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**MINUTES OF MEETING OF USA VOLLEYBALL BOARD OF DIRECTORS**

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**HELD OCTOBER 11-12, 2015, DENVER, COLORADO**

**APPROVED – 1-19-16**

**\*\*\*NOTE: Audit, Finance & Audit Committee Meeting 8:00am to noon  
Board Members Encouraged to Attend**

**Sunday, October 11: 12:30pm to 8:00pm**

**I. CALL TO ORDER/INTRODUCTIONS**

Lori Okimura

A. Roll Call and Declaration of Quorum

Kerry Klostermann

Board Members in Attendance: Bill Barnum, Ken Cain, Jeff Conover, Ashley Dombkowski, Gabe Gardner, Tayyiba Haneef-Park, John Hughes, Sue Mailhot, Lori Okimura, Brent Rasmussen, Andy Reitingner, Cecile Reynaud, Todd Rogers, April Ross and Ken Shropshire.

Absent: Kristin Fasbender.

Guests in attendance:

Margie Mara  
Bernie MacLean  
Jonathan Lee  
Jim Webber  
Kevin Twohig  
Stacie Kearns  
John Ruger  
Tom Pingel  
Jen Armson-Dyer  
Judy Praska  
Donna Donaghy  
Kris Johnson

Stew McDole  
April Biebel  
Tori Hoke  
Steve Bishop  
Tom Donaghy  
Ann Davenport  
Sandy Abbinanti  
Mitch Stemm  
Michelle Carlton  
Jason Badell  
Mike Deaver  
Nancy Funk

Bill Kauffman  
Kathy Ferracaccio  
Charlie Snyder  
Melissa Weymouth  
Jason Badell

B. Board Directory

Kerry Klostermann

Mr. Klostermann circulated the Board directory for updates.

**II. ANNOUNCEMENTS**

Lori Okimura

Sue Mailhot, Ken Shropshire and Lori Okimura were re-elected to their Board positions. Newly elected athlete director Ms. Haneef-Park was introduced to the Board.

Ms. Okimura noted that Fall Meetings tend to be held close to Colorado Springs so staff can participate, and Winter Meetings tend to be in Southern California to take advantage of the proximity to Southern California offices.

Ms. Okimura encouraged Board members to attend Regional and other events when possible, and asked the Regions to let USAV know about upcoming events.

Ms. Okimura acknowledged the qualification of the Men's Indoor team for the Olympics and that the Women came very close and are expected to qualify in the near future.

**III. APPROVED MINUTES – May 30, 2015**

Lori Okimura (2 – Sent Later)

Ms. Okimura noted that the minutes were previously approved electronically.

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**IV. APPROVAL OF AGENDA / ADDITIONS**

Lori Okimura

Ms. Okimura recommended that the Review of Affiliated Organizations, which was scheduled for the second day, be moved to the first day.

**Motion #1: Made by Mr. Barnum, Seconded by Mr. Reiting, to move the Review of Affiliated Organizations on the agenda from the second day of meetings to the first. Approved unanimously.**

Ms. Okimura noted that the staff organizational chart was provided to the Board for information but was not meant to be a topic for the Board meeting.

**Motion #2: Made by Mr. Reiting, Seconded by Ms. Reynaud, to strike the Junior Assembly Report from the agenda. Approved unanimously.**

**V. BOARD ADMINISTRATIVE OVERVIEW**

Kerry Klostermann

Mr. Klostermann noted the schedule for the upcoming meetings.

Ms. Okimura noted that the January meetings would include a half-day refresher on the strategic plan. The Beach Assembly may be held in conjunction with this meeting.

For the October meeting, the RVA has selected Las Vegas around Columbus Day weekend. USAV will have to determine whether the meetings should be held at the same time and place as the RVAA, or be held in the Colorado Springs area. Ms. Okimura recommended that the Board hold its October meeting in Las Vegas.

**Motion #3, Made by Ms. Dombkowski, Seconded by Mr. Reiting, to confirm Las Vegas as the venue for the October, 2016 Board meeting, to be held on October 9th and 10th, at times to be determined. Approved unanimously.**

**VI. RVAA MEETING REVIEW**

Jim Webber

- Intermountain Region discussion

Mr. Webber updated the Board on the status of the Intermountain Region. Mr. Webber and Mr. Beal talked with some of the affected persons in July. Mr. Webber noted there was a strong desire of the Intermountain Region to resume its USA Volleyball activities, but no agreement was reached. Mr. Webber invited the parties to come to the RVAA to present their points of view. The Commissioners decided that this was not the proper venue for a "grievance" on this matter, therefore, no action was taken. Mr. Webber did note progress with two new directors coming into the Intermountain RVA.

Mr. Cain noted that a general motion will come forward that deals with procedure, but not specifically with the Intermountain Region.

Ms. Okimura asked if a formal complaint had been filed. Mr. Webber indicated that no formal complaint had been filed. Ms. Okimura raised the question about what the best procedure would be for dealing with these kinds of issues. Ms. Okimura also asked people not to speculate on this matter, as it will need to go through the appropriate process.

Mr. Cain noted that he thinks the procedures are generally fine, although there may be a few small things to be addressed. He noted that there are already procedures in place to handle issues like these.

Mr. Cain read the motion adopted by the RVAA.

Mr. Beal asked about the complaint procedure, and Mr. Cain explained to the Board what those procedures involved.

Mr. Reiting asked Mr. Smith whether USAV might have jurisdiction if the complaint alleged Bylaws violations and how that might work. Mr. Smith noted that he would need to review the documents to respond, but generally it is in the organization's interest to avoid competing jurisdiction.

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Mr. Lee confirmed that no complaint had been filed yet.

Mr. Webber suggested that the RVAA and USAV review its policies and procedures to make sure that the process works smoothly.

Ms. Okimura asked the parties to coordinate their communication on this issue, and offered USAV's help if and when it is appropriate.

- Update from RVAA meeting

Mr. Cain read the following resolutions that were recommended by the RVAA:

1. The RVAA recommends to the USAV BOD that all complaints against a Region be referred to the RVA Assembly Chair.

Mr. Smith raised concern that the proposed language could create a conflict with the Sports Act. Mr. Cain agreed to postpone his motion to work with Mr. Smith to vet the language and make sure it does not create a conflict.

2. No further USAV membership requirement may be added to our membership protocols without RVA Assembly approval. This motion covers any written text and any document that speaks to an RVA/USAV membership protocol including the code of conduct contained in our membership application.

Mr. Smith raised concern that this motion could cause USAV to violate the Sports Act requirement on autonomy of governance.

Mr. Cain responded that his view is that this motion does not address governance but rather addresses membership at the Regional level, and simply asks USAV to follow its Bylaws. Mr. Cain was amenable to Mr. Smith reviewing the motion for compliance.

Ms. Okimura suggested that Mr. Smith and the USAV Board look at the legal issues raised by this motion.

Mr. Barnum asked whether the issue came down to whether USAV has authority over membership or not, and if so, whether USAV would want to, or could.

Mr. Cain agreed to postpone his motion to work with Mr. Smith to vet the language and make sure it does not create a conflict.

Mr. Lee recommended that USAV also look at the Operating Code, as it is referenced in Article IV.

**VII. AFFILIATED ORGANIZATIONS.**

Ms. Okimura raised the concern that there has not been discussion for many years of the criteria for affiliated organizations, or what rules USAV would want them to follow. She suggested that USAV start having this discussion.

Mr. Reitingar asked what the benefits of having affiliated organizations was for USAV. Mr. Beal responded that historically it was helpful for USAV to have a long list of affiliated organizations, but that it was highly appropriate for USAV to have this discussion now, especially given Safe Sport and whether affiliates may or may not comply with the standards. Mr. Beal feels there is much greater value to the affiliated organizations to be members of USAV, as opposed to the benefits to USAV of having them as affiliated members.

Ms. Okimura noted two issues with affiliated organizations. First, it raised a question of whether the affiliated organizations should participate in certain meetings and where they fit in with USAV. Mr. Klostermann noted that two

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members of the Board come from affiliated organizations, but those Board positions were created because those organizations are key constituents (NCAA and AVCA) and not because they are affiliated organizations.

Ms. Reynaud asked if other NGBs have affiliated organizations. Mr. Beal indicated that other NGBs do have a comparable structure. Mr. Beal also noted that changes to affiliated organizations may call for amendments to the Bylaws, depending on the changes proposed. Mr. Beal also noted that the Safe Sport concerns don't apply to just one affiliated organization – a lot of organizations will have difficulty complying with the requirements.

Ms. Okimura asked about communications with affiliated organizations. Mr. Klostermann indicated this was primarily being handled by June Sander. Mr. Klostermann also noted that the main requirement for affiliated organizations is that they comply with policies and Bylaws of USAV. So, if USAV adopts certain policies, we should be going through the affiliated organization's rules to see if they comply.

Mr. Beal noted that there are a lot of communications with affiliated organizations, but formally discontinuing the affiliation with organizations would have no operational impact on USAV.

Ms. Okimura noted that some affiliated organizations are publically opposed to USAV on certain issues.

Mr. Cain indicated that he agreed with Mr. Beal's concerns. He also noted that there are probably a number of policies that should apply to affiliated organizations. He also noted that a primary reason for having affiliated organizations was for them to attend certain meetings like the Congress, and the Congress has gone away.

Mr. Reitingger suggested that we look at the list of affiliated organizations and delete those who are not appropriate, and we should also look at what rules and policies should apply to affiliated organizations, as some may not apply.

Mr. Gardner suggested that USAV suspend the affiliated organization application process pending further review on how to move forward. Mr. Klostermann agreed with this approach.

Ms. Reynaud suggested that USAV contact the USOC to determine their reaction to the affiliated organization situation.

Mr. Hughes expressed concern about the liability to USAV of having affiliated organizations.

Mr. Beal requested that staff have some ability to look into this and provide recommendations. Mr. Beal agreed to come forward with a more formal proposal.

**Motion #4, Made by Mr. Conover, Seconded by Mr. Rogers, to enter into Executive Session. Approved unanimously.**

VIII. **EXECUTIVE SESSION** (with Working Dinner) \*Participants to be confirmed

**A. SafeSport Discussion**

**Lori Okimura**

The Board discussed further developments and updates from the USOC's ongoing progress with SafeSport. USA Volleyball continues to work with the RVA's to implement SafeSport standards within its existing risk management programs.

**B. Right of Membership**

**Steve Smith**

The Board heard a presentation from USAV General Counsel regarding the right of membership and updated information for sports organizations.

**C. USAV Foundation Task Force Recommendations**

**Andy Reitingger**

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The Board received an update from the task force about the ongoing reorganization of the USAV Foundation, including discussion of new members that will be added to represent region and athlete views, to implement a development focus in addition to the investment focus, and to increase the size of the Foundation Board.

**D. Succession Plan Update**

**Bernie MacLean**

The Board received an update on ongoing employment succession planning for the corporation from the Human Resources department.

**E. Personnel Committee**

**Cecile Reynaud**

The Board received the personnel committee update, discussed the CEO Evaluation procedures and discussed two motions to be put forth for vote.

**\*\*\*END SUNDAY EVENING SESSION\*\*\***

**Monday, October 12: 8:00am – 2:00pm**

**MOTION # 5, made by Mr. Reitingger, Seconded by Ms. Reynaud, to come out of Executive Session. Approved unanimously.**

Ms. Okimura reported that the Board covered the following topics in Executive Session:

- Safe Sport
- Right of Membership
- USAV Foundation Task Force
- Succession Plan
- Personnel Committee

**IX. BYLAWS AND GOVERNANCE**

**A. Audit, Finance & Budget Committee Report**

**Ashley Dombkowski**

1. 2015 Budget Status – Ms. Dombkowski discussed the performance of USAV against the 2015 budget. Ms. Dombkowski noted that there were positive variances on events, indoor teams, and delays in hiring. USAV remains on track on income and spending, as budgeted. Ms. Dombkowski also stated that we are now moving into the 2016 budget process.

2. IRS Form 990. The AFB also reviewed the 990 returns and will submit the modifications to the Board this week, with a recommendation that the Board approve the 990 as modified.

3. Restricted RVA Insurance Fund. The AFB did discuss this and confirmed that the issues with the Fund had been satisfactorily resolved.

4. USAV Foundation. The AFB did review the \$3.65M corpus of the Foundation, which will be discussed under the Foundation report.

5. Audit. The auditors had suggested that USAV look into being more strategic with the cash flow. Scott Fortune looked into this, and concluded that this is a relatively small amount of money, it is working capital, and an investment would not be worth the risk.

6. Finances for Rio. Ms. Dombkowski reviewed the policy for Board members to attend the Olympic Games in Rio. If Board members attend, they will pay their own way, and there will be no financial support from USAV. Attending Board members will receive from USAV one complimentary ticket for each session for themselves and will be able to purchase additional tickets to events at face value.

7. RVA Recommendations. The RVA's recommendations on coaching education were discussed by the AFB and the AFB will continue looking into this.

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8. Upcoming meetings. The AFB will meet on December 10-11 in Denver or Colorado Springs as well as in conjunction with future Board meetings.

**B. Beach Assembly Report**

**Katy Meyer / Jeff Conover**

Mr. Conover reported that the Beach Assembly has two representative elections going on at this time. The Beach Assembly is looking to add five additional positions. Approved meetings minutes are available. Questions about pipeline were raised and discussed, but since a majority of staff could not attend the recent meeting, this issue was not finalized. Beach Assembly meeting will be held in conjunction with January, 2016 Board meeting.

Ms. Okimura noted that there was some discussion that the meetings not be too California-centric. Also, the work on restructuring continues.

**C. Junior Assembly Report**

**Andy Reitingger**

The Junior Assembly has not yet met, so there was no report.

**D. Officials Assembly Report**

**Sue Mailhot**

Ms. Mailhot updated the Board on recent developments, namely that a survey was sent out to national officials regarding their input for the upcoming budget. There were categories for them to rank, and higher match fees were ranked highest. Ms. Mailhot will send out the results of the survey.

**E. Document Review Task Force Report**

**Andy Reitingger**

Mr. Reitingger reported that Bylaws changes were approved by this Board by email vote. The RVAA manual is still in process and Mr. Cain is working on revising it. The Task Force will meet in Omaha to deal with future Bylaws. Finally, Mr. Klostermann will address changes to the Operating Code.

**F. Revised Operating Code**

**Kerry Klostermann**

Mr. Klostermann reported that the revised Operating Code was sent out for review, and most changes were "housekeeping" items.

Mr. Cain reported that the RVAA passed a motion to recommend to the Board that the Board approve the proposed revisions, except for Article VI, Section 403(a)(8) on Safe Sport, as that could be impacted by other motions proposed by the RVAA and is being reviewed by legal counsel.

**MOTION # 6, Made by Mr. Cain and Seconded by Mr. Reitingger , to adopt all proposed changes to the Operating Code, except for Article VI, Section 403(a)(8) on Safe Sport, which will be addressed at a later date. Motion adopted, with Ms. Reynaud opposed**

**G. Ethics & Eligibility Committee Report**

**Jon Lee**

Mr. Lee reported that he submitted a report to the Board in writing. There are no E&E issues to report on this year. Staff has created an access page for E&E and arbitrators to keep track of certain qualifiers and events, to which E&E is providing two or three arbitrators per event. There is also an arbitrator module that will soon be available.

Ms. Okimura asked whether E&E and staff have discussed some concerns raised by the Beach Assembly. Mr. Lee indicated that those discussions have already begun.

**H. Nominating & Governance Committee Report**

**Nancy Funk**

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Ms. Funk noted that Mr. Rogers and Mr. Conover's seats on this Board come up for election in June. Mr. Cain's seat is also up for election, and Mr. Cain is not eligible to run due to term limits.

Ms. Funk asked whether the NGC should have a background screen annually or every two years. Mr. Cain asked who pays for the cost, to which Ms. Funk responded that USAV pays those costs. Mr. Rogers asked what the cost is, to which Mr. Beal responded approximately \$18 per screen. Ms. Okimura suggested that the NGC go through a screening each year, but that this issue be discussed with Risk Management and brought back to the Board between meetings. Mr. Reitingger proposed that this apply to the three Standing Committees of the Board, which Ms. Okimura accepted.

Ms. Funk then recommended that the Board adopt some minor verbiage changes with respect to the Sitting Discipline. *See attached.* Mr. Klostermann expressed concern that changes to refer to "Sitting" as "Paralympic Sitting" may not fit all situations and would not be accurate. Mr. Klostermann suggested that these issues be reviewed going forward. Ms. Okimura suggested this be an action item for governance review. Ms. Funk and the Board agreed.

Ms. Funk reported that a Sitting Athlete will be elected to the NGC when Chris Brown's term expires in December.

Ms. Funk reported that a draft Board Orientation book has been prepared. This is still being reviewed, and Ms. Funk welcomed Board comment on the draft. Ms. Funk also asked the Board to update their bios in the Orientation book.

**I. Administrative Council Report**

**Margie Mara**

Mr. Reitingger reported that the Administrative Council meeting was held in June. Lori Okimura was re-elected to the Board of Directors. RVAA reported that the regions are requesting a short impact course. Jim Webber and Doug Beal would review the Intermountain Region matter. The Officials reported they were holding online elections, and Sue Mailhot has since been reelected. There was some sentiment to re-engage with the affiliated organizations. The solid color jersey was also discussed.

**J. USOC AAC Report**

**Gabe Gardner**

Mr. Gardner reported that the AAC is preparing for leadership change in 2016, and that there are a lot of elections going on. Athlete Service Coordinators applications for Rio are being accepted, with two to be selected. Mr. Gardner indicated that a new Safe Sport entity continues along the path towards formation, and there will be athlete representation on the Board and other governance positions. The AAC is also involved in the discussions on the Chula Vista training center. Finally, Mr. Gardner discussed the Elite Athlete Health Insurance program, noting that the EAHI Plan does not meet the standards of the Affordable Care Act, and AAC is working with the USOC on this. This issue is likely to cause costs to go up significantly, which would cause the number of people provided with EAHI to decrease, which the AAC opposes.

Mr. Beal reported that he and Ms. Holloway made a presentation at the Olympic Assembly about USAV serving as the NGB for Paralympic volleyball. He also indicated that the Chula Vista issue on which Mr. Gardner reported is potentially serious for USAV, given that USAV invested in the beach volleyball courts. USAV has engaged with the USOC, which assured Mr. Beal and Mr. Ruger that USAV would have comparable court time in any new set up.

Ms. Okimura asked Mr. Gardner to help encourage AAC representatives on various USAV governing bodies to attend meetings.

**K. Beach Athlete Update**

**Todd Rogers / April Ross**

Mr. Rogers reported that he put out a survey of the FIVB beach events being held in the U.S., and generally the reaction was positive to all events except for St. Petersburg (weather) and Long Beach. Mr. Rogers then expressed the concern of players that NVL and AVP events count the same towards U.S. rankings, when AVP events have more prize money and better competition. Finally, Mr. Rogers reported that relations between beach players and the beach office/department seem to be going better. Ms. Ross agreed, noting a lot of this has to do with the hiring of John Ruger. Ms. Ross expressed her appreciation that the beach department has been very responsive in answering requests for assistance in preparation for

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Rio. Ms. Ross noted that several women's teams are in a strong spot to qualify for Rio. Mr. Rogers then explained the Continental Qualification Process, noting that several men's teams are in a strong position to qualify for Rio.

Mr. Gardner asked if Hawaii might be a potential spot for international events. Mr. Rogers noted that there are logistical issues. Ms. Okimura noted that the development plan for courts at a particular location in Hawaii are now publically available, and there is some question as to whether they could be converted for international competition. Ms. Okimura also noted that, before Hawaii could be considered, some logistical issues, such as supplies, housing issues and environmental regulations, would need to be addressed.

**L. Indoor Athlete Update**

**Gabe Gardner / Tayyiba Haneef-Park**

Mr. Gardner noted the Men have qualified for Rio, and noted the youth on the team and that it bodes well for the future. He raised the issue of support, noting that many athletes are competing in professional leagues overseas for 7-8 months, and having storage facilities in Anaheim provided by USAV would be very helpful. Mr. Gardner also noted rumblings among players about coaches renegotiating contracts prior to the Games and the distractions it creates.

Ms. Haneef-Park echoed Mr. Gardner's comments on storage, noting that something is needed fairly immediately. Ms. Haneef-Park indicated that there is some pressure to remain loyal to Mizuno, but their shoes just don't work for a lot of the women. Ms. Haneef-Park noted the request from the RVAA for more interaction with the regions. She also raised a desire among the women for greater access to social media, such as a "player takeover" day or week. Ms. Haneef-Park also raised the issue of athletes losing their airline status due to changes in the programs, which impacts their ability to get upgraded seats, which are important for tall athletes, especially on longer flights. Ms. Okimura noted that AFB discussed surplus funds, and perhaps this issue could be addressed as part of the competitive excellence category. Ms. Ross asked if USAV might be able to work on this with the USOC. Mr. Beal explained that USAV staff has engaged with FIVB on this issue a number of times. He indicated that approaching the USOC on this issue might be the best approach, and suggested that the athletes also approach the AAC on this. Mr. Cain expressed his hope that the AFB would take up this issue.

**M. Sitting Athlete Update**

**Brent Rasmussen**

Mr. Rasmussen reported that the women's team had a gold at Para-Pans, and both the women and men have qualified for the Paralympics. The women are shooting for a gold medal, with China as the largest obstacle. The men's goal is 6<sup>th</sup> place, which may sound low but would require the U.S. to beat at least two teams it hasn't beaten in the past. Mr. Gardner noted that the men do not have a coach at this time, and there is a need for a dedicated assistant to Bill to help players with various issues. Mr. Gardner indicated that promoting the athletes would be helpful for recruiting additional players, as there is a need to get information in front of prospective players. Mr. Gardner reported that USAV received a \$110,000 grant from the Veteran's Administration for its programs.

Ms. Okimura noted that Katie Holloway has a number of contacts at the VA and discovered the Riekes Center for Human Enhancement with interesting programs, and she encouraged Mr. Rasmussen to work with Ms. Holloway on this. Mr. Cain noted that the regions have helped support athletes get to the Games in the past and encouraged Mr. Gardner to put together some information that could be shared with the regions to help support them.

**N. Governance Review Committee Update**

**Lori Okimura**

Ms. Okimura reported that the GRC is trying to get together on a conference call in November. Ms. Okimura encouraged athletes to get more involved.

**O. NCAA Update**

**Doug Beal**

Ms. Okimura noted that Ms. Fasbender submitted a report, which Ms. Okimura read. For indoor volleyball, approximately 3,500 tickets have been sold for the women's championship in Omaha. AVCA is also meeting in Omaha at the same time. The NCAA has been monitoring use of the challenge system on the conference level. On the beach side, the National Beach Championships were adopted, and the name was changed from sand volleyball to beach volleyball. Gulf Shores, AL will be the host of the 2016 and 2017 Beach Volleyball Championships, and the bid process is underway for 2018 and 2019. There are some travel concerns, as it is not always easy to get to Gulf Shores. Wilson has been named as the Official Ball of the NCAA Beach Volleyball Championships.

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Ms. Reynaud reported on the Power 5 NCAA conferences and changes that athletic departments are making that increase their overall costs, which could impact volleyball programs. Mr. Beal indicated his concerns for the future, given the changes that the NCAA is undergoing. He noted that a lot of sports have proposed changes, to be discussed at the NCAA conference that would increase costs for their sports, which is a difficult thing to do in the current environment. Mr. Beal reported that the USOC is looking to hire an employee who would focus on the NCAA. Mr. Cain warned the Board that USAV should be careful about taking positions on these issues, given that a number of current issues create polarizations.

**X. STRATEGIC PLAN REVIEW & APPROVAL**

**Chris Vadala (5a; 5b; 5c)**

Mr. Vadala discussed the activities since the May Board meeting. The Management Team held a retreat on August 10-11. Department planning meetings were held mid-August through mid-September. A budget presentation was made to staff in September. 2016 Operating Department plans were due by September 4<sup>th</sup>. He then went over the four components of the plan: Strategic Plan, Department Operating Plan, the Dashboard and Budget & Forecast. Mr. Vadala's power point presentation is attached.

**A. Review recommendations to Strategic Plan (from May meeting)**

**Motion # 7, Made by Mr. Rasmussen, Seconded by Ms. Reynaud, to approve document 5(b). Approved unanimously.**

**XI. OPERATING PLAN REVIEW**

**Chris Vadala (6a; 6b Sent Later)**

**A. 2015 Department Goals & Key Tactics Review**

Mr. Cain inquired as to why the sections on page 4 and page 7 were red-lined out of the document. Mr. Vadala explained that the language on page 4 was combined with an earlier section, and the language on this page was changed to a goal. Ms. Reynaud inquired on the changes to coaching education, which Mr. Vadala noted was moved to a different place.

**B. 2016 Department Operating Plan**

Ms. Okimura noted that Mr. Vadala had sent out the Department Operating Plan, and went through each person who might have input and responsibility over each area.

**XII. STAFF REPORTS**

**A. USA Indoor & Sitting Teams & International Relations**

**Doug Beal (7)**

Mr. Beal indicated that the National Teams information has been covered already. On international relations, FIVB is engaged with USAV on a number of levels to increase attention for the sport in the U.S. Mr. Beal expects to have 2-3 significant international events in the U.S. next year. FIVB is willing to offer Grand Prix events at below the established market rate for those events. Mr. Beal and Ms. Okimura will be attending the NORCECA Congress in about two weeks. Mr. Beal also indicated that there are signs that FIVB revenues may be down somewhat, although there is no direct confirmation of this. Overall, USAV's international relations are good.

Ms. Okimura asked about identification of team leaders. Mr. Klostermann responded that the nominations are typically submitted 4-6 months before the Games. Ms. Okimura complimented staff on increasing the U.S.'s international exposure. Mr. Beal closed by encouraging people to come forward with names of people who might be willing to serve on NORCECA commissions.

**B. USOC, Sponsorship, Television & Int'l Events**

**Kerry Klostermann (8)**

Mr. Klostermann reported that he met with the RVA Branding Committee to discuss the generic logo that could be used by the regions. The RVA Committee did select one logo, which will be tweaked and then distributed. Bose declined to partner with USAV. Muscle Aid Tape is looking at a 5-year proposal. Quicken, Blue Diamond, Visa and others are still possibilities. Air Weave is a USOC sponsor and is talking about providing about 2,000 for the Olympic village, and would consider providing them to athletes staying in hotels in Rio. Ms. Reynaud asked about USAV's position on placing logos on the

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U.S. jerseys. Mr. Klostermann responded that he has been trying to sell logos for the Senior National Teams for some time, but has not had anyone step forward at the current price point. UPS did have their logo on the Men's World League jerseys a number of year ago.

Ms. Okimura asked about efforts to attract international events. Mr. Beal responded that the goal is to have as many international events as possible in the U.S., but they are expensive, and there are not a lot of groups that are willing to partner and take the economic risk.

Ms. Okimura also complimented the international events staff for stepping in recently when a third-party fell through.

Ms. Okimura also suggested that more social media attention be devoted to USA Volleyball events, as compared to third-party events.

**C. USA Beach Teams & High Performance**

**John Ruger (9)**

Mr. Ruger reported that there are three goals for the coming season: (i) gold medals in Rio; (ii) 2020 and 2024 teams, looking for competition – this year is the beginning of a "5-year quad", and (iii) building the brand.

Mr. Ruger discussed his visit to FIVB headquarters in Lausanne. The main goal discussed by FIVB is to be the number one family entertainment sport in the world. FIVB is making building the sport in the U.S. a high priority. FIVB is pushing the U.S. to hold a Beach World Championships, perhaps even as early as 2017.

Hawkeye was used in a couple of test events this season. Mr. Ruger reported that the system worked well on their second try, and decisions could be made very quickly.

For the National Teams, Mr. Ruger hopes to qualify two teams per gender for Rio and we are well on our way to achieving that.

Mr. Ruger is meeting with national coaches to determine what they need and how USAV could help. Mr. Ruger has spoken with the USOC about airline upgrades for Rio, and they are filling up very fast.

USAV has hired the High Performance replacement, she starts on November 3<sup>rd</sup>. She had great reviews on her from the continental federations. Her job is to find talent. Mr. Ruger hopes to integrate the pipeline and have JBT and HP work together. USAV is also working on a revised beach ranking system. USAV has been talking with Brazil about some high performance exchange programs. Mr. Ruger hopes to create a new Center of Excellence, somewhere outside of California. The NCAA does a good job developing the women, but no so much the men, so a special emphasis needs to be placed on their development. The season-ending championship for HP will be in July, 2016 in Chula Vista. USAV is trying to develop an app that could be used to communicate with JBT athletes and others and to provide feedback on events. Mr. Ruger announced that there will be trials for the World Junior Age Championships.

Mr. Reitingger asked that more emphasis be placed on communication between the National Office and the Regions.

**D. Indoor High Performance & Domestic Events**

**Tom Pingel (10)**

All four youth teams qualified for World Championships, including one second-place finish.

i. Report on 2016 18-and-under GJNC progress – the event will be held in Milwaukee, WI on April 29 – May 1. Qualifiers will begin on Martin Luther King Day weekend.

ii. Follow up on Molten ball issue – USA Volleyball issued a press release to clarify to teams the official Molten balls for use in girls', boys' and adult' divisions. Molten officials requested the clarification and staff worked closely with the to make the adjustment.

iii. Future locations of events - Mr. Pingel announced the locations for other events.

iv. Pending negotiations with city organizations – Cities have expressed interest in hosting USAV events as far out as 2021. Mr. Pingel is uncomfortable going into 2021 because the housing contract expires in 2020. Contracts for 2018 are almost complete.

**E. Region Services, Sport Development, Coaching & Officials**

**Margie Mara (11)**

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**MINUTES OF MEETING OF USA VOLLEYBALL BOARD OF DIRECTORS**

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**HELD OCTOBER 11-12, 2015, DENVER, COLORADO**

This was tabled to a future meeting. Ms. Okimura inquired about the new ball project in the Sport Development report, and if Molten was informed or was working with Sport Development staff to avoid any conflicts. Ms. Mailhot asked about the new rule book. Both of these questions will be taken back to the regions.

**F. Operations, Information Technology, Diversity & Inclusion** **Chris Vadala (13)**

Mr. Vadala reported that USAV should be receiving the first IT audit report next week.

**G. Finance** **Stacie Kearns (14)**

Ms. Kearns reported that reports, timing, and budgeting approval are key projects they are working on. Construction on the first floor office move continues, and USAV expects to be done with that by the end of the year.

**H. Human Resources** **Bernie MacLean (15)**

Ms. MacLean reported that HR is focusing on succession plans. The Colorado Springs office has completed the ergonomic training, and it is coming up in California.

**I. Communications & Creative Services** **Charlie Snyder (16)**

Mr. Snyder discussed the Rio Communications plan. A copy of his Power Point Presentation is attached. Ms. Okimura asked what USAV is doing to stand out. Mr. Snyder replied that USAV has reached a deal with ESPN 3 to air some promotional content. During the Rio Games, USAV will participate in the Gold Map program, where certain mobile sites will show volleyball full time and offer the functionality for people to find a program near them. Ms. Okimura indicated that the Board might hold a conference call to further discuss this topic.

**XIII. 2016 Olympic / Paralympic Games Update** **Kerry Klostermann**

**A. Security concerns** – there are concerns about security. Mr. Klostermann has contacted a security company which has provided an awareness brochure with a number of common sense guidelines on security in Rio.

**B. Attending Games** - Deadlines to request & pay for housing and Games tickets - Mr. Klostermann indicated that, if Board members are interested in going to Rio, please let him know as soon as possible so he can coordinate housing and allocate tickets and perhaps sublet some to other NGBs. Mr. Klostermann reminded the Board that they will need a visa and a valid passport that is in effect for six months beyond the Games to enter Brazil.

**XIV. USAV FOUNDATION**

**A. USAV / Foundation Task Force Report** **Andy Reitingger**

Mr. Reitingger reported that the Board discussed in Executive Session the idea of having a development portion in the Foundation, and will be discussing this at the Foundation meeting today.

**XV. NEW BUSINESS** **Lori Okimura**

**A. Diversity.**

Ms. Okimura reported that Mr. Shropshire has been tasked by the NFL to join a diversity commission, R.I.S.E., and he has asked USAV to participate in this. Ms. Dombkowski asked whether we need to inquire if R.I.S.E. supports other key programs, like Safe Sport. Ms. Okimura indicated that this will be discussed later, and the question for discussion now is whether Ms. Okimura will go on the advisory board under her own company or as a representative to USAV.

**MOTION #8, Made by Mr. Reitingger, Seconded by Ms. Dombkowski, to authorize Ms. Okimura to use her position as Chair of USA Volleyball while on the advisory board. Approved unanimously**

**MOTION #9, Made by Mr. Rogers and Seconded by Ms. Dombkowski, to go into Executive Session. Approved unanimously.**

**B. Executive Committee.**

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**MINUTES OF MEETING OF USA VOLLEYBALL BOARD OF DIRECTORS**

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**HELD OCTOBER 11-12, 2015, DENVER, COLORADO**

The Board reported that the following motions were adopted in Executive Session (it should be noted that the final votes on these motions were taken electronically after the adjournment of the meeting):

**MOTION #10, Made by Mr. Cain, Seconded by Mr. Hughes: The Board of Directors of USA Volleyball would like to recognize the long service of its CEO, Doug Beal, whose current contract will expire on Jan. 2, 2017. As the result of lengthy discussion, and the CEO's wish to retire from his position, the Board will approve and begin an executive search immediately for an appropriate replacement. The Board furthermore appreciates the support and involvement of the CEO in this search and transition process. Approved unanimously (16-0) via email.**

**MOTION #11, Made by Mr. Reitingger, Seconded by Ms. Reynaud: Effective immediately and no later than Dec. 1, a summary of all contracts of the corporation, including current obligations to deliverables and pending negotiation for future contracts, will be provided to the Board Chair or designee for review. To ensure continuity during the leadership transition, the Board must approve all contracts of a 2-year term in length or more, and/or any contract in the amount of \$100,000 or more of total income or expense, in cash or value in kind. Approved unanimously (16-0) via email.**

The Board also reported that, as a result of these motions as passed by the Board, there will be continued discussion and action towards the engagement of an executive search firm that will work with the Board Chair and a newly appointed Personnel Committee (subject to selection by the Board Chair and confirmation by the Board), the use of outside advisors (as designated by the Board Chair), and a CEO Timeline which will be comprised of both recommendations as submitted by the USAV executive management team as well as the Board of Directors. The final decision to hire a new CEO will be made by the members of the USAV Board of Directors by vote.

**MOTION #12, Made by Mr. Reitingger, Seconded by Mr. Gardner: As USA Volleyball is the sole shareholder of the USA Volleyball Foundation (the "Foundation"), and in that capacity is entitled to appoint the directors of the Foundation, the Board hereby directs Lori Okimura to (i) increase the number of directors of the Foundation to 13, and (ii) appoint John Hughes, Ken Cain, April Ross and Todd Rogers to the Board of Directors of the Foundation. Approved unanimously.**

XVI. **ADJOURNMENT**

Lori Okimura

**MOTION #13, Made by Mr. Hughes, Seconded by Mr. Reitingger, to adjourn. Adopted unanimously.**