees for the Multi-Sport Director and for the Affiliated Sports Director shall be ~~mailed~~ distributed sixty (60) days in advance of the date of the Annual Meeting of the Corporation to the Chief ~~Operating~~ Executive Officer of each Multi-Sport or Affiliated Sports Organization, as applicable, with an informational copy to a volleyball designee named by the Chief Executive Officer of each Multi-Sport or Affiliated Sports Organization. ...
2. The slate of nominees for International Player Directors shall be ~~mailed~~ distributed sixty (60) days in advance of the date of the Annual Meeting of the Corporation to each International Player identified by the Corporation. The notice to cast the ballot shall indicate an appropriate postmarked or electronic return date but no later than thirty (30) days before the Annual Meeting of the Corporation. In addition to the ballot, the packet shall contain biographical data, qualifications, involvement with the Corporation, method of nomination and a brief statement by the nominee. In the event the slate is not filled pursuant to Article V, 5.01 C 2 c and d above by February 15, those casting ballots shall be notified that they may write in a candidate.
3. No change.
4. If a subsequent ballot is necessary, because of ties or not enough candidates received a majority of the votes cast on the first ballot, the list of nominees in each Article V, 5.01 B 3, 6 or 7 category shall be reduced to a number not more than twice the number of Directors remaining to be elected, said nominees to be those receiving the greatest number of votes on the first ballot. If needed, a second ballot shall be ~~mailed~~ distributed no later than twenty (20) days prior to the Annual Meeting of the Corporation, with a postmark or electronic return date indicated for receipt prior to such meeting. On the subsequent ballot those candidates receiving the most votes shall be elected.

5.09 Filling Vacancies in the Board of Directors. Vacancies in the Board of Directors may be a result of resignation, election as a corporate officer, withdrawal of a Member Organization, a Multi-Sport, Affiliated Sports or USVBA Regional Volleyball Association Director no longer being affiliated with an appropriate Member Organization or removal as specified in 5.08 of these Bylaws.

D. A vacancy in the Board of a Director ~~appointed~~ elected by the USVBA Regional Volleyball Associations shall be filled in a manner similar to the original selection process.

~~Each Director so elected shall hold office until the expiration of the predecessor's term and until a successor is selected.~~

ARTICLE VI OFFICERS

6.01. Designation of Officers. The Corporation shall have as its elected officers a President, an Executive Vice President, a Secretary, a Treasurer and the ~~Immediate~~ Past President. None of these officers shall serve concurrently as an elected officer of another Olympic and Pan American Sport Organization (National Governing Body). In addition, the Corporation may have such other officers as are appointed by the President and approved by the Board of Directors.

6.03 Nomination, Election and Term of Office of Elected Officers.

A. ~~Nomination~~: An officers nominating committee shall be appointed by the President, with the approval of the Board of Directors, at least six months prior to the date of election. The committee

shall solicit nominees from members of the Board of Directors as well as other USVBA structures and substructures. It shall prepare a slate, including at least two nominees for each office, and shall ~~mail~~ distribute the proposed slate with a vita and a brief statement by each nominee to members of the Board of Directors at least 20 40 days prior to the date of the election. The preparation of a slate, however, ~~will~~ shall not preclude nominations from the floor at the time of election.

B. ~~**Election and Term of Office.**~~ The President, Executive Vice President, Secretary and Treasurer ~~each~~ shall be elected by the Board of Directors at the same meeting of the Board of Directors. The election of these officers shall take place every four years at the Winter Meeting of the Board of Directors during the fourth year of the Quadrennium. The President shall be elected first, followed by the Executive Vice President, then by the Secretary and then by the Treasurer. Voting shall be by secret ballot. To be elected a nominee must receive a majority of the votes cast with a quorum present. Should subsequent ballots be required, the nominee with the lowest number of votes on each ballot shall be removed from the slate until one nominee receives a majority of the votes cast. The election of these officers shall take place every four years at the Winter Meeting of the Board of Directors during the fourth year of the Quadrennium. Those individuals elected shall take office on October 1 of the fourth year of the Quadrennium or at the conclusion of the Summer Olympic Games, whichever occurs later. Individuals serving in the offices of President and Executive Vice President may succeed himself or herself no more than once. The Secretary and Treasurer may succeed himself or herself unlimited times.

C. **Term of Office.** The elected Officers shall take office on October 1 of the fourth year of the Quadrennium or at the conclusion of the Summer Olympic Games, whichever occurs later. Individuals serving in the offices of President and Executive Vice President may succeed himself or herself no more than once. The Secretary and Treasurer may succeed himself or herself unlimited times. The immediate Past President shall serve until replaced by the outgoing President.

6.04 **Vacancies in an Elected Office.** If there is a vacancy in the office of the President, the Executive Vice President shall assume the office of President and shall hold such office until the next regular meeting of the Board, at which time the Board ~~will~~ shall elect a new President. If at the time of a vacancy in the office of President there is also a vacancy in the office of Executive Vice President, the immediate Past President shall assume the office of President and shall hold such office until the next regular meeting of the Board, at which time the Board ~~will~~ shall elect a new President. Should there be a vacancy in all three of these offices, replacement shall be made by the Board at a special meeting called for that purpose. Should there be a vacancy in the offices of Executive Vice President, Secretary, or Treasurer, the Board shall elect a replacement at its next regular meeting. In the event there is a vacancy in the office of the immediate Past President, the Board may elect a replacement from among the pool of Past Presidents. During the absence or disability of any such officer, the Executive Committee may designate an individual under the direction of the Board of Directors temporarily to perform the duties of such office during the absence or disability. ~~In the event there is a vacancy in the office of the Past President, the Board may elect a replacement from among the pool of Past Presidents.~~

6.06 Powers and Duties of Officers

F. **Immediate Past President.** The immediate Past President shall preside at any meeting at which both the President and the Executive Vice President are absent. The immediate Past President shall have such other duties as from time to time may be assigned by the Board of Directors.

ARTICLE VII STRUCTURES AND SUBSTRUCTURES

7.01 Executive Committee.

A. **Composition.** Change Executive Director to Chief Executive Officer.

C. **Term.** The elected officers shall serve terms concurrent with their terms as officers. The International Player Representative elected by the International Player Directors on the Board of

Directors shall serve a four-year term coinciding with the Quadrennium and may succeed himself or herself if eligible. The terms for the positions of primary and secondary representatives of the Men's and Women's National Teams shall ~~be four years commencing~~ on July 1 of the first year of the Quadrennium and ~~shall end on June 30 four years later.~~ ~~†~~These representatives may succeed themselves if eligible. The ~~elected~~ representative of the Board of Directors shall ~~be elected at the Annual Meeting for~~ serve a one-year term. ~~This election shall take place at the Annual Meeting and commencing~~ on July 1 ~~of the current year~~ and ending ~~on~~ June 30 ~~of the following year.~~

7.03 Divisions and Substructures.

- C. In consultation with the President, ~~†~~The Players' Advisory Council shall appoint representatives to each division and substructure of the Corporation as required to ensure compliance with the Bylaws of the USOC. At a minimum, such appointments shall be made to the ~~Budget/Finance~~ Finance and Budget Committee, the Officers Nominating Committee, all Corporate appeals panels/committees and any substructures created for the purpose of selecting international, Olympic and Pan American Games team members including players, coaches, administrators and support staff. At least twenty per cent (20%) voting strength representation shall be assured ~~with such representation.~~ In order to be eligible to serve on these committees, an international player shall meet the criteria specified by the USOC.
- D. Policies and procedures for each division and substructure shall be published ~~in the Administrative Manual~~ as specified in the Operating Code. The names and addresses of the leadership of each division and substructure shall be printed annually in a publication of the Corporation.

ARTICLE VIII STAFF CHIEF EXECUTIVE OFFICER

8.01 ~~The Chief Executive Director Officer~~ . There shall be an Chief Executive Director Officer who shall function with the direction and consent of the President ~~as the chief executive officer of the Corporation.~~ The Chief Executive Director Officer shall be selected by the Board of Directors for a term to be set by the Board and may be paid financial compensation in a reasonable amount set by the Board. The ~~Executive Director~~ Chief Executive Director Officer may be removed at any time by a majority vote of the Board, without prejudice to contract rights.

8.02 **Responsibilities.** Change Executive Director to Chief Executive Officer.

8.03 **Assistants Professional Staff.** The Chief Executive Director Officer, under the general guidance of the Executive Committee and Board of Directors of the Corporation, may recruit, train, employ, discharge and otherwise create a professional staff ~~of assistants that~~ as may be required for the efficient performance of assigned duties, making ~~such~~ financial arrangements with such assistants as deemed appropriate within the available funds allocated to ~~the~~ this function by the Corporate budget. ~~Members of the exempt staff~~ Employees of the Corporation may serve in ex-officio, non-voting capacities on any structure or substructure of the Corporation concurrent with their term of employment. ~~For purposes of defining such employment,~~ ~~†~~Individuals engaged as independent contractors and/or current members of National Teams shall not be considered ~~members of the exempt staff~~ employees of the Corporation.

8.04 and 8.05. Change Executive Director to Chief Executive Officer.

ARTICLE IX PLAYERS' ADVISORY COUNCIL

9.01 **Composition.** The Players' Advisory Council shall be open to all players, but voting rights shall be vested in the following:

- A. International Player Directors on the Board of Directors.
- ~~B. Two active domestic and/or international players, one male and one female, from each Member Organization, if such organization chooses to have player representatives on the Council;~~
- ~~C.~~ B. The primary and secondary representatives to the Executive Committee selected by the Men's and Women's National Teams, who shall be current, active members of the national teams;
- ~~D.~~ C. The representative and alternate to the Athletes' Advisory Council of the USOC; and

May 28-29, 2004

~~E D.~~ The International Player Representative to the Executive Committee, if not otherwise a Director.

9.02 Selection for the Players' Advisory Council.

A. Each individual who is a member of the Council by virtue of paragraph 9.01 A shall be elected by the International Players identified by the Corporation.

B. Each individual who is a member of the Council by virtue of 9.01 ~~E B~~ shall be selected no later than July 1 of the first year following the Summer Olympic Games.

C. Each individual who is a member of the Council by virtue of paragraph 9.01 ~~D C~~ shall be elected as specified in the Operating Code, Article III, G.

D. The individual who is a member of the Council by virtue of 9.01 ~~E D~~ shall be elected by the International Player Directors on the Board of Directors.

~~E. All other individuals serving on the Council shall be selected annually by the Member Organization which he or she represents and shall serve until a successor is selected.~~

9.03 Terms on the Players' Advisory Council.

~~A. The term for each individual serving a one-year term on the Council shall be from February 15 to February 14 of the following year.~~

~~B~~ A. Each individual on the Council by virtue of paragraph 9.01 A shall serve a term concurrent with his or her term as Director.

~~C~~ B. Each individual who is a member of the Council by virtue of paragraph 9.01 ~~E B~~ shall serve a four-year term.

~~D~~ C. Individuals who are members of the Council by virtue of paragraph 9.01 ~~D C~~ and ~~E D~~ shall serve a term concurrent with the Quadrennium and, if otherwise eligible, may succeed themselves.

~~E~~ D. There shall be no limit on the time an individual can serve on the Council as long as the individual meets all other eligibility requirements.

9.04 Responsibilities. ~~A.~~ The Players' Advisory Council shall:

~~1~~ A. Hold at least one general meeting of its members annually, said Annual Meeting to be conducted in conjunction with the Annual Meeting of the Corporation and the USA Open Championship Event.

~~2~~ B. Appoint individuals to represent the Council on each of the appropriate divisions and substructures of the Corporation. (Refer to Article VII, 7.03 C of these Bylaws.)

~~3~~ C. Develop operating procedures necessary for the Council to conduct its affairs and to fulfill its responsibilities and publish them as specified in the ~~Administrative Manual~~ Operating Code.

~~B. The International Players on the Council shall appoint individuals to represent the Council on each of the appropriate divisions and substructures of the Corporation. (Refer to Article VII, 7.03 C of these Bylaws.)~~

9.05 Member Organization Player Panel. Each Member Organization shall be invited to appoint two active domestic and/or international players, one male and one female, to the Member Organization Player Panel, if such organization chooses to have such representation. The Players Advisory Council shall consult with this Panel as needed.

UNITED STATES VOLLEYBALL ASSOCIATION

APPROVED CHANGES TO THE OPERATING CODE

NOTE: The following changes to the Operating Code of the United States Volleyball Association were approved by the Board of Directors on May 29, 2004. Additions are underlined; deletions are ~~struck out~~.

PREAMBLE: This Operating Code describes policy statements of the United States Volleyball Association (Corporation) and its substructures. The Board of Directors has authorized ~~an~~ Administrative Manuals to delineate the specific policies, procedures and functions of each substructure. Each substructure shall ensure that its ~~section and all relevant cross references of the~~ Administrative Manual ~~are~~ is updated annually and shall submit changes to the Structure and Function Committee for review of language and format. The Administrative Manuals shall be subject to the review of the Board of Directors. In addition, the Board of Directors has authorized a Policies and Procedures Manual that includes specific policies and procedures for lay volunteers that have been reviewed and approved by the Board of Directors.

ARTICLE III GOVERNANCE

B. Officers.

3. Responsibilities.

d. *Treasurer.*

(2) Others:

(b) Shall ensure publication of all fiscal policies of the Corporation in the ~~Administrative~~ Policies and Procedures Manual.

(c) Shall supervise and chair the Finance ~~and~~ Budget Committee and shall supervise the Diversity Commission.

F. Players' Advisory Council.

3. Mission/Responsibilities.

b. Others.

(1) The International Player Representative to the Executive Committee shall serve a four-year term coinciding with that of the officers of the Corporation and, if eligible, may be re-elected ~~one~~.

(2) The ~~International Player Representative and Directors and the~~ Players' Advisory Council shall be responsible for ensuring at least 20% direct international player representation on all appropriate structures and substructures of the Corporation. (Refer to Bylaws, Article VII, 7.03 C.)

G. International Player Representatives to the USOC Athletes' Advisory Council.

4. Election. An international player representative and alternate of the opposite sex to the Athletes' Advisory Council of the USOC shall be elected no later than ~~the Annual Meeting of the fourth year of the Quadrennium~~ October 1 of the first year of the Quadrennium as follows:

(a) All current players on the United States National Teams and international players who competed on said teams within the past 10 years shall be notified of the vacancy. Each shall be asked to indicate an interest in serving.

(b) The names of all interested international players shall be placed on a ballot and ~~mailed~~ distributed to all international players identified in (a) above. The individual receiving the highest vote count shall be deemed elected. The individual of the opposite sex receiving the highest vote count shall be deemed the alternate.

(c) If otherwise eligible, the representative may be re-elected.

ARTICLE V

PROFESSIONAL STAFF CHIEF EXECUTIVE OFFICER

A. **Authority.** Refer to Bylaws, Article VIII.

B. Accountability.

1. The Chief Executive Director Officer of the Corporation shall be accountable to the President for carrying out the policies of the Board of Directors, as described in the Bylaws, Article VIII.
2. Other National Staff Members employees shall be responsible to the Chief Executive Director Officer.

C. Mission/Responsibilities.

1. Primary: Refer to Bylaws, Article VIII.
2. Others:
 - a. Refer to Bylaws, Article VIII; Article XI; Article XVII.
 - b. The Chief Executive Director Officer shall recommend the staffing pattern and salary ranges to the Personnel Committee. The Chief Executive Director Officer shall be responsible for the hiring of all personnel to fill approved staff employee positions. (Refer to Article III, E 3 j of this Operating Code.)
 - c. The Chief Executive Director Officer or designee shall serve as staff a liaison in an ex-officio, non-voting capacity to each substructure of the Corporation.
 - d. ~~Staff~~ The Chief Executive Officer or designee shall make relevant recommendations to the Board of Directors, officers or committee chairs after reviewing appropriate legal documents, policies and long-range plans of the Corporation.
 - e. ~~Staff~~ The Chief Executive Officer or designee shall develop and maintain an Administrative Manual appropriate employees and operations manual.
 - f. The Chief Executive Director Officer or designee shall attend all meetings of the Board of Directors, the Executive Committee, the Executive Council and the Divisions in an ex-officio, non-voting capacity. The Chief Executive Director Officer may request the attendance of additional ~~staff members~~ employees in ex-officio, non-voting capacities at specified meetings of the Corporation.

ARTICLE VI MEMBER ORGANIZATIONS

G. Professional Volleyball Organizations.

3. Mission/Responsibilities to the Corporation.
 - b. Others:
 - (1) May appoint player representatives to the Member Organization Player Panel of the Players' Advisory Council, as specified in the Bylaws, Article IX, 9.05.
 - (2) Shall submit a report on volleyball activities to the Corporation during the third year of each Quadrennium.

ARTICLE VIII NATIONAL REGISTRATION CATEGORIES

C. Individual.

1. Regular. Registration required of adult individuals participating in any ~~USA Championship or USA Volleyball Qualifier or Invitational Event~~ USVBA Regional Volleyball Association or USVBA nationally-sanctioned activities e.g., in any capacity (as players, coaches, officials, chaperones, and administrators, for example). ~~and individuals participating in USVBA Regional Volleyball Association sanctioned competition in these same capacities, unless eligible to register in another category approved either by the Board of Directors or the Vice President, Regional Operations Division.~~ Participants in USVBA Regional Volleyball Association competitions shall register in the geographical area in which they reside or in which their team is registered. ~~Officials of the Corporation~~ Participants in national level programs are required to register and may do so either through the National Office or with the USVBA Regional Volleyball Association in whose geographical area they reside.
2. Junior Olympic Volleyball Player. Registration required of individuals participating in a USVBA Regional Volleyball Association and/or in a USA Junior Olympic Volleyball Championships or

May 28-29, 2004

other events sanctioned by the Corporation and issued to a player who has not participated in a club or varsity volleyball program for a university, college, community college, or junior college who is

- a. 18 years of age or younger on September 1 of the current season or
- b. 19 years of age or younger on September 1 of the current season and is a high school student during some part of the academic year.

~~This registration shall be reviewed annually through the Member Organizations approved to administer Junior Olympic Volleyball programs. If the player is otherwise eligible, this registration may be renewed.~~

3. Youth Participant. Registration required of individuals between the ages of 7 and 12 who are participating in an approved youth volleyball program.

4. Other. Additional categories of registration approved either by the Board of Directors or the Vice President, Regional Operations Division. These categories may grant full or limited participation rights. Some examples are:

a. Collegiate/Military: available to current college students and military personnel who can provide proof of insurance;

b. One Event (one-day): membership limited to a single event conducted on one day;

c. One Event (multi-day): membership limited to a single event conducted on multiple days; and

d. Outdoor: membership limited to the outdoor season only.

D. **Team.** No change.

E. **Other Special.** Additional categories of special registration may be created by the Board of Directors and/or by a USVBA Regional Volleyball Association, the latter with the approval of the Vice President, Regional Operations Division. The following special registration categories have been established by the Board of Directors:

1. Junior Olympic Volleyball Booster. No change.

2. Associate. No change.

~~3. Youth Participant. Registration issued to individuals between the ages of 7 and 12 who are participating in an approved youth volleyball program.~~

3. Collegiate Associate. Non-participatory registration issued to any currently enrolled student in a university, college, community college or junior college. Such registration shall not permit individuals either to represent, compete or participate in the activities of any USVBA Regional Volleyball Association or any USA Invitational, Qualifying Tournament or National Championship.

ARTICLE IX MEMBERSHIP AND ADMINISTRATIVE FEES AND BENEFITS

B. **Membership Fees.** The Board of Directors may establish annual membership fees for all Member Organizations and publish them in the Policies and Procedures Manual. This membership fee shall provide to the Principal Office of each Member Organization a subscription to "Volleyball USA," a copy of the *Official Guidebook* and such other benefits as from time to time are approved by the Corporation.

C. **Administrative Fees.**

1. Individual.

a. Regular: No change

b. Junior Olympic Volleyball Player: No change

c. Youth Participant: Includes benefits specified by the Board of Directors.

2. **Other Special.** Includes those benefits specified by the Corporation or a USVBA Regional Volleyball Association. The amount of the fee shall be established by the Board of Directors or the USVBA Regional Volleyball Association, the latter with the approval of the Vice President, Regional Operations Division. The entire fee shall be retained by the entity establishing it. The following special categories have been established by the Board of Directors:

a. Youth and Junior Olympic Volleyball Booster: No change.

b. Associate: No change

~~e. *Youth Participant*. Includes benefits specified by the Board of Directors. The fee shall be collected by the National Office and shall accrue entirely to the Corporation.~~

c. *Collegiate Associate*: Includes benefits specified by the Board of Directors. The fee shall be collected by the National Office and shall accrue entirely to the Corporation.

D. National Administrative Fees for Individual Registrants.

1. The Board of Directors shall establish a national administrative fee for individuals registered by the USVBA Regional Volleyball Associations in each of the national individual categories; i.e., regular, ~~and~~ Junior Olympic Volleyball ~~and~~ Youth Participant. This fee shall accrue to the Corporation in its entirety. USVBA Regional Volleyball Associations may collect team and additional individual fees, which shall accrue to the Regional Volleyball Association in their entirety.

ARTICLE X - PLAYER AND TEAM ELIGIBILITY

B. Definitions.

2. Teams.

- a. *Classification*. Team assignment by age groups or skill level, i.e. AA, A, BB, B. In junior age group competition, it may be single age only or a maximum age and under. In master and seniors competition, it shall be minimum age and over. When the number of entries into a USA National Championship cannot be accommodated with a single tournament, multiple tournaments may be scheduled within a single classification.

Rationale. This proposed language is primarily being added to enable the Youth and Junior Olympic Division to add categories for the Junior Olympic Volleyball Championships.

E. Eligibility Requirements for USA Volleyball Championships.

1. Championship Entry Requirements.

- c. Any team entering ~~an indoor adult US Open or Club C~~ championship ~~T~~ournament that lists on its roster one or more players eligible to play in the USA Junior Olympic Volleyball Championship Event shall be required to ensure that a minimum of forty percent (40%) of the participants (playing and non-playing) on that roster shall be at least 21 years of age on the first day of competition in the tournament(s) they have entered. A rostered individual over the age of 25 must be designated to assume chaperone responsibilities for those players eligible to compete in Junior Olympic Volleyball events. Teams which provide rosters consistent with this quota at time of entry but fail to conform to it during competition are subject to disciplinary action by the Event Arbitrator(s).

3. Specific Eligibility Requirements.

d. *USA Junior Olympic Volleyball Championships.*

- (1) The following age groups shall be in effect for sanctioned Junior Olympic Volleyball events, unless amended as specified in Article X E 2 a (3) of this Operating Code. Players need not be currently enrolled in high school, except as noted below. Once a player participates in a club or varsity program for any university, community college or junior college, he or she is ineligible to play in any regional or USA Junior Olympic Volleyball qualifying or championship events.
 - (a) 18-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 1985~~6~~ or were high school students in the twelfth (12th) grade or below during the current academic year and who are 19 years of age or younger (born on or after September 1, 1984~~5~~).
 - (b) 17-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 1986~~7~~.
 - (c) 16-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 1987~~8~~.
 - (d) 15-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 1988~~9~~.

(e) 14-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 198990.

(f) 13-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 19901

(g) 12-and-under ~~Divisions~~ Tournaments: Players who were born on or after September 1, 19912.

(2) Age group definitions in (1) above are binding for the entire season immediately preceding these championships and there shall be no appeal. Certification of age and scholastic status shall be requested at the meeting of the coaches at the time of team registration at the site of the championships. For purposes of these definitions, the scholastic grade of record shall be that grade in which the player is enrolled on January 1 of the current playing season.

(3) One or more tournaments within an approved age classification may be determined annually in accordance with Article X E 2 a (3) of this Operating Code
Renumber old (3) – (6) to (4) – (7).

ARTICLE XII USA QUALIFYING AND CHAMPIONSHIP EVENTS

A. **Authority.** Refer to Bylaws, Article I, 1.02 E.

~~CB.~~ **The Bid Process.** The Vice President, National Championships Division, or designee, in cooperation with ~~Staff employees~~ of the Corporation, shall develop a bid manual and an application for each championship event; determine a bid schedule; review and assess all bid applications; and, through personal visitation, evaluate prospective host cities. Current policy, as specified in the Administrative Manual, shall determine procedures and personnel for each of these visits.

~~BC.~~ **Selection of Sites and Dates.** ~~The Vice President, National Championships Division, and the Executive Director, upon review of the recommendations by the Site Selection Committee of the National Championships Division, shall jointly authorize the site and local organizing committees for all USA Championships Events. The Site Selection Committee may include National Staff, who may also serve as Coordinator of the Committee.~~ Dates for the USA Open Event, when held in conjunction with the Annual Meetings of the Corporation, shall be approved by the Executive Committee. The Events Department shall determine the sites and dates for all other USA Championship, Qualifying and Zonal Events conducted by the Corporation.

~~C.~~ **The Bid Process.** ~~The Vice President, National Championships Division, or designee, in cooperation with Staff of the Corporation, shall develop a bid manual and an application for each championship event; determine a bid schedule; review and assess all bid applications; and, through personal visitation, evaluate prospective host cities. Current policy, as specified in the Administrative Manual, shall determine procedures and personnel for each of these visits.~~

~~D.~~ **Dates of Championship Events.** ~~Dates of USA Championships shall be determined by the National Championships Division and appropriate staff of the Corporation. They shall be established as far in advance as possible and posted on the USVBA web site.~~

Reletter E – L to D – J.

ARTICLE XIV OFFICIAL PUBLICATIONS

C. **Rule Book.** A single volume of the United States Rules of the Game and its variations shall be published annually. It shall be ~~distributed available~~ to all registered individuals ~~in the regular category, to team representatives in the Junior Olympic Volleyball category and to other individuals and distributed to~~ organizations designated by the Board of Directors, and It also shall be available for resale.

D. **Newsletters of the Corporation.** ~~A n~~News and information publications shall be published a minimum of four times a year. ~~It~~ They shall be distributed to Member Organizations, members of the Board of Directors, registered teams and players and other selected individuals.

EDITORIAL CHANGES

NOTE: The following changes are deemed to be editorial. Unless an objection is raised about one of these changes, the Board of Directors will be asked to approve all with one motion.

1. Change Executive Director to Chief Executive Officer: Article III B 3 a (2) (b) and E 3 g; Article IX D 2 & 4; Article XII F & H 2.
2. Change Finance/Budget Committee to Finance and Budget Committee: Article III E 3 i & (1) & (2).
3. Change Administrative Manual to Administrative Manuals: Article III E 3 b (3) (b); Article VII F & 2 a (3), 3 d, 6 & 7 a; Article X E 2 b (4); Article XIV E.
4. Change Bylaws references to the Players' Advisory Council from 9.01 B and 9.02 to 9.05 and add Member Organization Player Panel to the Players' Advisory Council to the following: Article VI A 3 a & b (1), B 3 a & b (1), C 3 a & b (1), E 3 a & b (1), F 3 a & b (1), G 3 a; Article VII C 1 & E.
5. Change staff to employees, if appropriate: Article III E 3 m (3) (c); Article XII E & H 1; Article XV B 1.
6. Reformat Article III E 3 to ensure consistency.

ARTICLE III GOVERNANCE

E. Committees and Commissions of the Board of Directors.

1. Authority. An elected or appointed officer or an Executive Committee liaison shall supervise Committees and/or Commissions established by the Board of Directors, as authorized by Bylaws, Article VII, 7.03.
2. Accountability.
 - b. In consultation with the President, an elected or appointed officer or an Executive Committee liaison shall appoint chairs of each committee and commission, with the approval of the Board of Directors.
 - c. Chairs of committees and commissions may appoint members with the approval of the responsible supervising officer supervisor.