

APPROVED January 19, 2002

UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS
May 25-26, 2001
Milwaukee, Wisconsin

Presiding: Albert M. Monaco, Jr.

Recorder: Karen M. Johnson

Present:

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

Directors: Dick Jones, Linda Dollar, Cynthia Doyle, Norma Carr, Denise Van De Walle, Gary Colberg, Anne Pufahl, Joe Sharpless, Michael O'Hara, Ann Davenport, Lynne McDonald, Jonathan Lee, Chuck McCracken, Chuck Stemm, Hank Van Arsdale, Nick Becker, Kim Oden, Sinjin Smith, Paula Weishoff-Hanold

Division Vice Presidents: Lauri Dagostino, Peter Dunn, Wally Hendricks, Joe Sharpless, Fred Wendelboe

Parliamentarian: Dave Lockwood

National Team Representatives: To be determined

National Staff: Kerry Klostermann, Margie Mara, June Lobeck, Barb Negilski, Carla Hall, Mike Chandler, Chris Stuart

Guests: John Armuth, Allan Chinn, Chris Clauss, Karen Gee, Laura Lindsay, Bill Madara, Niels Pedersen, Geri Polvino, Jon Reeser, Chip Reiley, Kay Rogness, Denny Smith, Dave Spencer, Joan Stemm, Nancy Strader

Excused Absence: Krista Blomquist-Hall, Carlos Briceno, Rebecca Howard, Roger Neppl, Brenda Williams

NOTE: Information is reported according to topic and not necessarily in the chronological order of discussion.

I. CALL TO ORDER/INTRODUCTIONS

The meeting of the Board of Directors of the United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:40 a.m. on Friday, May 25, 2001. Members of the Board of Directors introduced themselves. He announced the following: Rebecca Howard, Brenda Williams, Carlos Briceno and Roger Neppl were unable to attend; members leaving the Board include Linda Dollar, Anne Pufhal and Hank Van Arsdale; Charlie Jackson and Brian Quinn have resigned; Gary Colberg will continue on the Board as the NIRSA appointment; and Board members assuming office July 1, 2001 include Allan Chinn, Geri Polvino and Liz Masakayan.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Karen M. Johnson, Secretary, 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. Recognition of Milwaukee Hosts. President Monaco and Joe Sharpless, Vice President, National Championships Division, presented resolutions of commendation to Don Schutt, Badger Regional Volleyball Association, and Mark Martinez, Wisconsin Sports Development Corporation, for their role in conducting the Annual Meetings and the 71st USA Volleyball Championships. A representative from Wisconsin Center District was unable to attend.
- C. Special Rules of Order. President Monaco announced that Dave Lockwood will serve as Parliamentarian. Mr. Lockwood referred to the proposed "Special Rules of Order," distributed with the May, 2001 mailing to the Board of Directors.

MOTION #1 It was M/S/C (Sharpless/Van Arsdale) to approve the Special Rules of Order.

- D. Registration of Board Members. Secretary Johnson stated that each member of the Board must be registered with the Corporation. June Lobeck distributed forms to those who were not currently registered.
- E. Conflict of Interest Forms. Secretary Johnson reviewed the need for Board members to avoid a conflict of interest in their deliberations. Conflict of interest forms were distributed to those who did not complete them in January.

II. ANNOUNCEMENTS

The following announcements were made:

- A. FIVB Election. Past President Howard has been elected to the FIVB Board of Administration and Executive Committee, as one of two of the first women to ever hold such office.
- B. YMCA Hall of Fame Luncheon. Dick Jones invited everyone to attend the Annual YMCA Hall of Fame Luncheon and Induction Ceremony on Sunday, May 27, 2001. President Monaco noted that Val Keller, an inductee last year, passed away one month later.

III. APPROVAL OF MINUTES OF THE JANUARY, 2001 MEETING OF THE BOARD OF DIRECTORS

MOTION #2 It was M/S/C (Sharpless/Van de Walle) to approve the Minutes of the January 20, 2001 Meeting of the Board of Directors, as distributed.

IV. APPROVAL OF AGENDA

MOTION #3 It was M/S/C (Sharpless/McDole) to approve the agenda, as modified, with the option to adjust as necessary.

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

Stewart McDole, Treasurer, introduced Karen Gee, Niels Pedersen and Kevin Twohig, members of the F/B Committee, and presented the following report:

- A. FY 2000. A decline in our investment account as well as net worth occurred. Performance against budget was (\$581,591). Key items contributing to this loss included World League participation, national tournament events, investment earnings, sponsor commitments and personnel costs. As a result, several measures need to be taken, as reported below. It was noted that our administrative and support expenses are approximately 15.9%, which is less than the USOC benchmark of 22.0%. We received a "clean audit opinion" primarily because we are a non-profit organization and a preliminary plan was in place to address the financial concerns. The auditors made one recommendation: ensure receipts accompany reimbursement requests charged to the corporate credit card. In response to the 1999 management letter, the auditors deemed our inclusion of fiscal policies and procedures in the "Policies and

Procedures Manual” to meet their request for such information. They also reinforced the need for approval by the Board of Directors for any change in policy.

B. Considerations for FY 2001 Budget Expenses.

1. Olympic Planning – 2004. Mr. Pedersen conducted a fiscal analysis over several years and concluded that our expenses for the fourth year of each Quadrennium are approximately \$1 million more than each of the first three years. The intent of the F/B Committee is to accumulate sufficient cash during the first three years to cover \$200,000 of the fourth year expenses.
2. World League Participation. A review of the cost vs. benefit of the Men’s National Team participating in the World League was conducted. It is considered to be a critical component to ensure we can compete against the best teams in the world throughout the Quadrennium. It was noted that only three teams (Brazil, Italy and Japan) make money or break even in their participation. Sinjin Smith stressed the need to work collaboratively with the FIVB to address these issues. Mr. Klostermann and President Monaco will pursue this. It was noted that the conduct of the Grand Prix for the Women’s National Team has a different financial structure, as it is an event primarily conducted in Asia and promoted through sponsorships, at little to no-cost to us.

C. FY 2001 Budget. Margie Mara, Associate Executive Director, has been appointed Chief Operating Officer (COO) by Mr. Klostermann. She conducted an extensive examination of the first quarter, which was reviewed by the F/B and Executive Committees. The result of fine-tuning was contained in a report, “Consolidated 2001 Budget Revisions,” which was distributed to the Board of Directors. Treasurer McDole highlighted changes from the January-approved budget. He noted that all income received in 2001 but spent in 2000 has been deleted and that only realized income is included in the revised budget. A freeze has been placed on hiring new staff. In response to questions, Mr. Klostermann said that staff are over-worked but will be asked to prioritize their activities. In response to a question, President Monaco said that there never was an intent to file for bankruptcy as nothing would be accomplished by such action.

MOTION #4 It was M/C (F/B Committee) to approve the attached budget revision detail and authorize the resulting adjusted document as the 2001 Budget. (Refer to Appendix A.)

- D. Cash Flow Dilemma. The following actions will be taken to remove our continued problems with cash flow:
1. Develop income budgets that anticipate only guaranteed resources.
 2. Require absolute performance against budget at bottom line so that a given year can “stand alone” from a cash flow perspective.
 3. Take specific steps within resources that we control to rebuild corporate net worth.
 4. Exclude previously spent income from budget income lines.
 5. Rebuild the investment fund.
- E. Investment Funds. As of April 30, 2001 investment accounts totaled \$788,244, a drop from c. \$964,000 on December 31, 2000. The majority of this decrease was due to the changing market; however cash was also needed to pay 2000 bills. Nick Becker encouraged the F/B Committee to consider more investments out of equities.
- F. The Quad Plan. Treasurer McDole indicated that it is imperative that we solve cash flow, net worth and operational issues. With that in mind, the F/B agreed with the following conceptual objectives for the 2001-2004 Quadrennium:
1. Operate each year true to budget.
 2. Recreate the net worth of the association.
 3. Prepare an adequate financial base for Olympic year four.
 4. Grow the investment fund.

In response to questions, Treasurer McDole indicated that staff is conducting a monthly review and will ensure excess expenditures in one area will be made up in another area. Chuck McCracken suggested that the budget reflect cumulated deficits from previous years. Barb Negilski responded to a question by stating that we currently operate on a cash basis but are moving to an accrual system. It was also noted that if

savings in other corporate programs are not realized in the next 30-60 days, additional budget cuts will be proposed to ensure that a \$100,000 net surplus is in place at the end of this fiscal year.

MOTION #5 It was M/C (F/B Committee) to adopt the USVBA 2001-2004 Financial Action Plan. (Refer to Appendix B.)

- G. Access to Budget Documents. As reported at the last meeting, the F/B Committee continued to review policies on access to budget documents.

MOTION #6 It was M/C (F/B Committee) to adopt the "Policy on Access to Corporate Financial Documents" to replace policy approved by the Board of Directors in May, 1996. (Refer to Appendix C.)

Fred Wendelboe, Vice President, Regional Operations Division, indicated that the Division will have an action item recommending strategies for creating a long-term endowment fund.

VI. OFFICERS' REPORTS

- A. President. President Monaco reported on the following:

1. Appointments.

MOTION #7 It was M/C (Executive Committee) to appoint Liz Masakayan as Vice President, Beach Division.

The Board agreed by consensus that the International Beach Division will remain dormant at this time and that the focus of the Division will be on elite programs.

MOTION #8 It was M/C (Executive Committee) to appoint Dick Jones as Chair of the Membership Review Committee.

2. Meetings of the Executive Committee. Several items were forwarded for Board action from the Executive Committee:

MOTION #9 It was M/ (Executive Committee) that effective January 1, 2005, USAV Officers will be compensated at a rate of \$150.00 per day, in addition to expenses, for each day they spend on required meetings and activities of the Association, with the annual amount not to exceed \$5,000. (The maximum amount for the President will be \$10,000 per year.)

Questions were raised as to whether this applied to elected officers only and how the word "activities" would be defined.

MOTION #10 It was M/S/C (Johnson/Sharpless) to postpone the above motion until Saturday morning, May 26, 2001.

On behalf of Past President Howard, Executive Vice President Twohig was charged with reviewing the issues raised regarding an honorarium. He provided the following rationale: the elected Officers attend a minimum of 24 days of regularly scheduled USA Volleyball meetings away from home. Each elected Officer also has committee assignments and division liaisons requiring additional days of meetings. Total volleyball-related meetings approximate 40 days and potentially twice as many for the President.

MOTION #11 It was M/C (Executive Committee) that effective January 1, 2005, USAV elected Officers shall receive an honorarium of \$5000 per year plus reimbursement of expenses as provided by Corporate policy; and further, because of the increased demands of the office, the honorarium shall be \$10,000 for the President.

A hand vote was taken with 9 voting in favor and 3 against. The following individuals requested that their abstentions be recorded in the minutes: Stewart McDole, Lynne McDonald, Kevin Twohig and Hank Van Arsdale.

MOTION #12 It was M/C (Executive Committee) to adopt the USOC's mandated anti-doping program and the United States Anti-Doping Agency (USADA) protocols; and further, that such statements be placed in the *Guidebook*, with reference to contact the National Office or visit our website.

3. Review of Division Structure. President Monaco reviewed his charge to Mr. Wendelboe to examine the division structure. Mr. Wendelboe submitted a written report that primarily focused on the historical development of various structures. He noted that he hoped such an analysis would lead to a "sudden insight" on what a new structure would look like. This has not yet occurred. All Board members were encouraged to review the document and share any thoughts with Mr. Wendelboe. Jon Lee suggested we might seek input from an outside efficiency expert.
 4. Analysis of United States Volleyball Association Board Structure. President Monaco asked Dave Lockwood to examine the structure of the Board. A draft document, prepared by Mr. Lockwood, was distributed. A discussion will not take place at this meeting; however, all are invited to review and give comments to Mr. Lockwood and/or President Monaco.
- B. Past President. President Monaco indicated that areas for which Past President Howard is responsible have been delegated to others for this meeting to ensure continuity in reporting.
- C. Executive Vice President. Executive Vice President Twohig reported on the following items:
1. Ethics and Eligibility. At this time, there are no misconduct issues or complaints being reviewed by the Corporate Ethics and Eligibility Committee. The use of arbitrators at the junior qualifiers has been effective; unresolved issues have been resolved by the Event Ethics and Eligibility Committees or the YJOVD Arbitrator and the YJOVD Ethics and Eligibility Committee. Questions on eligibility have been resolved with input from the ROD and YJOVD Vice Presidents. Definitions of "resident foreign national" and "non resident foreign national" continue to be difficult to interpret and the YJOV Division has been asked to review these. The "frozen roster rule" has also been the subject of Arbitrator involvement and both the ROD and the YJOVD are studying the application of this rule.
Mr. Twohig indicated his support for reducing the number of codes of conduct, proposed by the Structure and Function Committee, as such change in language will lessen our liability.
 2. Arbitrators Program. Over 100 persons were asked to serve as arbitrators; of these only 13 were able to accept. A training session will be held at the 2002 Annual Meetings in Dallas with experienced arbitrators to further define the role of the Arbitrator. Mr. Twohig will begin to draft a casebook based on this year's experiences. Mr. Sharpless requested that his commendation of Mr. Twohig's efforts in this program be recorded in the minutes. The Board concurred with a round of applause.
 3. Qualifier Director Agreements. Staff and the nine Qualifier Directors have spent a great deal of time finalizing the details of a multi-year agreement for operation of USA Volleyball Junior National Qualifiers. The basic agreement includes a four-year renewable term and a rights fee based on a minimum payment plus a percentage over the minimum. Two of the Agreements were signed in April and commitments for most others have been received. It is hoped to have all the documents complete by the end of May, 2001.
 4. Executive Council. The Executive Council meeting was held on Wednesday May 23 at 7:00 p.m.. Specific agenda items included a presentation by Molten USA; access to national championships and a

request from the AAU; a discussion of synergy and coordinated efforts between divisions; and an overview from the Treasurer regarding Division specific budgets issues.

- D. Secretary. Secretary Johnson said that a form is being developed to help all officers, divisions, committees and commissions to submit reports in a similar format to the Board of Directors. Mr. Dunn suggested that we add agenda items to each. Secretary Johnson distributed a Board roster for updating and thanked June Lobeck for her assistance with all of the secretarial duties.

VII. PROFESSIONAL STAFF REPORTS

- A. Senior Director for Corporate Development. Chris Stuart made a presentation on the following:
1. Tag Line. "USA Volleyball: Courting Success" is the tag line being used in much of our promotion.
 2. Marketing. The red, white and blue ball is the official logo. All other logos will be phased out. Our focus for advertising is on the World League, Junior Olympic Volleyball and the National Teams. In spite of great efforts to reach people in Colorado Springs, we are not filling the arena.
 3. Sponsorships. Mr. Stuart highlighted those sponsorships which have been completed (e.g., Mizuno and 24 Hour Fitness) and those which appear to be close to signing. A key question is how we can "deliver" our 143,000 registrants to potential sponsors.
 4. Broadcasting. Our only connection at this time is with Fox Sports.
 5. Licensing. This area needs further development
 6. Videos. Three promotion videos were shown.
- B. Associate Executive Director. Margie Mara distributed copies of the 2001 calendar. She highlighted new products, which are available for sale on our web site. She reported that a volleyball booster has purchased the building we are in and has given us considerable cash for upgrading. The building is being branded with the official logo. Mr. Klostermann noted that the Flo Hyman sculpture has been placed at the entry-way of the building.
- C. Executive Director. Kerry Klostermann distributed a packet of information and highlighted the following:
1. AmericasTeams. AmericasTeams is an effort by 34 NGBs and AAHPERD to develop a for-profit organization, 50% of which will be owned by the collaborative. If the deal is completed, it could mean a significant amount of cash as well as software for varied functions, including registering of participants and scheduling of events. Representatives of AmericasTeams met recently with prospective investors in Rochester, NY. A background check by legal counsel indicated the investment holding company is solid in terms of net worth. The company's plan for raising money appeared to be viable. The potential investor is requesting up-front money from AmericasTeams (\$200,000). We should complete these negotiations within 30-45 days.
 2. Fundraising Efforts. Draft copies for soliciting corporate and supporter memberships, Volleyball America donations and planned giving were shared. A collaborative with other NGBs is exploring selling coupon books, where donors gain more in value with reduced purchase prices than the cost of the donation.
 3. USOC Grant Proposal. A grant proposal has been submitted to the USOC to help fund the USA Junior Women's High Performance Program.
 4. FIVB Commissions and Councils. Mr. Klostermann prepared a summary of activities of most structures of the FIVB. It was noted that the US may need to qualify for the World Grand Prix at the Pan American Cup next year. Dr. Acosta is concerned that USA World League matches are held in "small market" cities. The competition formula for the 2004 Olympic Games will be similar to that used for Sydney. The Medical Commission is proposing to abolish laboratory-based gender verification testing. Beach coaches are to be added to the Coaching Commission. John Kessel is coordinating a project to present technical films in various formats. The FIVB is having difficulty identifying sponsors for the 2002 World Championships. The Refereeing Commission recommended that females be permitted to officiate both men's and women's competition. President Monaco noted that the U.S. Department of the Treasury has charged us with violating federal law for signing a joint-agreement with Cuba to co-sponsor the Pan American Cup. We are working with

the USOC to get Senator Ted Stevens' staff to serve as intermediaries to reconcile our mission as an NGB with other federal laws.

5. National Team & High Performance Camps. Mr. Klostermann commended the work of Bob Gambardella and Tom Pingel in developing international opportunities for youth and juniors.

VIII. DIVISION REPORTS

A. Youth and Junior Olympic Volleyball Division. Lauri Dagostino, Vice President, distributed a written report and highlighted the following:

1. Registrations. Registrations of juniors continue to increase; however, approximately 200 less boys were registered. It was noted that the boys' committee will address this. The Division has also requested the RVAs to send three representatives to each meeting: one for boys, one for girls and one for outdoors.
2. Strategic Planning. The Administrative Council completed a two-day strategic planning meeting with an outside evaluator. Current and future goals were reviewed. A major concern is structure. President Monaco noted that he has asked the Division to recommend a revised structure to him.
3. YJOVD Development Fund. In addition to allocating \$16,000 for travel for youth and junior national players to try-outs at Penn State, \$4000 were allocated for staffing for the Kidz Kourt at the Junior Olympic Volleyball Championships in Salt Lake City. The latter reflects the first use of the development fund for grass roots efforts. Guidelines for applying for these funds will be approved at the August meeting of the Division.

Denise Van De Walle expressed concern about the use of a university or college campus as the site for tryouts for youth and junior national teams. As the NCAA permits contacts with players when they are on your campus, many coaches feel an unfair advantage is given to the personnel on that campus. These concerns will be shared with Tom Pingel.

4. Concerns. A major concern revolves around who has final authority for making decisions regarding junior programming. As at least four divisions are involved, communication is not as effective as it should be. President Monaco requested Mr. Wendelboe to ensure he seeks input from the YJOVD as he continues to examine restructuring and noted that we are attempting to get more overlap of Division meetings to enhance communication and consultation. The lack of direct representation to the Board of Directors is also a concern, as the Division has no assurance of representation through the RVAs.

B. Beach Division. As noted previously, Liz Masakayan will be the Vice President. (Refer also to the report on the World Beach Council.)

C. Disabled Division. Roger Nepl, Vice President, submitted a written report but was unable to attend. Lauri Dagostino gave a verbal update on the April, 2001 meeting with the Shriners' Hospital in Tampa, FL. She considers the involvement of a local YMCA to be an excellent addition to the working group. A database is being developed for identification of players. She also noted the Florida Regional Volleyball Association sponsored a tournament. A proposal has been presented to the Tampa Sports Commission and the Florida Region to fund travel for athletes to these tournaments. A proposal to include sitting volleyball in the curriculum of the Florida middle schools is also being considered.

President Monaco highlighted the importance of Paralympics within the USOC and of our efforts to incorporate programs in U.S. Volleyball.

D. Member Relations and Human Resources Division. Pete Dunn, Division Vice President, referred to his written report and highlighted the following:

1. Annual Reports from Member Organizations. Copies of these reports were distributed to the Board. Mr. Dunn indicated that follow-up will occur on several suggestions.
2. Personnel. Joan Powell has resigned and will be replaced by Chris Clauss and John Armuth.
3. Safe Environment Report. Darlene Kluka completed the written report, "Creating Safe Environments." Thirteen recommendations resulted from the study. As several involve ethical issues, these will be deferred until the Structure and Function Committee can review them to ensure we are not legally liable. The Division will review them as well and, if appropriate, bring actions back to the Board.
4. Recognitions. The following action items were presented:

MOTION #13 It was M/C (Member Relations and Human Resources Division) to name the All-Time Great Coaches Award – Contemporary Division in honor of Don Shondell.

MOTION #14 It was M/ (Member Relations and Human Resources Division) to create a Legacy Citation.

Although 40 years of service to U.S. Volleyball is the primary criterion, it was noted that additional stringent criteria might be difficult to achieve; e.g., two corporation awards in addition to the Leader in Volleyball Award.

MOTION #15 It was M/S/C (Johnson/Twohig) to refer the Motion #14 back to the Division.

Mr. Dunn noted that the Sports Medicine and Performance Commission is recommending the establishment of a sports science award. Mr. Dunn will work with him to develop the criteria and address concerns about a monetary recognition.

- E. National Championships Division. Joe Sharpless, Vice President, distributed two reports in addition to that included in the mailing to the Board of Directors. He highlighted the following:
1. Joint Meeting with ROD. Joint agreement was reached on scheduling the 70 and over, 75 and over, 30 and over and coed and reverse coed tournaments.
 2. 2001 USA Championships. We have a total of 471 entries for 34 national championships. He requested Board members who will be present to be involved in recognition ceremonies as well as with appeal committees.
 3. Transition to Staff-Driven Function. Staff has assumed responsibility for many aspects of the Division function, including site selection, finalizing contracts, handling equipment and doing registration. Concern was expressed about the overload on staff and the apparent lack of advanced site scheduling. It was noted that we will be in Dallas for the 2002 Championships and negotiations are in progress for 2003. Attention is being given to ensuring consistency in formats for championships.
- F. Officials Division. Wally Hendricks, Vice President, distributed a written report and highlighted the following:
1. Ratings. All junior national ratings were conducted at the Qualifiers and national ratings were conducted at the NIRSA Championships. Re-training of officials will occur at the USA National Championships. Junior national and beach scorekeepers will no longer be trained and rated separately. A beach “official,” will be qualified to referee and keep score. For the first time in seven years, 150 national referees were re-evaluated. A rotation plan is in place to re-evaluate every three years. Eight individuals, representing different geographic areas, will be sent to the Girls’ Junior National Championships to learn to rate officials. Several individuals will also be funded to attend high performance camps this summer to begin to prepare them for international officiating.
 2. Ranking System. A ranking system has been developed, which specifies the level of officiating individuals are qualified to do.
 3. Code of Ethics. After consultation with Dave Lockwood, it was determined to revise language to state “a good official should do this.” Officials will not be required to sign the document.
 4. Dues. All beach officials will register and pay dues this year. A new billing system has been developed and will be sent out to all officials.
 5. Electronic Communication. All Division correspondence will be transmitted electronically from now on. Exceptions will be for those retired officials who may not use email. Information will be sent to Regional Commissioners for those officials who do not access email. The Case Book is now on the web.
 6. Interaction with PAVO. A meeting is scheduled with PAVO later this week. The joint agreement is still under consideration, but we must have identical techniques in order for this to occur. A joint exam is becoming less feasible due to such great variation in rules.

- G. Regional Operations Division. Fred Wendelboe, Vice President, distributed a copy of a summary of the meeting of the Division, May 25-26, in addition to the written report mailed to the Board. He highlighted the following:
1. Overview of Meetings. The overall tenor of the meetings was difficult, especially since many requests were made for additional funding for the Corporation. Hank Van Arsdale indicated there is great concern by all 39 RVAs about the way the USAV is conducting its business.
 2. Announcements/Information. The Regional Operations Division
 - re-elected Ann Davenport and elected Allan Chinn to succeed Hank Van Arsdale, who will be leaving the Board, as its Directors to the Board.
 - proposed that the IMPACT Plus coaching education program be made available to RVAs on an optional basis for a fee of \$100/season, which is the same price as the IMPACT program.
 - reaffirmed its commitment to keep Volleyball USA as a requirement for full membership.
 - created an ex-officio, non-voting position on the ROD Administrative Council for a representative from the Players' Advisory Council.
 - recommended that a bid process for hosting Qualifiers be developed and circulated to the RVAs.
 - discussed a number of issues involving transfer of individuals between teams at various times during the season.
 - developed several recommendations regarding issues involved with the US Club, Senior and Masters competitions.
 - will refer to the YJOVD a recommendation regarding the allocation of JOVC bids to sub, provisional or associate RVAs for input.
 - discussed concerns of the YJOVD that they feel disenfranchised. The RVAs share the concerns of their representatives and would support the efforts of the YJOVD to seriously look at the structure and meeting scheduling of that Division.
 - is concerned about the lack of opportunities for interaction and communication with all structures and substructures of the Corporation.
 - continued its commitment of placing \$1/registrant per year for three years to be used for a licensing or servicing fee in conjunction with AmericasTeams or any other conglomeration of NGBs that allows the project to proceed should the AmericasTeams sponsorship not eventuate.
 3. Action Items.

MOTION #16 It was M/C (Regional Operations Division) to amend Article XIII D 1 b of the Operating Code to move the Chesapeake Regional Volleyball Association from the South-Atlantic Section to the North-Atlantic Section.

MOTION #17 It was M/C (Regional Operations Division) to approve the application of the Bayou Sub-Region to become a Regional Volleyball Association.

MOTION #18 It was M/ (Regional Operations Division) that USAV create a formal development plan that delineates multiple strategies for creating an endowment fund.

MOTION #19 It was M/S/C (Twohig/Lee) to refer the above motion to the Finance/Budget Committee.

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

A. Directors' Nominating Committees

1. International Player Directors. Paula Weishoff-Hanold, Chair, announced that Sinjin Smith was re-elected Male Player Director and Liz Masakayan was elected Female Player Director.

2. Multi-Sport Directors. Secretary Johnson (Chair, ex-officio non-voting) indicated that Geri Polvino was elected to the three-year term and Gino Grajeda was elected to the one-year term.
- B. Membership Review Committee. Dick Jones, Chair, said that Chuck McCracken, Darlene Kluka and Denise Van De Walle have been appointed to the committee. Carlos Briceno will also be asked to serve. An organizational meeting was held earlier in the day.
- C. Archives Committee. Pete Dunn, Chair, reported that conversion of all archives to CD-ROMs or other digital format has been placed on hold until the USVBA financial situation improves.
- D. Recognitions Committee. Pete Dunn, Chair, reported on "the Boyce" Banquet and thanked those who were involved. The plaques, which were to be distributed, had to be re-done. He also indicated that several committees would be better supervised this coming year.
- E. Structure and Function (SF) Committee. Dave Lockwood, Chair, presented the following action items:
 1. Changes to the Bylaws. (Refer to Appendix D for a copy of the approved changes to the Bylaws.)

MOTION #20 It was M/C (SF Committee) to amend Article IV 4.01 D 1.
MOTION #21 It was M/ (SF Committee) to amend Article IV 4.01 D 3.
MOTION #22 It was M/S/C (Van Arsdale/Johnson) to POSTPONE Motion #21.
MOTION #23 It was M/ (SF Committee) to amend Article IV 4.01 D 4.
MOTION #24 It was M/ (Regional Operations Division) to substitute the following language for Article IV 4.01 D 4:
"Is incorporated under the laws of the state (or if a multi-state organization, under the laws of one of the states) in which it is located, as a not-for-profit corporation. Upon dissolution of the RVA corporation or termination of recognition as an RVA by the USVBA, all net assets, if any, shall inure to the benefit of a not-for-profit corporation in the similar geographic area, designated by the USVBA for the development and furtherance of volleyball; or be distributed according to the laws of the RVA's incorporating state."
MOTION #25 It was M/S/C (Johnson/Van Arsdale) to refer Motion #24 back to the Structure and Function Committee.
MOTION #26 It was M/S/C (Johnson/Second) to refer Motion #23 back to the Structure and Function Committee.
MOTION #27 It was M/C (SF Committee) to amend Article VI 6.04.
MOTION #28 It was M/C (SF Committee) to amend Article VI 6.06.
MOTION #29 It was M/C (SF Committee) to amend Article VII 7.01 C
MOTION #30 It was M/C (SF Committee) AS AMENDED to amend Article XI. 11.01 C 1 and 2.
MOTION #31 It was M/S/C (McCracken/Twohig) to amend Motion #30 as follows:

1. Add ROD to the list of groups "in consultation with" and add (s) to the Event Arbitrator.
2. Add NCD to the groups "in consultation with," add (s) to the Event Arbitrator and, in the last line, insert between event and of "and all championship events of the Corporation."

Mr. Lockwood indicated that NIRSA will be added to the list of the Education-Based Multi-Sport Member Organizations.

2. Changes to the Operating Code. (Refer to Appendix E for a copy of the approved changes to the Operating Code.)

MOTION #32 It was M/C (SF Committee) to amend Article III B 3 a, b, c, d and e.
MOTION #33 It was M/C (SF Committee) to amend Article III E.
MOTION #34 It was M/C (SF Committee) to amend Article VII C and D.
MOTION #35 It was M/C (SF Committee) to amend Article X D 2.
MOTION #36 It was M/C (SF Committee) to approve in concept the deletion of current language in the *Guindebook* dealing with substance abuse and add language indicating that the USOC-mandated program with protocols of the United States Anti-Doping Agency (USADA) are used by the USVBA; further that the Structure and Function Committee finalize this language in consultation with professional staff.

MOTION #37 It was M/C (SF Committee) to amend Article X E 3 a, b and c.
MOTION #38. It was M/ (SF Committee) to amend Article X E 3 e 1.
MOTION #39 It was M/S/C (Lee/Dollar) to postpone action on Motion #38.

3. Other

- a. Charge to the Member Relations and Human Resources Division. Language regarding programs for disabled athletes will be transferred to the Disabled Division.
- b. USVBA Codes of Behavior. Due to the potential legal liability of varied documents in the *Guidebook*, the following action was taken.

MOTION #40 It was M/C (SF Committee) to eliminate the "USA Volleyball Codes of Behavior, listed on pages 359-362 of the *2001 Official Guidebook*.

The Executive Committee has requested the Committee to develop some general language on ethical behavior and present this to the Board in January, 2002.

F. Sports Medicine and Performance Commission. Jonathan Reeser (Chair) submitted a written report and highlighted the following:

1. Annual Meeting. This was held in conjunction with the AVCA Convention in Richmond in December. New members of the Commission include Lindy Binns and Jim Stewart.
2. Pre-Olympic Congress. Several volleyball research presentations were made in Brisbane, Australia, at the Pre-Olympic Congress. It was suggested that such presentations be included in all future Congresses.
3. International Journal of Volleyball Research. The third volume of the Journal was recently completed. Funding for the fourth Journal has been received from the US Volleyball Educational Foundation. Darlene Kluka is the Executive Editor. We are now listed in Index Medicus, which should increase visibility and improve subscriptions. Discussion has also been held about delivering the Journal electronically.
4. Other Projects. Two presentations on volleyball sport science will be given at the American College of Sports Medicine during the first week of June. Dr. Reeser is preparing a volleyball handbook for publication in the IOC Encyclopedia of Sports Medicine.
5. FIVB Medical Commission. FIVB became a member of the World Anti-Doping Agency (WADA), adopting the protocols for drug testing. The Commission split its vote (50-50) on deletion of laboratory-based testing for gender verification. The Board of Administration adjudicated on the issue and determined to retain the current policy of testing.
6. NCAA Injury Database. Dr. Reeser will be accessing the ankle injury database of women volleyball players. Data have been collected since 1945.
7. Policy on Gender Verification. The SMPC recommended that the USAV policy on gender verification be revised.

MOTION #41 It was M/C (Executive Committee) to approve the recommendation of the Sports Medicine and Performance Commission that the USAV Policy for Determination of Gender (Appendix C in the USVBA Policies and Procedures Manual) be revised as reported in Appendix F of these minutes.

8. Sports Science Award. A proposal for a sport science award was prepared. In conjunction with Pete Dunn, Chair, Recognitions Committee, it will be fine-tuned and presented to the Board at another time.
- G. Committee on Diversity in Volleyball. Ms Johnson, Chair, indicated a full report of the activities of the committee will be given at the January, 2002 meeting of the Board of Directors. She applauded many efforts of the NGB to increase diversity, including the composition of the Board of Directors and the Volley Van. The committee would like to see the latter reinstated as it had such a tremendous outreach function. One disappointment is that the number of male registrants has declined by 7% since 1995.

- H. Rules of the Game Commission. Bill Madara, Rules Interpreter, reported on behalf of Sue Lemaire, Chair. He highlighted rules changes for the USVBA, the NAGWS, the NFSHSA and the FIVB. A question and answer session followed.
- I. Nominating Committee for Board Representative to Executive Committee. Denise Van De Walle (Chair) read the names of the three individuals who were nominated and agreed to run: Chuck McCracken, Lynne McDonald and Joe Sharpless. Ballots were distributed and counted by the Committee, and President Monaco announced that Lynne McDonald was re-elected to the one-year term.

X. OTHER REPORTS

- A. Players Advisory Council. Paula Weishoff-Hanold, Chair, reported on the meeting of the Council on Friday, May 25. Only three players and the Player Directors on the Board attended. The key concern was how to get more players involved in the Council. An email distribution will be developed to send to international and domestic players, inviting their input, alerting them to key NGB issues and indicating minutes of the Board of Directors are on the web site. If some travel funds could be allocated to the PAC, we could increase participation.
- B. United States Olympic Committee.
1. Board of Directors and NGB Council. Copies of written reports were distributed by mail to the members of the Board of Directors. President Monaco noted the concern that the NGBs do not have 51% of the voting strength on the Executive Committee. Nick Becker has been appointed to the USOC Audit Committee.
 2. Athletes' Advisory Council. Nick Becker reported that election of new officers occurred at the January 2001 meeting. Bob Ctvrtlik is chair of the search committee to identify a location for the World Anti-Doping Agency (WADA). In response to a question, Mr. Becker said the athletes would prefer to have USOC support money paid directly to the athletes rather than being passed through the NGBs.
- C. Volleyball Hall of Fame. President Monaco reported that a major contribution from the Massachusetts legislature was not realized. One proposal from the Basketball Hall of Fame might be to move the Volleyball Hall of Fame to Springfield to an area geographically close to the former. A new Board is in place and is working aggressively to address the financial issues. He again encouraged members of the Board to make a nominal donation so that the Hall of Fame can report this to other potential donors.
- D. World Volleyball Beach Council. Sinjin Smith, President, reported that the World Tour has 24 events for this year, including a Grand Slam in France, the World Championships in Austria and the Goodwill Games. Each has prize money totaling over \$180,000. New rules are being tested this year: rally point scoring and a smaller court. For the 2004 Olympics, the qualification system will be the same as in 2000. It was noted Mr. Acosta is attempting to get the IOC to increase the numbers of teams from 24 to 32. There will be a domestic tour this year under the AVP name, with Leonard Armato, the new owner, in charge. He is willing to work with USAV and the FIVB and is permitting all players to enter international tournaments. The BVA is conducting its last event this weekend.
- E. Starlings. Kim Oden reported that the current focus has been on preparing for and conducting the Second Annual Championships in San Diego, June 21-24, 2001. Ms Oden thanked several individuals for assisting with finding officials. She also noted that players will call their own lines. Data will be collected on this approach, which can be shared with the Board.
- F. Southern California Olympians. Mike O'Hara reported that at a meeting of Southern California Olympians, it was noted that \$15,000-\$20,000 are in a Flo Hyman Scholarship Fund. Mr. O'Hara will pursue this further to determine the nature and criteria for such an award.

XI. BREAKOUT SESSIONS

President Monaco divided the Board into three groups, which discussed several issues:

- A. Potential Impact of Loss of Men's Collegiate Volleyball Programs. On behalf of the group, Gary Colberg proposed that the men's volleyball season be moved to coincide with that of the women's. Either double

headers could be scheduled or when women are playing at home, men would play the same institution away. The national championships could be held at the same site and time for both the men and the women. The popularity of the women's game would hopefully influence the men's game. A coed and reverse coed season could be held in the spring. He suggested that cutting the roster for football teams from 115 to 90 would provide sufficient dollars to cover the cost of a men's team. Norma Carr suggested that one reason women's volleyball is popular is that it is not competing with a comparable men's sport at the same time. Cynthia Doyle felt the growth of interest in women's basketball is because of competition in the same season. Wally Hendricks expressed the opinion that many colleges and universities will not cut men's football and basketball team rosters as these sports draw alumni support and media attention. In addition, most are still trying to provide equitable opportunities for women.

Jon Lee reported for the group on an idea for recouping, if programs are discontinued. High school students could be invited to Colorado Springs to train. Possibly scholarships could be offered and students could attend college part-time. Several individuals felt the key solution would be to build men's club programs. Mr. Colberg noted that the University of Arizona is giving modest scholarships for its men's club team. An open division was held at the NIRSA championships this year to accommodate these teams.

- B. Division Restructuring. Stew McDole reported on behalf of the group, noting that there was not necessarily consensus on the observations or recommendations. There is overlap in functions of several divisions and confusion about responsibility. Divisions lack autonomy and do not have direct representation to the Board. Division functions should support the mission of the NGB. Players should drive the functioning of the USAV. Liaisons to divisions appear to operate in a top-down fashion. Volleyball is not the key focal point of many Member Organizations. Regional Volleyball Associations exist and attempts to restructure may be difficult. In addition, top-level leadership appears to be inbred.

Recommendations included the following: divisions need direct representation on the Board; liaisons should be selected from the divisions and operate from the bottom up; divisions should have more autonomy and decision-making authority; and a method to rotate top level leadership should be developed.

Chuck Stemm added the point that RVAs were responsible for creating the junior division. Dick Jones suggested that we seek an external review of our structure and engage in strategic planning.

- C. Top Priorities for the Beach Game. On behalf of the group, Nick Becker highlighted the following priorities: support the professional beach tour, including the training of coaches and officials; support satellite tours; and develop our own set of tournaments at the amateur level. Sinjin Smith stated that we should not attempt to develop a program that forces two players to play together. He felt that we need to support the efforts of others until such time we have sufficient resources for training and development. Mike O'Hara cited the Australian women's team as an example of success of training and scouting. Dave Lockwood suggested we use the approach of a volley van that could travel and develop the game. Chuck Stemm, Hank Van Arsdale and Fred Wendelboe reported on the efforts that several Regional Volleyball Associations have made. Independent beach associations have often not been receptive to RVA offers for help. Stew McDole questioned whether we can grow the sport without an institutional base; e.g., school and college programs. It was agreed that this is a difficult issue.

XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Colorado Springs, CO, January 19-20, 2002.

XIII. ADJOURNMENT

MOTION #42 It was M/S/C to adjourn the Annual Meeting of the USVBA Board of Directors on Saturday, May 26, 2001 at approximately 12:05 p.m.
