

UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
May 24-25, 2002

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

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

Directors: Dick Jones, Gary Colberg, Cynthia Doyle, Julie Hermann, Susan Sinclair, Brenda Williams, Denise Van De Walle, Gino Grajeda, Geri Polvino, Joe Sharpless, Michael O'Hara, Allan Chinn, Ann Davenport, Lynne McDonald, Jonathan Lee, Chuck McCracken, Chuck Stemm, Nick Becker, Kim Oden, Sinjin Smith, Paula Weishoff

Division Vice Presidents: Lauri Dagostino, Pete Dunn, Wally Hendricks, Roger Nepl, Joe Sharpless,

Parliamentarian: Fred Wendelboe

National Team Representative: David Lockwood

National Staff: Erik Sullivan

Guests: Carla Hall, Kerry Klostermann, June Lobeck, Margie Mara

Excused Absence: John Armuth, Darlene Kluka, Sue Lemaire, Shorty Lindsay, Bertha Lucas, Jon Reeser, Kay Rogness, Joan Stemm, Jim Webber

Absent: Carlos Briceno, Tara Cross-Battle, Liz Masakayan

Absent: Dick Falls

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 8:25 am on Friday, May 24, 2002. New Board members, Julie Hermann and Geri Polvino, introduced themselves. President Monaco announced that Erik Sullivan had been elected as the representative of the National Men's Team to the Executive Committee and will serve as an ex-officio, non-voting member of the Board of Directors.

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

MOTION #1 It was M/S/C (Sharpless/Lee) to approve the Special Rules of Order for the 2002 Annual Meeting of the Board of Directors.

- C. Conflict of Interest Forms. Secretary Johnson reviewed the need for members of the Board of Directors to avoid a conflict of interest in their deliberations. Conflict of interest forms are to be signed annually. The forms were distributed to all members of the Board. Dave Lockwood clarified that the key point in debate is to ensure members of the Board are aware of a conflict of interest.
- D. Presentation to Dallas Convention and Visitors Bureau. Kevin Twohig, Executive Vice President, introduced John Underwood, Director of Sports Marketing, and Ginger Lively, Sports Marketing Specialist, from the Dallas Convention and Visitors Bureau. He read the citation and presented a plaque to Mr. Underwood. Mr. Underwood commended the USVBA on the excellent banquet of the previous evening and thanked Tara Green, who could not be here, for her efforts. Joe Sharpless, Vice President, National Championships Division, also extended his appreciation to the group.

II. ANNOUNCEMENTS

The following announcements were made:

- A. Recognition of Carla Hall. President Monaco congratulated Carla Hall as the recent recipient of the Administrative Professional of the Year award for the City of Colorado Springs at a luncheon celebrating Administrative Professionals Week. The Board extended its congratulations through a round of applause.
- B. Retiring Board Members. President Monaco recognized the following individuals whose terms expire after this Board meeting: Kim Oden and Chuck McCracken. At a subsequent session he issued pen and pencil sets to them and also recognized previous Board members: Darlene Kluka and Dave Lockwood.
- C. Request from Paula Weishoff. As Paula Weishoff never officially changed her name, she requested that "Hanold" not be used.
- D. YMCA Hall of Fame Luncheon. Dick Jones invited members of the Board of Directors to attend the YMCA Hall of Fame Luncheon and Induction Ceremony on Saturday, May 25, 2002. Those to be inducted included William F. Seebohm, Raymond J. Williams, Jesse Cooper, the Central Queens/Jamaica YMCA and the Woonsocket YMCA.

III. APPROVAL OF AGENDA

MOTION #2 It was M/S/C (Sharpless/Lee) to approve the agenda, leaving the flexibility for adjustment and additions as the President deems necessary.

IV. APPROVAL OF MINUTES OF THE JANUARY 19-20, 2002 MEETING OF THE BOARD OF DIRECTORS

MOTION #3 It was M/S/C (Twohig/Sharpless) to approve the Minutes of the January 19-20, 2002 Meeting of the Board of Directors, as distributed.

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

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

- A. FY 2001 Audit. A copy of the annual audit was sent to each member of the Board of Directors. The overall operating loss was (\$7,275), less than the (\$19,223) projected. In the opinion of the auditors, the accounting practices of the USVBA "fit" and are in full compliance with generally accepted accounting principles. Treasurer McDole thanked Barbara Negilski for her excellent work in this area. Other observations included: net worth continued to decline to (\$138,279); the investment portfolio declined from \$958,769 to \$707,280; and USVBA's percentage of administrative expenses at 15.56% continued to be below the 22.0% benchmark of the USOC. Treasurer McDole identified several areas that helped decrease the potential deficit and commended both lay and professional staff for the efforts to do this.
- B. FY2002 Budget. As of March 31, 2002, the net worth of the Corporation rose to \$793,515; cash available was \$173,021; the line of credit was zero; and managed investment accounts were \$728,327. Treasurer

McDole reminded the Board that it is not unusual to be in good financial health at the end of the first quarter, as much income is derived during this time frame and expenses are lower. In response to a question from Nick Becker, the turn-around of over \$1.5 million since December 31, 2001 could be attributed to income from registrations; receipt of a USOC grant for c. \$300,000; and very little national team involvement. In response to a second question from Mr. Becker, Treasurer McDole indicated that the following measures are being taken to better match income and expenses: each person responsible for a budget develops a projected 12-month cash flow analysis; professional staff meets regularly with Margie Mara to review budgets; and continued vigilance to ensure the budgeting principles are being met. The F/B reviewed several items that require adjustment to the 2002 budget including additional revenue for the Disabled Sport Division and a new contract with XP Apparel.

MOTION #4 It was M/C (F/B Committee) that staff be directed to revise the 2002 Budget as follows:

1. Disabled Sports Operating budget – (Assimilate the US Paralympic Corporation grant into the operating budget in both income and expense lines.)
2. Product Sales – (Assess the impact of the XP Apparel contract and apply the implied income and expense changes to the budget.)
3. Pan American Cup participation – (Identify sufficient savings in the existing budget to fund participation. Revise the budget appropriately.)
4. Joint Strategic Planning Sessions – Executive Committee, YJOVD, and ROD projected for August 2002 - (Identify sufficient savings in the existing budget to fund the sessions. Revise the budget appropriately.)

With regard to the Joint Strategic Planning Sessions, Dick Jones recommended that all parties meet together to reduce the cost and to ensure all reach some kind of consensus on the proposals. Treasurer McDole indicated that there would be overlap; however, the Executive Committee will be consulting with the facilitator to assist in the formatting.

- C. Investment. Treasurer McDole provided an analysis of the portfolio in relation to the comparison used to evaluate performance. Both the Nicholas-Applegate and the Prim Asset Management groups outperformed the comparisons. He thanked Scott Fortune for his careful ongoing review of the portfolio. The investment advisers continue to recommend no change in approved strategy for the portfolio. In addition, a recent investment/risk analysis sent to all Board members seemed to support this.
- D. 2003 Budget.
1. *Preparation*. Preparation for the 2003 budget has begun and nearly all lay leadership present met with the F/B Committee. The recommendations from the Executive Committee for preparation of the 2002 budget will serve as guidelines for the 2003 budget. A time frame for continued evaluation of the 2002 budget and preparation for the next was given.
 2. *World League Participation*. Treasurer McDole sought input from the Board of Directors about whether participation of the Men's National Team in the World League should be budgeted and become a high priority. For the past few years, a net loss of nearly \$500,000 has occurred, primarily due to the FIVB mandate for television coverage. Past President Howard noted that the United States is one of the few nations where volleyball is not the number one or number two spectator sport in the country. It was noted that participation is a critical element in order for the men to compete with the top teams in the world. All teams participating in the World League are at a competitive disadvantage, with many players returning from professional leagues just prior to the start of play. Possibilities for decreasing the financial loss include USOC support, a higher finish than 9th place, doubling the number of registrants and creating an endowment for the national teams. If this becomes a priority, then other major programs will have to be impacted; e.g., operations of the National Office; governance; and other national team programs.

At a subsequent session, it was pointed out that the USVBA will have to request that the FIVB permit our return and that a long-term commitment should be made. An application along with a fee and the first time payment for television production will be due September 1. Thus the August 2002 meeting of

the F/B Committee would be the time for recommending a decision to the Board of Directors. The Board would need to respond via electronic transmission.

MOTION #5 It was M/S/C (Jones/Polvino) to direct the Finance/Budget Committee to include the World League in its preliminary planning for the FY 2003 budget.

Mr. Jones felt a long-term review of such participation should be conducted.

MOTION #6 It was M/S/C (Jones/O'Hara) that the appropriate committee give attention to the World League participation during the next Quadrennium.

VI. OFFICERS' REPORTS

A. President.

1. Executive Committee – Action Items. President Monaco highlighted each of the 12 action items from the meeting of the Executive Committee, May 21-22, 2002 and requested action from the Board of Directors. Two motions dealt with rights and responsibilities of Regional Volleyball Associations (RVAs), based on a request from the Regional Operations Division.

MOTION #7 It was M/C (Executive Committee) that Article VII, C 2 f of the Operating Code be amended to read as follows: The Regional Volleyball Association shall... “Register or refuse registration of individual participants.”

Mr. Lockwood suggested a more thorough review of this action is needed, as RVAs have an obligation to ensure non-discrimination in their activities. President Monaco supported further study by the Structure and Function Committee. Mr. Lockwood stated that the Directors representing RVAs should remind their constituents of this. It was agreed to let the motion stand.

MOTION #8 It was M/C (Executive Committee) that Article VII, C 2 i of the Operating Code be amended to read as follows: The Regional Volleyball Association shall... “Have the authority to discipline individual and team registrants ~~for any period of time not to exceed twelve months.~~”

Mr. Monaco commented that the professional staff is utilizing more electronic communication, not only as a means to reach a larger audience but also as a cost-saving measure. The *Guidebook* will be reduced in size, but will have those inclusions mandated by the USOC.

MOTION #9 It was M/S/C (Executive Committee) that Article XIV, B of the Operating Code be amended as follows:

B. Official Guidebook. The Articles of Incorporation, the Bylaws, the Operating Code, a list of the names and addresses of Member Organizations, the Directors, the Officers, the various directories of personnel and descriptions of responsibilities for substructures, ~~reports of the USVBA Regional Volleyball Associations~~ and other appropriate information shall be published annually in the Official *Guidebook*. It shall be distributed to all Member Organizations and members of the Board of Directors, and ~~registered team representatives.~~ It shall be available for resale.

In response to a comment on possible amendment of the Bylaws to permit reappointment of Division personnel, Pete Dunn stated his support; however, he suggested that developing and refreshing leadership was also important.

2. Meeting of Joint Administrative Councils of Divisions. President Monaco reported on the meeting of the Joint Administrative Councils, held May 22, 2002. Overall it provided the opportunity for interaction and some sharing of common concerns. This meeting will be scheduled again in May 2003 but possibly

with a different focus. Mr. Dunn volunteered to appoint a committee from the Member Relations and Human Resources Division to recommend a possible agenda.

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

1. FIVB. Past President Howard is now a member of the Executive Committee and the Board of Administration. Nearly all expenses are paid by the FIVB. She commended Dr. Acosta for his outstanding leadership, noting how highly organized he is and his overall accomplishments. He will stand for re-election as President for another four years. New programs being developed and issues facing FIVB include the following:
 - New international competitions for 6' and under (men) and 5'9" and under (women) are scheduled.
 - All but one of the five Confederations have new presidents, including Cristobal Marte H of NORCECA.
 - Each country is to develop a pipeline for junior volleyball beach players.
 - Each nation must conduct drug tests (by a third party) prior to its participation in the World Championships. Sinjin Smith re-emphasized how important this is to ensure no embarrassment to the country and the FIVB. Mr. Klostermann reported that random testing is being conducted and the AVP is cooperating with testing of beach volleyball players.
 - New international club tournaments will be conducted. US women will be eligible by virtue of the USPV league. A method for recognizing a men's team must be developed.
 - International referees must make a choice as to whether they will officiate volleyball or beach volleyball events. It was recommended that a clinic be hosted in the U.S. to address the need for more referees.
 - More medical doctors need to be FIVB-certified.
 - Jean-Pierre Seppe is the new general manager. Bobbie Clarke continues on the staff and is highly regarded by Dr. Acosta.
2. NORCECA. Past President Howard recently attended meetings of the Board of Administration. Both Spanish and English are spoken and President Cristobal is proficient in each. Individuals who are on FIVB Commissions must attend NORCECA meetings as well. The USVBA was criticized for not following this mandate so it is critical that all attend the 2003 meetings. The women's qualifier for the Olympic Games will be held in the Dominican Republic. Past President Howard recommended that the USVBA bid for the men's qualifier. The USVBA will host the 2003 NORCECA congress. It is essential that a cadre of individuals become VIS-certified (the statistical program). Several coaching clinics are also being held.

In response to a question from Mr. Sharpless, Past President Howard explained that the USVBA is appointing a combination of lay and professional staff to the commissions based on the type of expertise needed. She also encouraged anyone who is interested to contact her about becoming involved in the international program. She suggested that the International Relations Commission might be reactivated to enhance the development of new leadership.

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

1. Corporate Ethics and Eligibility. The appeal of individuals involved with the Borniquen Volleyball Club was resolved by "un-inviting" them to this year's Junior Olympic Volleyball Championships. The Puerto Rico Volleyball Federation was informed that an invitation will not be extended until the Federation agrees to take responsibility for the Club's actions.
Rick Butler has been observed by two arbitrators coaching junior girls' teams at USVBA events. As his conditional membership precludes his coaching these teams, Executive Vice President Twohig sent a letter reminding him of this stipulation. Essex Insurance Agency has been notified of this as well.
2. Arbitrator/Evaluators. Executive Vice President Twohig thanked the following individuals for having served (or will be serving) as arbitrators: AJ Joseph, Chuck McCracken, Chris Clauss, Buz Boymeyer, CJ McAbee-Beher, Russ Poage, Jon Lee, Marcia Alterman, Kay Rogness, Dave Lockwood, Chip Reiley, Joe Sharpless, Allan Chinn, Lea Wagner, Mary Blalock, Fred Wendelboe and Bill Jones. He also extended a special thanks to Buzz Boymeyer for development of the arbitrator manual, which should be

concluded by the end of this year's national championships. At the request of Past President Howard, the Board recognized Executive Vice President Twohig for his outstanding work in developing this program.

3. Meeting of the Executive Council. The Executive Council met on May 22, 2002. A template for conduct of the Annual Meetings was discussed and basically the same format will be used in 2003. Items for the meeting of the Joint Administrative Councils and the strategic planning meeting for the ROD and YJOVD were also discussed. A motion addressing a formalized consultation process across all divisions was defeated.

The YJOVD raised the issue of the immediate need for legislation requiring the name of the coach on the roster – and having the same person perform that duty for each tournament obligation. The following motion was recommended to the Board of Directors:

MOTION #10 It was M/ (Executive Council) that for all National Qualifiers and US Junior Olympic Volleyball Championship events, each team is required to have a coach on the roster and the same coach with the team any time the team is competing or performing other tournament duties.

Several questions and comments were raised. Past President Howard re-clarified that “volleyball” refers to the indoor game and “beach volleyball” to the outdoor game. Ms McDonald raised the issue of the chaperone. At the request of Mr. Wendelboe, the following motion was submitted:

MOTION #11 It was M/S/C (Johnson/Sharpless) to postpone action on MOTION #10 until later in the meeting.

At a subsequent session, Vice President Twohig submitted the following actions:

MOTION #12 It was M/C (Executive Council) to **substitute** the following motion for MOTION #10: For all National Junior Olympic Volleyball Qualifiers and the USA Junior Olympic Volleyball Championship events, each team is required to have at least one coach on the roster and to have at least one rostered coach with the team anytime the team is competing.

MOTION #13 It was M/C (Executive Council) that for all National Junior Olympic Volleyball Qualifiers and the USA Junior Olympic Volleyball Championship events, each team is required to have at least one coach on the roster and to have at least one rostered coach with the team anytime the team is competing.

MOTION #14 It was M/S/C (Twohig/Johnson) that the issue of the requirements for team personnel on rosters at all junior qualifying and championships events be referred to the Structure and Function Committee for coordination and clarification.

At the conclusion of this discussion, President Monaco requested Lauri Dagostino to ensure that a list of the 30-plus areas where coaches need to be included in the operating code and/or policy statements is shared with Secretary Johnson.

3. Policies: Procedures for Board of Directors' Travel. Two hand-outs were distributed. The first dealt with formalizing an informal policy requiring appointed Directors to be responsible for their expenses to meetings of the Board of Directors.

MOTION #15 It was M/C (Executive Committee) to approve an amendment to Section K, 3 E, “Travel Related Reimbursements,” in the “USVBA Policies and Procedures Manual.” (Refer to Appendix A.)

The second hand-out included the USVBA travel policies. Executive Vice President Twohig reminded Directors they were to submit their expenses no later than 30 days after the conclusion of the Board meeting. Ms Mara clarified purchase order procedures and submission of expenses. Executive Vice President Twohig reported that United Airlines has reduced the amount of free tickets to

the point where they are being almost entirely consumed by national team travel. In addition, Guide Travel increased the cost of ordering each ticket to \$40. Staff is recommending an interim procedure, which permits lay leadership the opportunity to look for the lowest prices for travel and submit the request to the National Office (Margie Mara and Barb Negilski). This would require direct billing to the individual ordering the tickets and subsequent reimbursement. Before the next Board meeting, staff will develop a revised travel policy covering the ordering of tickets for USVBA travel.

- D. Secretary. Secretary Johnson distributed a Board roster and asked that changes in information be made on the form. She thanked June Lobeck for her ongoing support of the Office of Secretary, and Carla Hall, for her assistance at meetings of the Board of Directors.

VII. PROFESSIONAL STAFF REPORTS

An electronic report was sent to the Board of Directors and attachments were distributed.

- A. Associate Executive Director. Margie Mara highlighted the following:

1. USAV Logo. A copy of the policies dealing with use of the logo was distributed. She encouraged all Member Organizations to use it.
2. XP Apparel. An enhanced relationship with this group will add to available volleyball apparel and the company will maintain the sales website.
3. International Competitions. Ms Mara commended the Intermountain Region, Kim Norman, Commissioner, for efforts to host the Girls' Junior Olympic Volleyball Championships, a "VolleyFest" for international teams for girls and the NORCECA qualifier for the Girls' Youth World Championships. She noted the importance of hosting such events as USVBA can control the dates to ensure the availability of quality participants and coaches.
4. 75th Anniversary. A special logo is being designed, historical articles will be produced, and Glen Davies has identified decade teams. Many potential archive materials, including the 36 boxes of Jim Coleman's materials, will be placed in electronic formats.

- B. Executive Director. Kerry Klostermann highlighted the following:

1. National Team Contracts. Nearly all contracts have been signed by the players. Some men who have been injured are unsure about their return.
2. High Performance. The addition of A2 Teams for youth and juniors has resulted in the USVBA having one of the most extensive pipelines of any NGB.
3. Sponsorships. Mr. Klostermann continues to be optimistic that Ohm Media Group (formerly Interactivesportsworld) will identify a backer. AmericasTeams has hired a Chief Technology Officer and a Chief Marketing Officer.
4. Public Relations. Paul Soriano has been on staff for four months and is upgrading communications as well as the website.
5. Beach Volleyball. The USVBA is working jointly with the AVP in random drug testing and developing grass roots programs.
6. Events. Two staff members have been added to the Department. Beach volleyball championships will be regionalized to maximize opportunities to get sponsorships.
7. Other Highlights.
 - An A2 women's team will attend the Pan American Cup in Tijuana, Mexico in late June.
 - In the future, it would appear viable for USVBA to be the volleyball NGB for disabled sports.
 - USOC funding for international programs is being sought. Hopefully funding for hosting the NORCECA qualifiers for the World Cup and the Olympic Games will be procured. The USVBA is also part of the Beta project examining the fiscal needs of NGBs and joint efforts to address the shortfall. In the case of the USVBA, that is usually over \$1 million a year.In response to a question, Mr. Klostermann indicated that the USVBA is usually cited as being the leader in many areas as an NGB; e.g., disabled sports, diversity planning and creation of pipelines to develop players. Mr. Monaco said the USVBA is often mentioned in the USOC meetings he attends.

- The Colorado Springs booster group is sponsoring a golf tournament to raise money for the national teams.
- Alternative sites for training for the Men's National Team are being explored, including Pompano Beach, FL, Lake Placid, NY and Dominguez Hills, CA.

In response to questions, Mr. Klostermann indicated that Doug Beal will visit the AEG to discuss Dominguez Hills as a potential site. Mr. Klostermann further indicated that active bidding for a new national team site will not be considered until he meets with the men's team to discuss whether location is a critical component. As the team is spending approximately 4-5 months in training in Colorado Springs, it may be unimportant. He indicated that the USVBA will have little obligation for onsite programs at Pompano Beach.

- An extensive staff study on outsourcing of events has been "shelved" as it appears less viable than hiring staff.
- A planned giving program will soon be launched.

8. Reassignment of Responsibilities. Mr. Klostermann then read the following statement:

"For a variety of reasons, both personal and professional, and with the support of President Al Monaco and the Executive Committee, I'll be assuming a new role with US Volleyball that focuses on Olympic Committee partnership programs, international relations and charitable giving development. The search for a new executive director will commence immediately, with a target date for hire as of no later than September 1. I am excited about the prospect of being able to focus my energies and personal interests for the betterment of US Volleyball and the opportunity to spend more quality time with my family. It has been a distinct honor to have served as your Executive Director. Thank you."

The Board responded with a round of applause for Mr. Klostermann's many contributions to volleyball. President Monaco stated that from the professional staff report, it was obvious that the USVBA hired a quality person 25 years ago when Mr. Klostermann joined the men's national team program. It is also obvious that USVBA does not want to lose his expertise. As Mr. Klostermann's term will end August 31, the search will begin immediately. He then requested approval of the Personnel Committee (the elected officers and the International Player Representative and the Board Representative to the Executive Committee) to serve as the Search Committee.

MOTION #16 It was M/C (Executive Committee) to approve the Personnel Committee as the Search Committee.

President Monaco stated that the Board of Directors must ultimately approve the appointment of a new Executive Director. This will be handled through mail or electronic ballot.

VIII. DIVISION REPORTS

A. Regional Operations Division. Fred Wendelboe, Vice President, submitted an electronic report and distributed a written report highlighting recently-conducted Division meetings. He recognized Chuck Stemm and Jim Webber as the RVA representatives elected to the USVBA Board of Directors for the 2002-2005 terms.

1. Action Items and Recommendations. A list of 18 action items and recommendations were highlighted. The following were referred to the Structure and Function Committee:

- a. *Bylaws:* revision of the goals statement (Article I, 1.03 C) to identify the RVAs as a specific group; revision of dissolution clause for USVBA Regional Volleyball Associations (Article IV, 4.01 D 4); and compliance review of RVAs with regard to administrative fees and the Quadrennial Report (Article IV, 4.02, new F).
- b. *Operating Code:* revisions of Article X, E 1 c to require that 60% of the players on the roster for US Open and Club Championships be 21 years or older; Article VIII, C 1 to clarify registration with adjacent RVAs; and Article XIV B and C to delete terminology regarding distribution of *Guidebooks* and *Rulebooks*.

One recommendation suggested a referral to move Southern California to the Pacific Zone (Article XIII, 2 and 4). Mr. Sharpless provided a historical overview of how the zone concept emerged in 1976 and suggested that the entire concept needed study and not just this one aspect.

MOTION #17 It was M/S/**FAILED** (Sharpless/Johnson) that the motion to move the Southern California Volleyball Association to the Pacific Zone be postponed to the Annual Meeting in 2003; and, further, that a committee, chaired by Past President Howard and composed of past vice presidents of the Regional Operations Division, revisit the zonal concept and present recommendations at that time for consideration by the Board of Directors.

For: 9; Against: 10

President Monaco requested that Mr. Wendelboe examine the overall issues of the zonal structure. Other items either supported actions of other divisions or referred suggestions to the Executive Committee, other divisions or professional staff.

Treasurer McDole inquired as to how these recommendations will be conveyed to other groups. Mr. Wendelboe responded that many were not yet well clarified at the point of joint meetings with other divisions occurred; thus, he wanted this report to serve as the communication vehicle.

2. Federation of Volleyball Regions (FVR). Due to concerns of several Commissioners, an ad hoc group developed a proposal to consider the formation of a new organization, the FVR. A meeting was held on May 20th to discuss the proposal, with 30 of 39 RVAs in attendance. Three individual incorporators will file Articles of Incorporation in Delaware and the item will be further discussed at the October 2002 meeting of the Regional Operations Division. A subgroup also examined concerns with USVBA and proposed some solutions. The latter was attached to the report. Executive Vice President Twohig indicated there were several misstatements of facts in the areas of concern. Mr. Wendelboe felt it was important to leave the document intact. He also pointed out that President Monaco has asked professional staff to review and categorize items. The staff report will be reviewed by the Executive Committee.

- B. Youth and Junior Olympic Volleyball Division. Lauri Dagostino, Vice President, distributed a written report. She noted that over 160 issues were identified in the course of the meetings. Elections were held and several individuals new to the Division will serve. Strategic planning continues and hopefully a formalized plan will be forthcoming soon. She noted that support for elimination of the current statement on the Boys' Rule of Two was received from the NCD and the ROD. In discussion, it was agreed that this rule should be eliminated as soon as possible.

MOTION #18 It was M/C (YJOVD) to delete the following statement from the Operating Code, Article X, E 3 e (4) ~~The Rule of Two applies only to the Club Tournaments in the Boys' Division of the USA Junior Olympic Volleyball Championships. A boys' club team competing in the USA Junior Olympic Volleyball Championships may add up to two (2) players to its roster from other Junior Olympic Volleyball teams from within its own Member Organization, provided the other Junior Olympic Volleyball team(s) has finished its season at the time of the addition and is not competing in the USA Junior Olympic Volleyball Championships. In the event a Member Organization does not have a boys' team in a specific age classification competing at the USA Junior Olympic Volleyball Championships, a player from that Member Organization is eligible to participate on a club team with that specific age classification from another Member Organization. The chief executive officer or Regional Commissioner of all Member Organizations involved shall approve all additions in writing and submit them to the Events Division of the National Office of the Corporation.~~; and, further, that this be effective for the 2003 competition season.

It was agreed that Ms Dagostino would share appropriate replacement language with the Executive Committee and this information would be broadly disseminated via the website and the pre-tournament manual. Proposed language will be forwarded to the Structure and Function Committee for review and recommendation for placement.

In response to several questions, Ms Dagostino noted the following:

- Policies and guidelines for the use of the Development Fund are still being drafted.
- Approximately six individuals will be asked to serve on the strategic planning meeting with the Executive Committee.
- Major themes of discussion continue to be enhanced competition, coaches' education and development of grass roots programs. Although not addressed for some time, there is still interest in developing a third tier for competition in the JOVs. A survey will be conducted during this year's JOVs to determine how many teams are competing in tournaments other than the qualifiers and nationals.

C. Beach Division. President Monaco indicated that Liz Masakayan, Vice President, had to leave due to work obligations. He will continue to work with her to develop a mission statement, and indicated he would like Mr. Smith to be involved as well.

Mr. Smith updated the Board on the activities of the Association of Volleyball Professionals (AVP), noting that seven events are scheduled this year, with television coverage of two by NBC and five by Fox. Leonard Armato, owner, has been successful in getting sponsorships. A grass-roots program is also being developed. Mr. Smith encouraged USVBA to work more closely with the AVP, especially with the potential for utilizing the AVP for access to qualify for the Olympic Games. President Monaco said that the USVBA is very interested in collaborative efforts and the key is how to ensure the USOC mandates regarding access to all is met.

In response to an inquiry, Gino Grajeda described the National AAU programs in beach volleyball. Seventeen (17) events are run in four zones across the United States, and the national championship is sponsored by NIKE. The development camp is located in Southern California. Mr. Grajeda indicated interest in working with RVAs and President Monaco requested Mr. Wendelboe to facilitate this. Should additional facilitation be needed, President Monaco will assist.

D. Disabled Sports Division. Roger Nepl, Vice President, submitted an electronic report and summarized it to the Board. A major breakthrough occurred with funding from the United States Paralympic Corporation (USPC) for c. \$83,000. This will help support administrative assistance, stipends for coaches and travel expenses for national sitting and standing teams. Three international competitions are scheduled for this year: the Diana Games in Bosnia (sitting men and women); the World Championships for standing men in Poland; and the World Championships for sitting men in Egypt. Bill Hamiter, Mike Hulet and Dave Richards have been appointed coaches for these teams. He also noted that the World Games for the Deaf are now called the "Deaflympics," and that the USPC provided funding assistance in this area as well. Mr. Nepl noted that this division provides opportunities for USVBA to seek Foundation Funding. He thanked Carla Hall, Kerry Klostermann and John Kessel for their efforts.

E. Member Relations and Human Resources Division. Pete Dunn, Vice President, submitted an electronic report and highlighted the Annual Division Meeting. He thanked Dick Jones, who chaired the meeting and also arranged for a panel presentation of Member Organization representatives on promoting the sport. He asked Chuck Stemm to describe a community relations effort he is working on to expose underprivileged children to volleyball. Mr. Stemm noted that at least two colleges are interested in supporting the effort of bringing individuals to their matches. The RVA has allocated \$250 to this project.

Business items before the Division involved a discussion of use of the USAV logo, reciprocity of sanctions between Member Organizations and the USVBA and exploring access to USOC training facilities. A joint luncheon was held with the Regional Operations Division.

Kim Oden was recognized with the K. M. Johnson Award, especially for her outstanding work with the Starlings program.

F. National Championships Division. Joe Sharpless, Vice President, submitted an electronic report. He highlighted discussions from the recently-conducted Division meeting.

- Age Group Tournaments: Men's 70s and 75s will be separate tournaments. Entry deadlines will be earlier for 30s and over so teams will have the opportunity to change age groups if an insufficient number of teams registers in the category. The USVBA Co-Ed Championships will follow the same format in 2003. Donise King has been very successful in matching players and teams and this service will be expanded to include the Co-Ed tournaments in 2003. In general, the rule of a minimum of 6 teams for the US Club tournament and 5 teams in the Open, Masters, Seniors and Co-Ed tournaments will be maintained; however, some exceptions may be made.

- Personnel: Ms King has been approved as the Associate Vice President and Mr. McCracken, Bill Forrester and Gary Colberg will continue as Assistant Vice Presidents under the newly-organized structure approved by President Monaco.
- National Championships: A record 528 teams entered this year's USA Open, Co-Ed and Volleyball championships, which include the Special Olympic National Unified Championships. These events will be held in Minneapolis in 2003, and the Boys' Junior Olympic Volleyball Championships will be held in Phoenix, AZ. Several bids are being reviewed for other championships.

G. Officials Division. Wally Hendricks, Vice President, submitted an electronic report and highlighted areas of discussion at the recently-conducted Division meeting. During the year, improvement of the rating system to facilitate early identification of potential FIVB officials, development of electronic communication systems and offering more educational programs were the focal points for the division. Other developments include the establishment of an arbitrator program; expansion of the Administrative Council to include three zonal referee chairs; application for grants from the US Volleyball Educational Foundation and the YJOVD Development Fund; assignment of Junior National Officials to qualifiers; increase of rating fee for new candidates to \$200 and provision of the opportunity to be paid once the rating process is completed; and identification of additional revenue sources.

Past President Howard expressed concern about the need to train and rate more international officials. Mr. Hendricks noted that the one FIVB criterion is that an individual must be a national official for at least six years. It is also very costly for those who seek the international rating as a great deal of travel is required to other countries. This is especially true for beach volleyball officials, as no FIVB-recognized events have been held in the United States. It was suggested that AVP events might possibly be recognized by FIVB to facilitate the development of international officials. Mr. Smith also offered to expedite the process if requested to do so.

Past President Howard also noted that the FIVB has established a new rating: a continental/confederation official. This will enable individuals to continue working toward an FIVB rating while learning English.

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

A. Directors' Nominating Committees

1. International Player Directors. Paula Weishoff, Chair, announced that Jeff Stork and Charlene Tagalao were elected for the 2002-2005 terms. She indicated it was difficult getting international players to run, much of it due to the 10-year rule. She asked for input on how players might be better educated about the functioning of the USVBA. Erik Sullivan suggested that contact with the national teams would be a good idea. Ms Weishoff recommended that current international player directors arrive early for the January 2003 meeting to meet with members of the national teams.
2. Multi-Sport Directors. Secretary Johnson, Chair, reported that Gino Grajeda was elected for the 2002-2005 term.

B. Membership Review Committee. Dick Jones, Chair, submitted an electronic report and reported on a meeting of the committee on May 24, 2002. Geri Polvino and Brenda Williams have been added and Carlos Bricenos will be replaced. The schedule for the Quadrennial Review of all Member Organizations, except RVAs, is attached as Appendix B.

C. Archives Committee. Mr. Dunn, Chair, indicated that he is extremely embarrassed by the lack of updating USVBA Archives Designated Repositories since 1986. Although he understands that funding has been very tight during this time, materials have not been preserved. Microfiche is outdated and some type of electronic storage must be used. In response to a question, Mr. Dunn said that, at this point, the *Guidebooks* and *Rule Books* were the only archived material but the archives should be expanded to include key corporate documents. Mr. McCracken suggested that the preservation of USVBA history should also be considered, possibly through videotaping. Mr. Wendelboe recommended that videos developed for the banquet should be placed in an electronic format. Mr. Jones indicated that the YMCA archives are now located at the University of Minnesota and possibly the two areas should tie together. Ms Mara said that staff is working on this issue as well. Ms McDonald provided a suggestion from Darlene Kluka, that

graduate students be identified to help with historical research. In response to a question from President Monaco, Ms Kluka agreed to pursue this.

D. Recognitions Committee and “the BOYCE” Banquet. Mr. Dunn, Chair, felt the banquet had gone very well, and recognized a group of high-quality recipients. He thanked Gary Colberg and June Lobeck for their significant contributions to creating excellent videos.

He noted that several committees are inactive and this task will be addressed this year.

E. Structure and Function (S/F) Committee. Mr. Lockwood, Chair, thanked the members of the Committee (Ms Johnson, Mr. Sharpless, Denise Van de Walle and Mr. Wendelboe). He noted that three documents had been emailed to the Board of Directors on May 12, 2002.

1. Changes to the Bylaws. Mr. Lockwood reported that the Bylaws mandate that proposed changes be sent to the Board of Directors at least 30 days in advance. He indicated this deadline was missed and asked if there were any objections to waiving this provision. There were none; however at a subsequent session, Mr. McCracken suggested that an official motion be passed indicating this action.

MOTION #19 It was M/S/C (Sharpless/Stemm) that the thirty (30)-day notice required for amendments to the USVBA Bylaws be waived for the May 24, 2002 meeting of the Board of Directors.

Refer to Appendix C for a copy of the approved changes to the Bylaws.

MOTION #20 It was M/C (S/F Committee) to amend the following Bylaws:

Article I, 1.03 C
Article IV 4.01 D 7
Article IV, 4.02 D E and add a new F.
Article V, 5.01 A, B 2, C 2 a, b and c and delete d.
Article V 5.10.
Article VI, 6.07.
Article VII, 7.01 D 1.

MOTION #21 It was M/C (S/F Committee) to amend the following Bylaws:

Article XI, Title and Introductory paragraph
Article XI, 11.01
Article XI, 11.01 A, with editorial changes (reference to jurisdiction up until 48 hours before the match or arrival in the event city, whichever occurs first).
Article XI, 11.01 B
Article XI, 11.01 C and C 1-4.
Article XI, 11.01 D and D 1-3.
Article XI, 11.01 D 4 with editorial changes (clarify language to include coaches, chaperones and other participants).

MOTION #22 It was M/C (S/F Committee) to amend the following Bylaws:

Article XI, 11.01 E
Article XI, 11.01 F and F 1-9.
Article XI, 11.02 and 11.02 B and C
Article XI, 11.03 A and C
Article XI, 11.05 and 11.05 A 2
Article XI, 11.05 B 1 and 2
Article XI, 11.06 A, B, D and F
Article XI, 11.08 A, B and D.

2. Operating Code. The following changes were made to the Operating Code. (Refer to Appendix D for a copy of the approved changes to the Operating Code.)

MOTION #23 It was M/C (SF Committee) to amend the following Sections of the Operating Code:
Preamble
Article III, A 4 c
Article VI, A 3 b 2; B 3 b 2; C 3 b 2; E 3 b 2; F 3 b 2; G 3 b; and H 3 b (add a requirement to submit a Quadrennium Report).

MOTION #24 It was M/C (SF Committee) to amend the Article VIII C 2 and C 2 a and b of the Operating Code (redefinition of a junior player).

MOTION #25 It was M/C (SF Committee) to amend Article X, B 1 f, USA National Team Player, of the Operating Code, with editing to ensure beach volleyball players are covered.

MOTION #26 It was M/C (SF Committee) to amend the following Sections of the Operating Code:
Article X, D 1, b and c,
Article X, D 2 and 3
Article X, E 2 b 2 and 3
Article X, E 3 a, (3), b (6), c (3), e (1) and e (1) (a-g).

MOTION #27 It was M/C (SF Committee) to amend the following Section of the Operating Code:
Article XII H 3 with a friendly revision: "The Board of Directors shall establish entry fees for USA Championship events no later than the Annual Meeting (Spring) in the previous calendar year. Entry fees shall be stated in the Pre-Tournament information.
Article XIV E (deletion), old F and old G.

NOTE: It was reiterated that approval of XII H 3 above (entry fees) has no effect on the January 2002 decision of the Board of Directors that the entry fees will not be raised during the remainder of the current Quadrennium.

3. Miscellaneous Changes. The Executive Committee reviewed and dealt with these proposed changes.
- F. Sports Medicine and Performance Commission (SMPC). Dr. Jon C. Reeser, Chair, submitted a report via email and Past President Howard spoke on his behalf, highlighting the following:
- The *International Journal of Volleyball Research* (Darlene Kluka, Editor) has received many compliments from the FIVB;
 - The SMPC recommended a change in the center line rule to the NCAA; however, they did not address the issue. In collaboration with the AVCA, work will continue on this; and
 - The FIVB Medical Commission recommended that gender verification no longer be required and be consistent with IOC policy; however, this continues to be a problem with males who have sex change operations. FIVB is proposing to use birth certificates, or similar documentation, for verification.
- G. Rules of the Game Commission (ROGC). Sue Lemaire, Chair, gave a verbal report. As the ROGC was not funded to meet, all correspondence was conducted via email. In terms of beach volleyball, FIVB determined to change the rule to a smaller-sized court; therefore, this change was made. No significant changes were made to the indoor game. The ROGC did change one technique. In response to a question, Ms Lemaire described differences in NCAA and NFHSA rules from USAV rules. She noted that there was no recommendation that the NCAA will write its own rules for men's competition. Past President Howard reported that Dr. Acosta objects to the use of the title "Rules of the Game Commission." Ms Lemaire was asked to review this. Some confusion exists about whether a February 2003 or February 2004 meeting of the ROGC would be best. A decision will be made at the conclusion of the FIVB Congress in September 2002.

H. Committee on Diversity in Volleyball. Karen Johnson, Chair, reported that a meeting was held on Friday evening, May 24, 2002 with those members in attendance at the Annual Meetings. She thanked Allan Chinn, Pete Dunn, Stew McDole and Kim Oden for their contributions.

Ten years ago the Board of Directors approved an ad hoc committee to address “social justice” issues. The standing Committee on Diversity in Volleyball was the result. A copy of the registration year 11/00-10/31/01 database for diversity within USVBA RVAs was distributed. Ms Johnson noted that these data are reviewed periodically and compared with the 1995-96 baseline year. She commended the RVA directors present for their regional reporting and noted that over almost 51% of the data is being entered. This compares to 28% in 1995-96. The Committee determined to recognize the Columbia Empire, Iowa, Pioneer and Puget Sound RVAs with STAR Awards for their excellent reporting. A more thorough analysis of the data will be presented to the Board in January 2003. The following reports from Committee members were given:

1. *Starlings*. Kim Oden reported on an extremely successful fund-raiser for the Starlings program in San Diego, CA on May 18, 2002. Over 200 people attended, including 14 Olympians. The Starlings have also been successful in having a grant funded in the Los Angeles area, possibly through the Police Athletic League. Allan Chinn raised the possibility of the YJOVD funding the Starlings program out of the Development Fund, as they need coaching and skills clinics. Ms Dagostino indicated this is a perfect example of how the fund should be used and will ensure Ms Johnson is informed about the process. Mr. Dunn said he would be making a proposal to the US Volleyball Education Foundation to create a special category for funding the Starlings program. This would be attractive to potential donors.
2. *Title IX Resolution*. Mr. McDole indicated that a great deal of concern is emerging from sports organizations across the nation about President Bush’s statements about revisiting Title IX of the Education Amendments of 1972 and its interpretations. On behalf of the Diversity Committee, he drafted a proposed resolution to reinforce the USVBA position on supporting diversity in all programs. Several comments were made about the percent of gender (proportionality) interpretation that is of concern to many in athletics program. It was stated that the motion was proposed to recognize the USVBA’s continuing support of equity and to convey that message to President Bush.

MOTION #28 It was M/C (Diversity Committee) to approve the following resolution:
Whereas the position of the Bush administration on Title IX is as yet unclear, and
Whereas there is some recent indication that President Bush plans to announce his intent to “revisit” some of the enforcement guidelines for Title IX, and
Whereas such an action could in turn result in the suspension of enforcement until a time that the government comes up with new policy or interpretations to govern the enforcement, and for that matter potentially change the general application of the law, and
Whereas the goals of this important legislation are yet to be fully realized,
Therefore be it resolved that USA Volleyball reaffirm its support of Bylaws Article XIII, 13.01 declaring our commitment to equity in sport opportunity for all, and
Be it further resolved that USA Volleyball communicate this position and its ongoing corporate support for gender equity enforcement to the Bush administration.

I. Nominating Committee for Board Representative to the Executive Committee. Dick Jones, Chair, announced the following candidates for the position of Board Representative to the Executive Committee: Lynne McDonald, Joe Sharpless and Denise Van De Walle. Each gave a presentation and then ballots were cast. Following counting of the ballots, Mr. Jones announced that Ms McDonald was re-elected.

X. OTHER REPORTS

A. Players’ Advisory Council. Paula Weishoff, Chair, reported on the Annual Meeting of the Players’ Advisory Council, held on Friday, May 24, 2002. Only two non-Board member players attended and discussion revolved around age group competition. The Council will continue to have an annual meeting

and ways to generate more interest in attendance will be sought. Mr. Smith suggested that it might be bettered attended if scheduled during the event.

- B. World Beach Volleyball Council. Sinjin Smith, President of the FIVB World Beach Volleyball Council, reported that the tour is flourishing, including the same number of men and women. The FIVB is spending \$3 million a year on the program, but considers this an investment in the development of the game.
- C. United States Olympic Committee.
1. Board of Directors, NGB Council, Executive Committee. President Monaco, USVBA representative to the USOC, submitted a written report. He commented very briefly on the resignation of Sandy Baldwin as President. Past President Howard said Ms Baldwin attended a meeting of NORCECA at the invitation of Mr. Cristobal and commended NORCECA on the appointment of women. In response to a question, Mr. Monaco said that NGBs will not share in any of the net revenue from the Olympic Winter Games in Salt Lake City.
 2. Athletes' Advisory Council. Mr. Becker, USVBA representative to the USOC Athletes' Advisory Council, reported on the last meeting in Salt Lake City, UT, March 16-17, 2002. Lloyd Ward spoke and described a promotional idea for the Gladiator Games. Other issues discussed included doping and concerns about apparel sponsorships. He also had the opportunity to see the closing ceremonies of the Paralympics and was most impressed with the quality of the athletes and the event. He noted that Bob Ctvrtlik is now listed as one of top 25 the most influential individuals in IOC.
- D. Volleyball Hall of Fame. The next induction ceremony will be Friday, Oct. 18, 2002. Past President Howard requested support for approaching the Hall of Fame to serve as a repository for NORCECA memorabilia.

MOTION #29 It was M/S/C (Polvino/O'Hara) that the USVBA contact the Volleyball Hall of Fame to request that it become a repository for NORCECA memorabilia; and, further, if the Hall of Fame accepts, NORCECA will be so advised.

XI. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Colorado Springs, Colorado, January 18-19, 2003.

XII. ADJOURNMENT

President Monaco thanked the members of the Board of Directors for their participation and "staying power" during the course of the meeting. Mr. Sharpless asked that his statement of appreciation to Mr. Klostermann for his efforts on national championship events be noted.

MOTION #30 It was M/S/C to adjourn the Annual Meeting of the USVBA Board of Directors on Saturday, May 25, at approximately 12:15 pm.