

**UNITED STATES VOLLEYBALL ASSOCIATION
MINUTES OF THE MEETING
of the
BOARD OF DIRECTORS**

January 15-16, 2005
Colorado Spring, CO

Presiding: Albert Monaco

Recorder: Susan True

Present:

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

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

Division Vice

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

Parliamentarian: Karen Johnson

National Staff: Doug Beal, Mike Chandler, Diana Cole, Liz Cornella, Todd Dagenais, Carla Hall, Rebecca Howard, Jennifer Joseph, John Kessel, Kerry Klostermann, June Lobeck, Margie Mara, Tom Pingel, Collin Powers, Paul Soriano

Guests:

Excused Absence: Stacy Sykora, Ethan Watts

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

I. CALL TO ORDER/INTRODUCTIONS

The meeting of the Board of Directors of the United States Volleyball Association was called to order by Al Monaco, President, at approximately 8:34 am on Friday, January 15, 2005.

- A. Roll Call, Declaration of Quorum and Silent Roll Call. Following self-introductions, Susan True, Secretary, declared a quorum was present. She reminded the directors that a silent roll call is taken after each recess of the Board of Directors meeting.
- B. Special Rules of Order. Karen Johnson, Parliamentarian, referred to the proposed "Special Rules of Order," distributed via email, and highlighted several rules. She also pointed out the addendum on conflicts of interest and noted that, if a potential conflict exists, the Director should so state in the discussion. If a conflict exists when the vote is taken, a Director should abstain and ask that such abstention be recorded in the minutes.

<p>MOTION 1: It was M/S/C (Lee/Sharpless) to approve the Special Rules of Order for the 2005 Winter Meeting of the Board of Directors.</p>
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II. ANNOUNCEMENTS

- A. Welcome to New Members of the Board of Directors. Mr. Monaco welcomed Donise King, Sue Mailhot, Joan Powell and Susan True to the Board of Directors.
- B. Recognition of Rebecca Howard. Mr. Monaco extended the appreciation of the entire association to Rebecca Howard for her outstanding leadership as Chief Executive Officer for the past two-plus years. The Board of Directors gave her a standing ovation.
- B. Procedural Items. Ms True reported that hard copies of approved minutes and action items of the Executive Committee and Executive Council had been distributed. References to these items will occur later in this meeting. She noted that a roster of the Board was being circulated and asked that it be updated. Mr. Monaco asked each member of the Board of Directors to complete the Administrative Registration Form if not already registered with an RVA, so everyone would be registered with the Corporation.
- C. Reimbursement. Margie Mara stated that expense report forms were available on the table outside the meeting room. People may pick them up during the next break.

III. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES OF THE MAY 28-29, 2004 MEETING OF THE BOARD OF DIRECTORS

Motion 3: It was **M/S/C (Sharpless/Viera)** to approve the Minutes of the May 28-29, 2004 meeting of the Board of Directors.

V. OFFICERS' REPORTS

A. **President.** The following items were discussed.

1. CEO Nominee: Mr. Monaco announced the Search Committee was recommending approval of Doug Beal as the new Chief Executive Officer for USA Volleyball. He invited Mr. Beal to address the Board of Directors. Afterwards there was time for questions from the Board of Directors. Mr. Beal briefly reviewed his history with the sport of volleyball. He was introduced to the sport in the fourth grade. That led to a series of opportunities to play and compete in the sport including the remarkable opportunity to represent his country and wear "USA" on his back. These events influenced who he is and provided a unique opportunity to travel around the world, to interact with different people, see things he never dreamed he would see and to view the United States from a different perspective. The next fortunate event was being named the National Coach on several occasions. Not a day went by that he did not think about the huge burden he carried, but they were some of the most wonderful years he has spent in his lifetime. He met his wife during this time so his family is a really a result of his involvement with volleyball. All these experiences carved out who he is and why he is interested in leading the association. Because of these experiences, his background and his passion, he thinks he can be a credible leader and can articulate the goals and positions of this NGB within the sports community and beyond.

His vision for volleyball is to see it climb even higher on the ladder of significant sports so it has more impact in the world of entertainment and leisure sports. He wants volleyball to occupy a significant place in our society. He wants volleyball to appear regularly in the newspaper and other print media, on television and radio. He wants the sport to be played by the able and disabled, by men and women of all ages and at all levels of play, and he wants to be a leader in making this happen. The focus must be on growing the game. This is our charge and what we

should be doing. We have USOC mandates, serious financial responsibilities, bylaws and policy mandates, but we need to be about growing the game through our partnerships with organizations and sponsors. We are a unique organization with a range of varying constituencies and if we influence all of them with a single focus of growing the game, we will be the self-actualized organization we aspire to be. We will accomplish that through a wide range of programs we already operate like championship events, qualifying events, tryouts, camps and coaching opportunities throughout the country. We must provide our youth with more competitive opportunities, including internationally, more training hours and provide coaches education programs to a wider audience. We must expand our membership. We must target revenue generation opportunities. Hopefully, we can focus as much staff time and energy on creating revenue as on spending it. Generating revenue will be our number one objective for the first year. We need additional income to grow the game rather than continuing to build a larger and larger reserve.

National teams: This year, in particular, is a year of unique transition. We will have two new head coaches in the near future, the Men's Team will end up in a new, sea-level location this year or next. We have just completed a remarkable quadrennial with the women's program and we must not lose that momentum. The women's program accomplished two special things, being ranked #1 in the world twice and winning the NORCECA Championships two times in a row. It has been 25 years since the latter has been accomplished.

On the men's side, we must establish a new training location and build on the upswing of the last 12-18 months, the positive performance in Athens and achieving the #4 ranking in the world. We need to be serious about participation in the World League because we must compete against the top countries in the world.

Mr. Beal concluded his remarks with two thoughts. He does not want to spend time on who gets credit for growing in the game. If it grows because of AVP, NAIA, NCAA, high schools or because of partnerships with any number of excellent organizations, we will celebrate that growth. Second, he hopes that USA Volleyball staff and volunteers will become visionaries to some degree by looking in the future and visualizing what the association can be and then think about how we accomplish that vision.

Question: How will you assure that both programs will be treated fairly? Mr. Beal responded there will be no differences. Perhaps the women's program is more important because of its visibility, but we need to get men's volleyball on the radar screen in this country by adding high school championships and more men's collegiate programs. On the women's side, we are not competing well against women's basketball. We need to fill the same size arenas as women's basketball. And we must remember that we have responsibilities to indoor, beach and Paralympic volleyball teams as well.

Question: There does not appear to be any formal coordination of the beach game. The international game has developed well, but what is your vision of the beach game at the grassroots level? Mr. Beal answered that he would like to partner with the AVP which has great visibility, credibility and reach that USA Volleyball does not have at this time. He wants to reach out through the Regions to develop High Performance Programs for beach. The outdoor and indoor recreational players need more playing opportunities, materials on volleyball officiating and coaching.

Question: What are your thoughts on increasing representation from diverse populations? Mr. Beal responded that growing the game in all areas (suburban, rural, urban, etc.) will increase the diversity in the sport. This is reflected in the fact that the larger women's program is more diverse than the men's program. He would like to see the Starlings program expanded and see a similar program developed for boys

What is your past experience in running a staff the size of USA Volleyball's? Mr. Beal said he has managed a business staff and a staff of seventeen in San Diego as National Team Director. Although those were smaller staffs, he considers himself a good motivator and leader. USA Volleyball has a good staff, a pretty creative staff that is motivated to provide excellent programs. By partnering with Member Organizations, USA Volleyball can be even more creative. The staff must be tuned into fiscal responsibility and how to create more revenue so we can expand current programs and create new ones.

Questions: Why not move the Women's Team too? Why isn't the Head Coach of the Women's National Team a dream job? Mr. Beal responded that relocating the Men's Team is driven by the altitude issue. The faster the ball moves, the greater the impact of altitude. This scenario will occur with the women's game within the quadrennial, so we have not ruled out moving the Women's Team. It is just not the priority it is for the men. Also, a higher percentage of the men's volleyball population is from southern California. With regard to the head coaching position for the women's team, there is great interest in the position. The top collegiate coaches want the position very much and consider it a dream job. However, we have limits on what we can pay the head coach. The level of collegiate coaches' salaries has expanded along with the visibility of the women's game. Even assistant collegiate coaches make more than USA Volleyball can pay. The second issue is even more limiting. The coaches we are seeking have great job security where they are and their families are well established in the community. In addition, being the Head Coach of the National Team is very wearing on an individual and his/her family. Unlike the collegiate situation, it is not something a person wants to do for twenty or thirty years. Mr. Beal remains confident that USA Volleyball will hire two outstanding head coaches who will remain with the program for two or more quadrennials.

Question: What are your ideas on how the USA Volleyball Foundation can generate revenue? Mr. Beal responded that the USOC partners with NGBs to identify major donors. We must systematically pursue significant contributions and conduct a professionally managed annual-giving program. USA Volleyball should go to universities to host events and go through their boosters to general revenue. USA Volleyball needs to increase revenue from events by expanding current events to populations not currently served and by creating new events that are not qualifiers for some level of championship.

Question: What about juniors? Mr. Beal responded that USA Volleyball needs to aggressively present volleyball at all levels because not everyone wants to play every day and compete at the highest level. There is a range of services we can provide those people, especially through partnerships with organizations like NIRSA, NRPA, etc. However, we need to be careful as we expand events that we maintain the high quality of the event, and we need to double or triple the number of qualified coaches and officials to cover even the current expansion plans.

Question: We currently do not have a marketing director. Is the hiring of one a priority? Mr. Beal responded that it is not a top priority because he is not sure it would pay off at this time. We need to talk to the coaches of top collegiate programs to discuss ways we could better market the sport, USA Volleyball events and the National Teams. He hopes the future brings with it a real need to hire a marketing director.

Motion 4: It was M/C (Search Committee) to hire Doug Beal as the Chief Executive Officer for USA Volleyball.

The meeting recessed at 10:10 am and reconvened at 10:20 am.

1. Action Items by the Executive Committee. Mr. Monaco reported on actions taken by the Executive Committee at its meetings in October, December and yesterday.

- a. Approved the Championship Events Commission (CEC). Although it is not a Division, the Executive Committee voted to make the Chair of the CEC a voting member of the Executive Council.
 - b. Accepted the USAV Foundation Development Plan
 - c. Approved a recommendation to the Board of Directors to move \$1,280,000 from the Investment Portfolio to the USA Volleyball Foundation account
 - d. Approved a recommendation to the Board of Directors to transfer \$15,000 from the 2004 surplus funds to the USA Volleyball Foundation to support initial operating expenses.
 - e. Approved the Events Department budget that includes the increase in events.
 - f. Approved a study of a possible increase in the Regions' administrative fee
 - g. Approved further study of a recommended CAP certification requirement for US Junior Championships in 2006 or 2007.
 - h. Approved a Bylaws revision concerning Arbitrators that Kevin Twohig will report on later.
 - i. Approved a recommendation to the Board of Directors to allow staff to negotiate for the purchase of sport courts.
 - j. Approved a recommendation to the Board of Directors to allocate a 2005 budget amount not to exceed \$15,000 for the build out and occupation of a warehouse location sufficient to meet the needs of existing USAV storage and the expanded requirements of 40 Sport Courts and associated equipment.
 - k. Preliminary approval of 2005 Budget to allow the corporation to operate from January 1-15.
 - l. Approved a grant program for disadvantaged athletes
 - m. Approved revisions in the Policies and Procedures Manual
 - n. Approved Senior Director access to all corporate contracts. The Treasurer and the Senior Director will deal directly on financial issues, budget implementation and oversight.
 - o. Received Dr. Jonathan Reeser's document entitled, "Practical Guidelines for Prevention and Treatment of Common Volleyball Injuries" as a position paper to be posted on the website.
2. Nominating Committee for Board Representative to Executive Committee: Mr. Monaco requested Board approval of the Nominating Committee for the Board Representative to the Executive Committee. The election will take place at the Annual Meeting of the Board of Directors.

Motion 5: It was **M/S/C (True/Stemm)** to approve the following Nominating Committee for the Board Representative to the Executive Committee: Jonathon Lee, Chair, Katherine McConnell, Joe Sharpless and Jeff Stork.

Motion 6: It was **M/S/C (Sharpless/Clauss)** to approve the following appointments: Chris Clauss, at-large Director; Disabled Sports Division Vice President, Roger Neppl; Member Relations and Human Resources Division Vice President, Cynthia Doyle Perkins; Officials Division Vice President, Glenn Sapp; Regional Operations Division Vice President, Jonathan Lee; Youth and Junior Olympic Volleyball Division Vice President, David Gentile; Championship Events Commission Chair, Bill Forrester; Rules Testing Commission Chair, Ben Jordan, Sports Medicine and Performance Commission Chair, Dr. Jon Reeser, Special Advisor to the Executive Committee, Fred Wendleboe and Parliamentarian, Karen Johnson.

- C. **Past President.** Ms Howard reported the following international representatives from the United States: Sinjin Smith, President of World Beach Council; NORCECA representation, Dr. Jonathan Reeser, Medical Commission (He is also on the FIVB Medical Commission); Sinjin Smith, Beach Volleyball Commission; Tom Pingel, Sports Organizing Commission, John Kessel, Technical and Coaches Commission; Tom Blue, Refereeing Commission and Paul Soriano, Press and Mass Media Commission. Ms Howard has resigned her positions on the FIVB and NORCECA Executive Committees and Boards of Administration. It was a great learning experience for her, and FIVB and NORCECA are doing great things for volleyball. It is important that USA Volleyball be represented at these meetings and Cristobal Marte Hoffiz has

invited Fred Wendleboe to the next NORCECA meetings. Mr. Hoffiz wants the United States involved, and Ms Howard believes being involved directly affects whether or not our teams qualify through the NORCECA process. It would be even better if the U.S. hosted some of these tournaments. Ms Howard strongly urged that someone be at the FIVB and NORCECA meetings and report back at each Board of Directors meeting.

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

1. Corporation Ethics and Eligibility (E&E) Committee. Mr. Twohig reported that USAV had the usual number of ethics and eligibility issues evolve from events. He thanked Check Stemm, Chair of the Corporation Ethics and Eligibility Committee, for his outstanding work. Mr. Twohig reported there is one important pending suit in California in a case in which USA Volleyball has no significant role. However, it involves a coach and minor-age athletes and is a fairly significant case, so our insurance company is on notice.
2. Bid Tournaments and Qualifiers. There will be nine Girls' Qualifier Tournaments in ten different cities this spring and they continue to grow. We are in the middle of the eight Boys' Bid Tournaments now. The Bid Tournaments are in a test phase, following a similar pattern as the Qualifiers did several years ago. The Bid Tournaments will be evaluated and hopefully brought into the system as licensed qualifying events for the 2006 Boys JOVC.
3. Arbitrators Program. Mr. Twohig reported that arbitrators are assigned to all national championship events including the Qualifiers. This involves about forty people spending three-ten days at each assigned tournament. If anyone is interested in serving as an arbitrator, please contact Mr. Twohig. The Arbitrators Manual has been revised and will be distributed soon.

Mr. Twohig reported that the Executive Committee has requested that the Structure and Function Committee prepare an amendment to the Bylaws that would formalize an additional end-of-event hearing by the Event Ethics and Eligibility Appeals Committee as a final appeal opportunity at the current event for anyone for whom a sanction has been recommended that extends beyond the current event. Hopefully this will address the issue of sanctioned teams/individuals simply leaving the playing site and later objecting to the sanction by claiming a lack of due process. The Bylaws change will be brought to the Board of Directors for approval in May.

4. Meeting of the Executive Council. The meeting of the Executive Council was held on Friday, January 14, 2005.
 - a. Each of the Vice Presidents submitted electronic reports that included goals for 2005 and the quadrennial.
 - b. Mr. Beal reviewed his major goals and objectives for the association.
 - c. Prize money for the US Open Championships was discussed including the need to investigate the ramifications for high school or collegiate players. The Executive Committee approved raising the entry fee for the 2006 US Open Championships to \$1,500 to provide prize money for the top two-three teams. The money will be equally divided between the men and women. The ROD will have an opportunity to discuss this action at the Annual Meeting in May. Then it will be brought to the Board of Directors for approval. A brief discussion followed concerning the equal division of prize money since there are more men's teams contributing to the prize money than women's teams in the Open Tournament. One suggestion was that if there were significantly more men's teams than women's teams, prize money could be awarded to two women's teams and three men's teams with the amount to the first and second place teams being the same for men and women. There will be more study by the CEC and the Events Department, not only the division of prize money, but the impact of prize money on high school and collegiate athletes.
 - d. The Executive Committee also approved increasing the entry fee for the Co-ed and U-Volley Tournaments to \$475, effective in 2006. The additional funds would be used to pay for the second referee during pool play. This will be brought to the Board of Directors for approval in

May.

- e. The Annual Meeting Schedule was discussed, mainly the issue of changing the Boyce Banquet from Thursday to Friday night. It became obvious that such a change was not feasible for 2005. The staff will bring forward a proposal for consideration as part of the 2006 schedule.
- f. The Executive Committee approved presenting Glen Davies with the Medallion of Merit Award. Cynthia Doyle Perkins reviewed the Award. It is administered by the Executive Committee and given to individuals who have contributed significantly to the honor of the sport but whose contributions are not specifically covered by the criteria and provisions of other Corporation awards.

Motion 7: It was **M/C (Executive Council)** to present Glen Davies with the Medallion of Merit Award for his work on the *USVBA Diamond Jubilee Celebration: 75 years of USA Volleyball History*.

- g. Mr. Twohig introduced Bill Forrester, Chair of the Championship Events Commission who reviewed the purpose and the structure of the CEC with the Board of Directors. The main purpose of the Commission is to assist the USA Volleyball Events Department by addressing issues and making recommendations regarding various areas related to Championship events. There are seven voting members and three ex-officio staff members on the Commission. The voting members are CEC Chair (tie-break only), a representative each from Official's Division, YJOVD, ROD, an arbitrator representative, and a representative from Championship Directors Committee. The ex-officio members are the USAV Senior Director, Event Department Director and the YJOVD Qualifier Committee Chair. (See Appendix A for more details.)

Motion 8: It was **M/C (Executive Committee)** to approve the formation of the Championship Events Commission.

- h. Mr. Twohig led the Board through the revisions to the Policies and Procedures Manual. Ms. Howard complimented Mr. Twohig on an excellent job in revising this important document on an annual basis.

Motion 9: It was **M/C (Executive Committee)** to approve the revisions in the Policies and Procedures Manual.

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

1. Board Directory Update. The Board Directory was distributed so the Directors could check the contact information, then initial if it is correct and/or initial changes and return it to the Secretary.
2. Commendations. Ms True thanked June Lobeck, for her tremendous support of the Office of Secretary, and Carla Hall, for her assistance at the Board of Directors' meetings.
3. Directors' Nominating Committee. Ms True reported two valid nominations have been received by the Multi-Sport Organizations Nominating Committee. A ballot will be prepared and sent to the CEO of each Multi-Sport Organization with a copy to the volleyball contact. The International Player Directors' Nominating Committee will meet with all the player directors present to develop of slate of at least two male and two female player director candidates. The ballot will be sent to all eligible international players.

The meeting was recessed at 11:50 am and reconvened at 1:35 pm

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

1. Third Quarter Review. Several specific initiatives authorized in previous budget revisions have been accomplished and the fiscal results were assimilated into the third quarter review. A variety of departments project a positive performance against budget and extensive expense changes occurred resulting in a surplus of \$400,000+ being anticipated at this point. Staff fiscal awareness continues to be high. CEO Howard, Senior Director Mara and Controller Wedler have worked hard to both nurture this attitude and require staff accountability. All deserve our corporate gratitude.
2. Audit. The 2003 audit specified the need to commit association fiscal practice guidelines and policy to writing. That effort is nearly accomplished and will be completed prior to the 2004 audit scheduled for March 14, 2005. New laws seem to recommend (if not eventually require) not-for-profits to have audit committees. The committee would interface with the auditor in order to: 1) understand auditor suggestions in specific and 2) pursue issues or questions relative to corporate fiscal practice, internal controls, etc.

The Finance and Budget Committee's thoughts on the Audit Committee composition

- a. The law specifies that staff is not eligible.
- b. The law suggests that one member ought to be an outside professional from the financial management world.
 - a. It seems logical to utilize the existing Finance and Budget Committee.
 - b. The spirit of this initiative would probably imply that a member of the Finance & Budget Committee other than the Treasurer should serve as chair.

Motion 10: It was **M/C (Finance and Budget Committee)** that the Finance and Budget Committee be appointed to serve as the official Audit Committee for the Corporation and further that the group be directed to select a Chair other than the sitting Treasurer to direct its audit efforts.

3. Cash Position. Current short-term balances are as follows:

Savings	\$521,041
Olympic Fund	\$201,589
Checking	\$229,206 (a substantial balance allows us to avoid a variety of bank charges.)
Line of Credit	
Bank One	\$400,000 Untouched

4. Cash Flow. Finance and Budget would like to maximize the return on the cash resources of USAV. The prevailing thought has been to identify the aggregate amount that needs to be available for day-to-day operations over time and transfer the balance of our accumulated cash to Legacy management under USAV ownership. We have been assured that this resource could be retrieved very quickly at any point of need. Our investment guidelines which benchmark approximately 35% of our portfolio to relatively conservative and liquid assets also tends to make quick retrieval of \$4-500,000 in cash feasible.

Controller Wedler has tried to track our cash flow needs and the cash cycles in our bank accounts. She has observed that the low mark of aggregate cash balances over the last two years was \$400,000. She has further expressed the view that perhaps twice that amount would provide the necessary margin to allow comfortable day-to-day operation. Ultimately, assuming timely access to Legacy placed cash, her cautious view is that we could function comfortably with \$400,000 in cash accounts and \$400,000 in a readily available line of credit.

- c. Employee Retirement Committee. An Employee Retirement committee has been formed and is functioning with good results:
 - a. A new plan broker is in place

- b. Nineteen new fund options are now available
- c. Additional fund options will be added in the near term
- d. An education/orientation session has been held
- e. Classes will be made available in 2005

6. Investment Account. Legacy/Wachovia account funding:

\$1,150,752.24 Transferred in April, 2004

\$400,000.00 Transferred in May, 2004

Recent investment returns are positive. YTD returns include earnings from our previous managers and reflect Legacy experience since May.

Year to date return:			Amount	%
Prim/D Rau/Nic Appl	1/1/04	5/1/04	Change	Change
Account Totals	1,152,420	1,150,752	(1,668)	-0.145
Mid – year				
Legacy	5/1/04	12/31/04		
Account Totals	1,550,752	1,716,474	165,722	10.68
Grand Total:	1,552,420	1,716,474	164,054	10.56

7. Transfer to USA Volleyball Foundation. Considerable discussion during October meetings was given to the transfer of a significant resource from investment accounts to USA Volleyball Foundation.

Motion 11: It was **M/C (Finance and Budget Committee)** that the Board of Directors authorizes the transfer of \$1,280,000 to the USA Volleyball Foundation.

In response to questions concerning control of the Foundation funds, Fred Wendelboe reported the US Volleyball Foundation was formed because USA Volleyball has limitations on how much income it can retain as a non-profit. If USAV wants to build enough revenue to reduce dependency on USOC funding, sponsorships and the like we need a vehicle like the Foundation. USA Volleyball votes on the directors serving on the Foundation Board, then those directors elect the officers of the Foundation. Currently, USA Volleyball is represented by its President for the election of USA Volleyball Foundation directors. It could be changed so that is the responsibility of the USAV Board of Directors. The current members of the USA Volleyball Foundation Board of Directors are Scott Fortune, President; Karen Johnson, Vice President; Katherine McConnell, Secretary; Stewart McDole Treasurer and Fred Wendelboe, Chair of the Board. The Foundation Board must determine its own investment policy even if it does mirror that of USA Volleyball.

Motion 12: It was **M/C (Finance and Budget Committee)** to give \$15,000 from 2004 surplus funds to the USA Volleyball Foundation to support initial operations.

8. Surplus and Olympic Fund. It was determined to meet significant portions of the surplus components in the Board of Directors approved 2008 Quad fiscal plan by pre-funding through the anticipated 2004 surplus and the existing Olympic Fund. Specifically: \$225,000 to 2008 Olympic support and \$200,000 in additions to the investment balance. Both these allocations would be placed with our investment managers under USAV ownership as soon as practical. In effect this will leave an annual surplus objective of \$50,000 for each of the next four fiscal years.

An investment of surplus funds in Sport Courts to support our events (and the storage such a purchase would necessitate) was thought appropriate. Ultimately court ownership would result in

projected savings from rental costs and create income possibilities. Hence, the following action items:

Motion 13: It was **M/C (Finance and Budget)** to authorize staff to pursue an objective of attaining ownership of 40 courts in 2005 as a part of a sponsor renewal agreement with Sport Court. Staff should be given considerable latitude to explore fiscal options (including purchase of some courts). Any funds that might be involved would come from current corporation assets with no impact on the 2005 budget.

Motion 14: It was **M/C (Finance and Budget)** to allocate a 2005 budget amount not to exceed \$15,000 for the build out and occupation of a warehouse location sufficient to the needs of existing USAV storage and the expanded requirements of 40 Sport Courts and associated equipment.

9. Event Growth Plan. Orderly event growth has been a priority for both staff and lay leaders. Considerable thought and planning has gone into projecting the future. Finance and Budget would like to encourage that we move forward for those plans.

Motion 15: It was **M/C (Finance and Budget Committee)** that whereas the USAV staff has developed 2004-2008 growth projections, and whereas this document has been circulated to the Divisions and discussed by the Executive Council and whereas both groups have had the opportunity to comment on the projections and whereas the USAV Events Department is prepared to implement those events or events similar to those included in the projections. Therefore, the 2004-2008 Event Growth Projections Plan to guide the Events Department budget and event planning efforts for the rest of the quad is approved.

10. 2005 Budget. The 2005 budget was distributed electronically prior to the Board of Directors meeting. Mr. McDole reviewed specific areas of the budget with the Board.
- a. The personnel allocation amount is a pool that includes COLA for all staff, a moderate pool for raises and a small pool for bonus use. Finance and Budget has agreed to consider the idea of a future employee bonus pool on some kind of incentive basis. We will report recommendations at some point during 2005.
 - b. Events will begin to provide housing for full-term officials in an attempt to take a next step toward meeting compensation needs. An increase in fees for officials is also being discussed.
 - c. The on-line registration project is in a testing phase in four Regions. The effort will continue on to the next phase where many enhancements will be added.
 - d. The ROD has a project underway to raise \$5000 on behalf of the VB Hall of Fame. Integral to their initiative was an invitation to USAV to match. That match is included in the 2005 budget.
 - e. Finance and Budget reviewed the Directors and Officers liability coverage presently in place at a \$1,000,000 level. The present \$1,000,000 policy would renew at \$10,450 while a \$2,000,000 policy will run \$15,895. It was generally felt that it was time to increase the coverage.
 - f. The \$30,000 balance identified as "anticipated savings" seems well founded in light of several years of budget experience.
 - g. Recent discussions at the USOC Training Center put the continuing residence of our National Teams at risk. It is very conceivable that we will be required to seek an alternative site for one or both teams during this fiscal year. Preliminary indications suggest that access for the men's team is perhaps the greatest issue. Any such move for either team would likely require a substantial financial commitment. No financial solution is imbedded in this budget for two reasons: 1) The need is uncertain. We have at this point no confirmation of status at the training center nor do we have firm alternative site options. It would make any allocation of funds difficult. 2) We are hesitant to commit major funds to such an uncertainty when that

would require that we sacrifice a variety of important programmatic priorities. There is nonetheless a need to anticipate in some way the financial requirements that could come our way. Immediate thoughts that come to mind:

- 1) Team activity in quad year one is somewhat less and could be backed off even more if necessary – perhaps even to the use of sequential temporary training homes until a permanent solution can be found.
- 2) Certainly in the present absence of team coaches and support staff, the need would require at most a partial year solution.
- 3) It would be possible to tap existing operational surplus funds (beyond the \$1,280,000 investment benchmark) if absolutely necessary.

h. Support for Disabled. The Finance and Budget Committee felt the role of USAV with disabled volleyball was not at all clear. It was determined to seek substantial direction from the Executive Committee and Board of Directors. Subsequently, Roger Neppel, Disabled Division Vice President and Charlie Huebner from USA Paralympics met with the Finance and Budget Committee and the Executive Committee in December. Finance and Budget wanted to be supportive of these programs, but weighed against the other priorities of the corporation, it elected to propose funding at more or less traditional levels (\$45,000 including VIK). At the same time, it is clear there is great opportunity for service and success within these programs, and that their international success ultimately requires strong partnership with USAV even though USAV is not the NGB for these disabled teams.

A lengthy discussion followed concerning the success and needs of the disabled teams vs. the uncertainties of expenditures for the beach and indoor national teams and the Corporation's efforts to eventually be "independent" of USOC funding decisions.

Motion 16: It was M/S/POSTPONED (Doyle-Perkins/Chuck Stemm) that USA Volleyball add \$30,000 to the allocation to the Disabled Division while maintaining the zero-balance 2005 budget.

Meeting was recessed at 6:00 pm and reconvened at 7:45 pm

Motion 17: It was M/S/C (Lee/Tagaloa) to postpone motion #16 until the May Board of Directors' meeting.

Motion 18: It was M/C (Finance and Budget Committee) to approve the 2005 Budget.

VII. PROFESSIONAL STAFF REPORTS

Ms Howard noted that electronic copies of the reports from each Department have been distributed.

A. Secretary General. Kerry Klostermann highlighted the following points from his report:

1. He expects to achieve 100% renewal of sponsor agreements. He thanked staff and volunteers for developing properties that make people want to be involved.
2. Over 100 Partnership Proposals have been mailed to appropriate decision-makers at major corporations.
3. The "Go for the Gold in Athens," a direct-donor fundraising program, generated \$12,200 with a 1.6% response rate. A similar program is being planned for 2005 with possible extensions based on mail list samples and rates of return.
4. USAV is working with the USOC to confirm and coordinate the Men's Team involvement in the 2005 Pacific Rim Sports Summit in Seattle. Contractual agreements will prevent the Women's Team from participating in 2005. However, future schedules will be set so both teams can participate in this event. The 2006 event will be in Beijing, 2007 back in Seattle and dark in 2008.

5. The FIVB will have the same selection procedure in 2008 as it did in 2004. The FIVB did approve an additional draw in the quarter finals of the competition format and recommended that the 2008 Olympic Games Volleyball competitions be conducted in two competitive venues. It also adopted the following medical regulation, "In cases where the gender of the athlete is under question, FIVB Medical Delegate in cooperation with the Control Committee may require the competitor to undergo a physical examination and appropriate laboratory testing to confirm their gender." A question was asked about the conflict between the policy adopted by USA Volleyball and this policy. Mr. Twohig reminded the Board that USAV policy states that for international competitions, the FIVB policy will be followed.
6. Mr. Klostermann and Mr. Beal met with the AEG group in Los Angeles as well as with Patricia Milkovich, Director of the San Diego Olympic Training Center, to discuss relocation opportunities for the Men's Team.
7. The Women's National Team has a stable, full schedule. Now, we must achieve the same type of annual, competitive schedule for the Men's National Team. The Pacific Rim Tournament and the Global Challenge will greatly assist in that goal. It is harder and harder to get exposure for our National Teams in this country. In the middle 80s we were doing thirty National Team Events a year and now we are lucky to have ten or twelve. We must bid on World Championship Qualifiers and NORCECA Zone Championships.

B. Senior Director. Margie Mara highlighted the following points from her report:

1. The 2003-2004 regional registrations totaled 180,400 in forty regions. This total does not include one-event or league registration.
2. Ms Mara recognized Brent Buzbee and Keith Kiggins for their excellent work on the website and other technology projects. Traffic to the website increased to nearly one million page views during August. Traffic subsided after the Olympics to about 400,000 page views per month. An area on all pages has been devoted to the promotion of the AVP and the New York City 2012 Olympic bid.
3. Ms Mara announced that each member of the Board of Directors would receive a copy of Glen Davies book, *USVBA Diamond Jubilee: 75 years of USA Volleyball History*. The book was funded primarily by grants from the US Volleyball Education Foundation and USA Volleyball, who will sell the book.
4. Jennifer Joseph reported that the on-line registration program is progressing very well with the goal to have a fully operational system for individual registration and event registration for the 2005-2006 season. The program was started in August with four test regions: Carolina, Oklahoma, Great Plains and Lake Shore. We want to register individuals, coaches, officials and team registration for regional, zonal and national events as well as educational programs. A presentation to the RVAs in May is planned so that regional decisions, commitments and preparations can be made.

C. Manager, Media Relations and Publications. Paul Soriano was selected by the USOC to serve as the indoor volleyball press officer for the 2004 Olympic Games in Athens, Greece. Tim Simons did a great job of working with our beach athletes. The most amazing part was the number of media requests for interviews. The number of media requests was equal to the past three years plus 100. Mr. Soriano was calling the team leaders (Al Monaco for the Men and Tom Pingel for the Women) almost non-stop. He walked a fine line between satisfying the media and publicizing the team while remaining sensitive to the coaches' and athletes' needs at the biggest event of their lives. He said he had great respect for all athletes who are there to compete for medals while they dealt with logistics, venues, media requests, being with their families, etc. then still being able to put those distractions behind them and perform when they stepped on the court. The indoor teams were featured on NBC Today three separate times during the Games.

Mr. Soriano reported that USAV had published approximately sixty issues of the bi-weekly electronic newsletter, *Rotations*. It started with 2,000 subscribers and has just passed 32,000 subscribers. It is still not at the desire level, but it is steadily increasing. Regions have allowed USAV to use their mailing lists to

put their members on the subscribers' list. Also, *Rotations* has very good placement on the USOC website that goes out to over 100,000 subscribers.

D. Director, Coaches Education. Diane Cole reported highlight the following points in her report:

1. Impact instructors can download the Manual, the Power Point presentation and registration forms from the website.
2. The restricted access (URL) should be shared with education directors and Impact instructors in the regions. All updates will be posted on this site. The CAP Cadre will also have access to that site and some of their materials will be posted there.
3. In December, the CAP course content and presentation format was revised again with input from Bill Neville as well as the over fifteen Cadre members who were present at the training sessions in Long Beach. At that time, five new Cadre members were added with a goal of adding five more by the end of this year.
4. The CAP courses were again offered at the AVCA Convention. Ms Cole thanked Katherine McConnell and the other AVCA staff for their assistance. Similar offerings will be available in San Antonio this December.
5. Candidates for CAP first-time accreditation at any level or for re-accreditation must successfully pass a USAV background check. The options for the re-accreditation are to take a full course at the same level, take only the additional modules required for re-accreditation or take the full course for the next level. Every accreditation or re-accreditation is valid for four years.
6. One of the goals for CAP during this quadrennial is to market through partnerships to: state and national high school coaches and activities associations, high school and collegiate athletic directors associations, collegiate physical education and coaching departments, junior club, middle school and high school coaches and parents of players. We are trying to take CAP content to their meetings as well as getting on the list of approved education units for re-certification at the interscholastic level.
7. The goal of hosting twelve Level I and ten Level II should be met.
8. Staff is working with the High Performance Camps to provide CAP modules credit for their sessions.

E. Director, Beach Volleyball, Disabled, Grassroots and Education Programs. John Kessel highlighted the following points from his report:

1. The Women's Beach Teams won the first-ever Olympic medals for the United States, a gold and a bronze. One of the Men's Beach Teams finished fifth. Twelve of the forty regions have a person dedicated to beach volleyball programs, and Mr. Kessel thought that number might grow to fifteen to twenty very soon.
2. The Men's Team won a silver medal and the women a bronze medal in the Deaflympics in Melbourne, Australia.
3. The US Junior Olympic Beach Championships were conducted alongside the AVP Hermosa Open. It was the largest turn out ever and the championships included an Under 12 Division for boys and girls for the first time.
4. In the area of grassroots and education, Mr. Beal has established an ambitious goal of one million individual members of USA Volleyball. This is probably one of the most exciting ways we can grow the sport. There is high school boys' volleyball in about twenty-two states and we are working to expand that number.
5. Mr. Kessel introduced Bill Hamiter who coached the Men's Sitting Team to a sixth place finish in the Paralympics which is the highest finish a USA Men's Team has ever achieved in the Paralympics. Mr. Hamiter stated that to improve the finish of the US Sitting Volleyball teams, we must establish some type of resident program. We must provide more training opportunities. He thanked the Board and the staff for all the support provided the sitting teams. In closing, Mr. Kessel congratulated the Women's Sitting Team on winning the bronze medal in the Paralympics in Athens, another first for the United States.

F. Managing Directors, Events. Mike Chandler distributed a chart of Championship Event Growth: 1999-2004 (Appendix B), then highlighted the following points in his report:

1. US Open Championships. There were 558 teams at the 2004 event in Atlanta. That is the largest number of teams to date. The venue and the host city have a tremendous impact on the number of teams in the adult tournaments. The 2005 event is in Denver Colorado.
2. Junior Olympic Volleyball Championships. There will be 756 teams on 48 courts at the Girls' Championships in Salt Lake City, Utah. The number at the Invitational has also grown. There will be 346 teams at the Boys' Championships in Louisville, Kentucky. As we expand the number of events, we must avoid the same dates as the AAU Junior Olympics and major events of other Member Organizations.
3. International Events. Unfortunately, in 2004 and 2005, the women's schedule was so full that no domestic tour opportunities were available prior to the Olympics. The Men's Team hosted Russia for three friendly matches in Houston, Texas during the Girls JOVC. The Men's Team hosted the first Global Challenge, a four-nation tournament, at the Boys' JOVC in Austin, Texas. The Men's Team has been invited to participate in the annual Pacific Rim Sports Summit in Seattle this year.
4. Outdoor Events. As reported, the Junior Olympic Beach Volleyball Championships were held in Hermosa Beach in concert with the AVP Tour stop with twenty states represented. The USA Park Volleyball Championships were held in concert with the Motherlode Tournament in Aspen, Colorado.

G. Director, High Performance National Programs. Tom Pingel introduced Collin Powers, Boys' Coordinator responsible for the Boys' National Teams and the lead on Girls High Performance Camps and all domestic camps, and Todd Dagenais, Girls' Coordinator responsible for the Girls' Junior and Youth National Team, the lead on the coaches training program and the High Performance Championships. Then he highlighted the following points from his written report:

1. Junior and Youth National Teams. 2004 was the most successful season ever for the High Performance Program. Of the four programs (Girls' and Boys' Youth Teams and the Men's and Women's Junior Teams), we had three firsts and a second in NORCECA. All four teams qualified for the World Junior Championships. We have never had more than two teams in the World Championships. If the Championships in Algiers are moved to Poland, we should have all four teams competing in the World Junior Championships.
2. The 2004 High Performance Championships were held in Austin, Texas with nineteen regions sending teams to at least one of the age divisions. A highlight of this year's championships was a scrimmage and event between the U.S. Junior National Team and the Italian Junior National Team on the final day of the High Performance Championships.
3. The third annual Coach's Pipeline Clinic for National and Region High Performance Coaches Pipeline will be in Colorado Springs, January 20-23. The headliners will be Doug Beal, John Cook and Shelton Collier. We are planning to conduct a similar program for boys' coaches in the fall. There will also be a beach planning session that Mr. Kessel will be leading.
4. The 2005 tryout schedule and application information are on the USAV website.
5. Another new initiative is to conduct the CAP Certification Program at these High Performance Camps as well as all the development camps. Also, all seventy-five coaches who worked at the camps with at least a one-night stay, had background checks run on them and they all were all cleared.
6. Women's National Teams. Two times during the 2004 season, the Women's National Team was ranked #1 in the world and finished the year ranked #3. A couple of weeks prior to the Olympics, the women finished third in the World Grand Prix. Mr. Pingel reported that Keba Phipps is the only player who has officially retired from the National Team.

There was no tryout conducted at the NCAA Final Four for women because there was no Head Coach and we have finally come to an agreement with the NCAA as to when institutions may pay for their athletes to come to a tryout. There will be an open tryout February 26-27. Mr. Pingel

reported some on his experience as Team Leader for the Women's Team in Athens. Ms. Johnson thanked Mr. Pingel for his wonderful daily reports from Athens.

In response to a question about the effectiveness of the pipeline, Mr. Pingel said we will begin to see the results this quadrennial. The fact that we have four teams qualified for the World Junior Championships speaks to the success of the High Performance Program. And, it was obvious with the Women's Olympic Team that we must develop greater depth at each position.

H Chief Executive Officer. Ms Howard reported that Toshi Yoshida, Head Coach for the Women's National Team, has signed a contract with a university in Japan. Catherine Janney, Coordinator, Marketing and National Team Events has taken a job with the USO in Washington, D. C. Her position will not be filled immediately because Mr. Klostermann and Ms Howard have researched the value of the position and never once has the marketing staff made enough in sponsorships and donations to even cover their own salaries.

Ms. Howard reported on the following issues:

1. Background Checks. Duplication with RVAs occurs because the National Office has a little stricter criteria for background checks than the compiled criteria that the RVAs developed.
2. Directors may have their photo and bio on the USAV website.
3. Thanked Bill Neville for all of his assistance in restructuring the CAP program and dividing it into modules.
4. International Travel. If it is a USOC event, USAV accepts the decision of the USOC. We do keep our teams informed if there are any precautionary postings on the countries they are going to. When attendance is strictly a USA Volleyball decision, we rely on the State Department to determine whether or not we send teams to a particular country.
5. Beach Volleyball. USA Volleyball is working well with the AVP. A plan was described that she thinks is going to come to fruition. AVP has met with USA Volleyball and the USOC. The USOC wants to fund beach volleyball, but it is a unique situation. The plan is to have an on-going committee consisting of two AVP, two USA Volleyball and one USOC representative. The hope is that a National Beach Director will be hired. The Director would be a support person for the beach athletes to make certain the athletes receive the information they need on weight-training, medical assistance, nutrition and so forth. The Director would be housed in the AVP office in California, paid by the USOC and would report to the CEO of USA Volleyball. The USOC may not fund it completely, but it is a small amount for a gold-medal winning sport.
6. National Team Training Site. USOC has changed dramatically starting with the reduction of its Board of Directors from 125 to 11 people. The staff has changed drastically. USA Volleyball was informed about a month and a half ago that we were no longer resident teams at the OTC in Colorado Springs. We did not think it would be a problem because we were sure we would be approved as a non-resident team for the time our teams need to be there which is April through September, but nothing is certain at this time. We have more confidence that we will get the Women's Team in, but the Men's Team may have to move. In addition, the USOC will not tell USA Volleyball how much money it will receive until head coaches are hired.
7. Financial. Ms. Howard thanked the staff for their part in making the following benchmarks occur –
 - a. In 2003, there was an increase in net assets of \$2,223,538.
 - b. In 2004, we saved \$400,000 against operating budget.
 - c. The staff has met the request to present a break-even budget for 2005.
 - d. The investment account is now at \$1,716,474.15 that is \$500,000 over the Board mandate.
8. Office Remodel. The office remodel and the technology upgrades are completed. The conference room will accommodate twenty people.

9. Office Manuals. Ms Howard reported that the Employee Handbook, Staff Policy and Procedures Handbook and the Financial Policy and Procedures Manual have been revised or updated and will be complete by the end of the month.
10. Procedures. Regular staff meetings have been established, each with a goal and an agenda. Minutes are taken including specific task assignments. Reports are made on those assignments at the next staff meeting. Staff after-action reports and procedures are established. The employee annual review system is in place. There are time-line calendars for events, and event profits are at an all time high. Every type of contract/agreement that USA Volleyball signs have been put in a template form.
11. Website and On-line Registration. Ms Howard thanked the staff that has made both of these tremendous projects a reality.
12. Open House. The first Open House was a tremendous success with about 200 people attending.

In closing, Ms Howard made the following comments:

“This is my last report as CEO. I have had many positions with USA Volleyball including the office of President. Being the CEO, without a doubt, was the most challenging and the most draining. I am absolutely positive that only some of the most senior staff knows just how much business goes through the offices of USA Volleyball and the unrelenting demands of being a part of the international volleyball community. Thank goodness for our dedicated staff. I will miss them more than they will miss me.

For those who are always supportive, I know who most of you are, and you have my undying gratitude. I will always treasure your steadfastness.

For those with whom the debate was forever brisk but never spiteful, I respect your contribution and treasure your friendship.

And, for those of you who found that we were regularly on different sides of a very barbed fence, please know ‘the good of the game’ was always my intent.

I have resigned my positions with FIVB and NORCECA for a multitude of reasons. For now, I will continue to serve on the USAV Executive Committee and Board of Directors as the Past President. However, I truly feel it is time to take a huge step back from the gray. The success of USA Volleyball and the sport will never be far from my thoughts.’

- I. Men’s National Team.** Doug Beal stated that the association was never in better shape than it is now and is because of Becky Howard and the conditions she has enforced. She has set a very high standard for all of us.

He said this would be the last time he got to talk to the Board directly about the Men’s Team. It has been a tremendous challenge for the Men’s Team because it did not participate in the World League. We put together a pre-Olympic schedule that we were quite concerned about because we did not think it would prepare our team for the Olympic Games in Athens. Perhaps, it turned out to be a blessing in disguise. We did do one terrific thing with the matches against Russia. It was the first time we were able to play a top three team as many times as we played Russia before a significant event. The matches against Russia allowed us to play high-level competition in this country. The other factor in our success in Athens was that we went over early and got some pretty good competition in Serbia. We also had a chance to rest and train before the Games started. We went to the Olympics rested and injury-free. The Men’s Team played the best five consecutive matches during pool play that they have played in two or three years. This was the third Olympics in a row where all four teams in the medal round came from the same group in pool play. Mr. Beal asked the two players from the Olympic Team to say a few words about their experience.

Mr. Beal told the Board that Kevin Barnett had a superb Olympic Tournament. He was the third ranked outside hitter for the entire tournament in kill percentage and efficiency. Mr. Barnett said he had played in two Olympics and Athens was a vindicating experience for him after the poor showing in Sydney. He felt he could bring the Sydney credentials out of the closet now. He was encouraged as early as 2001 that the team would function well as a unit. He spent almost a year and a half away from the team due to knee surgeries, but when he returned, he found that the environment was still very good. The sense

of team paid off in matches like the one against Greece when the U.S. was down 20-12 and the match seemed over. The team feeling pulled us through and we won that match. Mr. Barnett said the team needs to face the best teams more often and be in the World League to close the 2-3% gap between where the team is now and a medal in Beijing.

Mr. Beal said Erik Sullivan was literally the only player that has played the libero position for the National Team. Observations at the boys' youth camps show we are finally seeing players who are growing up playing the libero position. Erik made the very difficult transition from outside hitter to the enormously impactful, critical role of libero. Mr. Sullivan had the best tournament he has had at the libero position in six years. Erik Sullivan said the Athens Olympics was a sort of culmination of his career. He has made the decision not to play anymore, so it was a nice way to go out. He thanked Doug Beal for letting him come out for the team back in 1997. He also thanked the Board for the support it has given the team and to him as an individual. He too felt the Athens experience was vindication for what happened in Sydney. It was certainly better to play for a medal than to watch others play for the medals.

Mr. Beal concluded by saying that all the players are spectacular representatives of our sport, our association and our country and they do us proud every time they speak to a group or put on a uniform. The Board of Directors was treated to video highlights of the Men's Team in Athens.

Mr. Monaco reminded that Board that all our players are as outstanding as Mr. Barnett and Mr. Sullivan, and one of the greatest ambassadors we have had since the Olympics is Kerri Walsh. She is humble, yet confident and she is always polite. The players make it all worthwhile.

The meeting recessed at 3:30 pm and reconvened at 3:40 pm

VIII. DIVISION REPORTS

A. Officials Division (OD): Mr. Sapp, Vice President, submitted a written report that included goals for the quadrennial. The key word for the Division for this quadrennial is "growth." USA Volleyball events have outgrown the available, qualified officials, especially at the Junior Championships and Qualifiers. Currently there are 520-550 certified officials and that will not cover all the events, some of which occur on the same day. Actually only about 300+ officials work consistently, the rest work when they can.

Another goal that dovetails into the first goal is the goal to have more diversity within the Division. We have fairly good gender equality at the upper level of the Division leadership but the sport of volleyball, in general, needs to work at the diversity issues as it applies to gender and people of color.

We also need to try to be the organization that reaches out to constituent organizations like the PAVO and the NFHS. High Schools are having the same problem as USAV in not having enough officials to handle the increase in the number of teams in USAV events. Maybe we can encourage more USAV officials to officiate high school and more high school officials to get certified to work USAV matches. PAVO and USAV have a very good training program that could be offered to all officials. This would result in better, more consistent officiating throughout the country. We also need to do a better job of training officials in the regions of USAV. Brian Hemelgarn has been working tirelessly on that area. Officials' liaison Marcia Alterman, who because she is so highly respected, can reach out to all those other officiating organizations to help increase the number of officials that can work USAV matches. Our officials are getting burned out even though they actually make a little money now instead of losing money when working USAV championships. We need to continue to make it better for the officials. The Qualifiers have recognized that we are in competition for officials, and they have changed their compensation package and pay better than the USAV does at national events. We need to go the route of the PAVO with regard to training modules because they are better than ours. We have streamlined our evaluation process from a four-step process to a two-step process. All evaluations for Junior National Officials will once again be conducted at the Junior National Championships. Training opportunities will be conducted at the USAV Invitational event, NIRSA Championships and two Qualifier events.

We do not have the quota of internationally rated officials that FIVB would like us to have. However, Tom Blue says with the minimal number of domestic events, he has more than enough officials to send to international events. We have five certified officials who are still working to get all their matches in to be qualified, and they only have two years in which to get it done. Ms. Howard added that USAV has the same quota as Portugal and we must get the U S Open Championships approved as international competition even if it means a NORCECA official has to be there to evaluate. There is no FIVB quota on the beach. Fortunately, the AVP uses our international officials. We have no female beach referees, so we need to continue to work on that. Mr. Sapp congratulated Patty Salvatore who is the only female official who has worked beach and indoor matches at the Olympics and the only woman to be first referee at the Olympics. Janet Blue reports the U.S. has an adequate number of international scorekeepers with two that still need to get certified.

New Junior National and National referees are being tested and confirmed that they are competent scorekeepers. There is an excellent scorekeeper training CD now available on the USAV website.

B. Regional Operations Division. (ROD). Jonathan Lee, Vice President, submitted an electronic report that included goals for the quadrennial. He thanked Rebecca Howard and the staff for all their leadership and assistance. He also thanked Fred Wendelboe for his leadership during the previous quad.

Of the four quadrennial goals included in the report, Mr. Lee indicated the goal for the ROD to cooperate with other Divisions and the USAV staff within the association's structure to promote the aim and goals of USA Volleyball was the most important. In short, Mr. Lee said, "We all need to row in the same direction to promote the growth of this game." An example is the urgency in getting Junior National Officials certified to cover all the USAV events. Everyone wants more Qualifiers, but we have to have the officials to cover additional Qualifiers before we add them.

There have been changes in the regions that brought the total number of regions to forty. It included the redistricting of Michiana Region (formerly Indiana and majority of Michigan) to Hoosier Region (Indiana) and Lakeshore Region (Michigan Peninsula except the upper portion that belongs to Great Lakes Region).

The regions want USA Volleyball to use all of its power to keep Member Organizations, especially the NCAA, from adopting rules that prevent their coaches from coaching USAV junior players. The NCAA will vote in April on a new regulation prohibiting Division I coaches from coaching or being involved in Junior Volleyball Teams or clubs within a 50-mile radius of their university during the Junior Volleyball season.

ROD recommends dropping the following adult playing divisions due to lack of interest over the past two-three years: Men's and Women's 30s and 35s, and Co-ed and Reverse Co-ed.

The regions are implementing a mandatory background screening of all persons involved with juniors. They have completed almost 16,000 checks and have only had eleven rejected.

The Division has also reviewed and revised the ROD Administrative Manual, working closely with the Structure and Function Committee.

The ROD heard a plea from Doug Beal for funds for the Volleyball Hall of Fame. The ROD agreed to try to raise \$4,000 for the Hall of Fame with USA Volleyball matching whatever the ROD raised.

The ROD leadership wants to continue to provide education seminars during its annual meeting periods so the Commissions are cognizant of their responsibilities and the interpretation of their obligations for USA Volleyball regional compliance. In addition, a new rotation format will be a tool designed to get regional commissioners to share ideas with "new" commissioners on how to improve the sport and stimulate growth of volleyball indoors and outdoors.

Mr. McDole asked Mr. Lee if he felt there was a spirit of collaboration or territorialism with regard to membership expansions goals of Mr. Beal. Mr. Lee said most regions want to collaborate. The regions do have the interest of USAV at heart and they want to increase their membership too. There will be resistance to any administrative fee increase, yet we know it has not been increased for a long time.

C. Youth and Junior Olympic Volleyball Division. (YJOVD). Dave Gentile, Vice President, submitted an electronic report that included goals for 2005 and the quadrennial. He reported the following activities since the last Board of Directors' meeting:

1. Twenty regions are represented in the thirty people appointed to positions in the Division.
2. Qualifier Manual and bid allocations have been published with the cooperation of the Events Department and the Qualifier Directors. The bid allocations were reviewed and finalized this past week-end. There is a group working on a new and improved seeding procedure for Qualifiers and Junior Championships
3. The Administrative Manual has been updated, reviewed by Structure and Function and posted on the website.
4. At the August meetings, we had an elite education opportunity. It is the first time the Division has provided an opportunity at the General Forum to participate in two different education sessions. There was an elite coaching session with Tom Pingel and Todd Dagenais presented how the Toshi techniques work. We also worked with John Kessel on a beach volleyball coaching session.
5. The Ethics and Eligibility report was attached to the electronic report.
6. Two very important work groups have been assigned within the YJOV Division structure. The first group is a Seeding Work Group. Seeding is a manual process now and we are investigating a better way to do it. The second is a Junior Development Work Group.

Then Mr. Gentile covered major points from the meeting of the YJOVD Administrative Council just prior to the Board of Directors' meeting:

7. The Administrative Council outlined specific goals for the commissions and confirmed the Division goals. These will be distributed to the commissions for input before officially distributing these to the Executive Council. The priorities for the quad will be growth, developing a three-year outline of specific training and development programs targeted at advancing coaching techniques and developing a three-year outline of grassroots actions promoting the development of volleyball programs at all levels.
8. A pilot test for seeding of the 2005 Qualifiers has been developed that will test various software packages that automatically seed teams into tournaments. They will be used as a control group against the manual procedure currently used. The results will be evaluated and a report taken to the General Forum in May.
9. Very specific guidelines were given to Glen Lietzke, Assistant Vice President, who will be leading the Division through strategic planning and growth initiative for the quad. They will be developing a timetable for growth and suggestions for expansion of events, not necessarily at the elite level. The plan will also address the issue of officials for current or expanded event schedules.
10. The CAP training was a high priority for the Division during the Administrative Council meeting. The Division will collaborate with the USAV Education Department and the ROD to reach the goal of more CAP certified coaches in the system.
11. A high priority for 2005 is to have an impact on the growth plan. It is Mr. Beal's priority and we want to contribute in a positive way.

In response to a question from Mr. McDole about parent education including how to neutralize those parents that live through their kids' participation, Mr. Gentile reported that the Division has not addressed the issue, but it is a concern. Liz Masakayan added that coaches need to be taught how to deal with parents. Mr. Gentile reported that at his own club, there are clear guidelines on how parents are to deal with coaches, and that if there is a concern, the player works first with the coach, then the coach, player and club director and finally the parents are involved if it has not been resolved. Mr. Gentile agreed it is a good suggestion to incorporate something like that in the coaches' training program.

D. Disabled Sports Division (DSD). Roger Neppel, Vice President, submitted an electronic report. Reflecting on Mr. Beal's remarks about growing the sport at all levels, sitting teams fit in all three

categories. Members of the Women's Sitting Team are young while the players on the Men's Team are adults and they are all disabled.

The overall goal of the Division is to provide support for athletes in the area of Special Olympics, the deaf and those with physical disabilities. The primary support for Special Olympics and the deaf is through coaching assistance. However, the primary focus of the Division has been on players with physical disabilities. Mr. Neppel thanked Rebecca Howard for establishing this Division several years ago. He thanked the Board of Directors, the YJOVD and several RVAs for the financial and personal support given the athletes during the last quad. He also thanked the staff, especially John Kessel and Carla Hall, for their perpetual assistance.

Mr. Neppel is pleased with the positive feedback received from the article in the latest *USA Volleyball* magazine on the Paralympic teams. The DSD has used the USAV system to identify coaches for the disabled teams. He reported that the sixth place finish of the Men's Sitting Team in the Paralympics was the best performance at the international level in twenty years. The Women's Sitting Team won the bronze medal in Athens. Six months prior to the Olympics, thanks to the financial assistance of USAV, the teams were able to go to Europe and compete in several tournaments. That experience demonstrated that the U.S. was not at the level of its opponents. The result of the following six months of personal commitment, sacrifice and excellent coaching from Bill Hamiter and Mike Hulett, was the great performance of the USA teams at the 2004 Paralympics in Athens. The teams were recognized by the event organizers, the USOC staff and the USA Paralympic staff as really contributing significantly to the entire Paralympic movement. The venue was great and the crowds were at capacity for each match.

Mr. Neppel reported that the Division's major goal for the quad is for the Men's and Women's Teams to be on a medal stand at the 2008 Beijing Paralympic Games. This will be a huge task since many of the international competitors practice three to four hours a day, four days a week for six to nine months as well as sixty to seventy international matches. The men are older athletes that have sustained an injury or developed a disease that has left them physically disabled. There is no defined feeder system so they rely on the USAV system, word of mouth, high school and collegiate club programs and working with veteran's hospitals like Walter Reed to identify seriously injured soldiers that might be interested in the program.

The main project at this time, through the assistance of the U.S. Paralympics, is the establishment of a residency program at the University of Central Oklahoma in Edmond, Oklahoma. In the next three months, there should be athletes on that campus training for disabled competition. A comprehensive program is being developed in collaboration with the university that uses the model that Mr. Klostermann and Mr. Beal have developed over the years. We will be working with the University for the development of logistical support, housing, food medical, jobs and, most importantly, scholarships (especially for the younger, women athletes). The University of Central Oklahoma is appealing because it is near Fort Sill that is the home of the artillery and a rehabilitation program for Walter Reed Hospital. The Board viewed a highlight video from Athens.

Mr. McDole asked if the issue of standing teams was still on the radar screen. Mr. Neppel responded that it was still being considered by the International Paralympics and we will know more by November although Mr. Neppel does not think it will be approved. Mr. McDole also noted one of the Division goals was the transfer of governance of Disabled Volleyball from USA Paralympics to USA Volleyball. That is an initiative that has serious corporate implications that will take some serious discussions. Mr. Neppel responded that it was a very serious goal, but it does not necessarily have to happen this year.

- E. Member Relations and Human Resources Division (MRHRD).** Cynthia Doyle Perkins, Division Vice President, submitted an electronic report. She thanked the Board of Directors, especially Ms Howard, Mr. Monaco and Ms True for the acceptance and inclusion the National Federation has had over the last quad and a half. The participation on this Board and the participation of high school coaches and officials has improved the sport across the country. It began with rule changes when Ms Doyle was on the NFHS

Volleyball Rules Committee and Susan True was the staff liaison, and hopefully the momentum has not stopped with her position as staff liaison.

There has been some discussion of a change in the name and responsibilities of the MRHRD at the Executive Committee level. Although the changes have not been formalized, everyone should be aware there are changes in the Division's responsibilities being discussed. Currently, the Division serves as a voice for Member Organizations and has the responsibility for corporate recognitions and awards. The Division also helps this Board, the Divisions and Member Organizations to stay tapped into the human resources we have. This includes talking about diversity issues and other issues that do not come under the Division's title, but should be the responsibility of every member of USA Volleyball structures and substructures.

She invited every Member Organization to have representation at the Division meeting and lunch on May 26, 2005. The Division will discuss goals and strategies that will help to solidify its future. One issue that will be discussed is what platform do Member Organizations have with USA Volleyball? The USOC has already asked some NGBs to restructure and at last year's Annual Meeting, the USAV Board discussed possible restructure of USA Volleyball. Whatever happens, Member Organizations need a voice whether they have direct representation on the Board or not. We all have to work to grow the sport by increasing the number of players, coaches and officials.

Other goals Ms Doyle highlighted were that each representative of a Member Organization should try to have lunch with a member of the Executive Committee. It is difficult to know how things work or how you get things done in the system if you do not talk to someone on the Executive Committee. Member Organizations should invite someone from USA Volleyball to attend their annual meeting. The NFHS has asked Mr. Monaco or his designee to attend its annual meeting this summer.

Ms Doyle gave special recognition to Peter Dunn for his work with the Recognitions Committee. Mr. Dunn has worked hard to make sure USA Volleyball awards are made available to all Member Organizations to recognize people who contribute to volleyball whether it is through USAV activities or activities of their own organization.

She announced that Joe Sharpless was recently appointed the technical delegate for volleyball at the Special Olympic Games in Ames, Iowa, July 4-8, 2005. Mr. Sharpless will be asking the RVAs to support this event.

Ms Doyle brought forward her concern about inclusion of women and minorities as Certified Team Physicians. Currently there are no women or minorities on the list. Ms Howard responded that the FIVB will not take them unless they are MDs and they have to stay at the event the entire time. Some Grand Prix events last five weeks. USA Volleyball does need to look for retired physicians who have the time to serve and, in that process, be aware of the diversity issue.

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

- A. Membership Review Committee.** Dick Jones, Chair, submitted an electronic report. He announced the other members of the Committee are Katherine McDonnell; National Volleyball Organization, Joan Powell, Affiliated Sports Organization, Chuck Stemm, Regional Volleyball Associations and Charlene Tagalao, player representative. Membership applications have been sent to Sportzfusion and the United States Specialty Sports Association.
- B. Archives Committee.** Peter Dunn, Chair, submitted an electronic report. The work continues on converting all *Guidebooks* and *Rulebooks* first to microfiche, then electronic form. Regions will be invited to name a representative to serve on the Archives Committee.

C. Recognitions Committee. Mr. Dunn, Chair submitted an electronic report. A part of the Boyce Recognitions Banquet on Thursday, May 26th will be the presentation of the Medallion of Merit Award to Glen Davies for his years of service, but especially for his work on the Diamond Jubilee book.

D. Structure and Function Committee. Ms Johnson, Chair submitted an electronic report. The other members of the Committee are Marcia Alterman, Margie Mara, Joe Sharpless, Susan True (officer liaison) and Fred Wendelboe. In addition, the ROD has asked for direct representation on the Committee and Ms Johnson reported it will be accomplished very soon. The next meeting will be February 22-24.

Earlier in this meeting, Mr. Twohig read a motion approved by the Executive Committee concerning officials for national championships. The proposal was electronically submitted to the Board several weeks ago. It was thought that there had been thorough review and discussion of this motion. Usually, the Structure and Function Committee merely reviews the language to make certain it is consistent with other corporate documents. It was discovered that there are some real concerns about the motion as it is currently worded. Therefore, no motion will be brought to the Board on this issue until May.

MOTION 19: It was M/S/C (Webber/Stemm) to postpone MOTION #14 from the May, 2004 meeting of the Board of Directors until the May, 2005 meeting of the Board of Directors.

MOTION 20: It was M/C (Structure and Function Committee) approve the revision to the title of Article X of the Operating Code.

Ms Johnson reported that the Committee will continue to monitor the restructuring of the USOC based on mandates from the U.S. Congress, and propose changes in USA Volleyball structure if mandated or deemed necessary. In addition, the Committee will continue to review and re-write documents based on actions of the Board of Directors.

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

F. Rules Testing Commission (RTC). Ben Jordan submitted an electronic report. Ms Howard reminded the Board that any Member Organization that would like to send someone to the meeting of the Rules Testing Commission on February 19 is encouraged to do so although the Member Organizations will have to cover the expenses of that representative.

G. Diversity Commission. Ms Johnson, Chair, distributed an electronic report. She thanked Cynthia Doyle and Glenn Sapp for their comments and obvious commitment to diversity. USA Volleyball must submit its Quadrennium Report on Diversity to the USOC in the next few months. She reported that the Commission would be reviewing the diversity policy statements in the Policies and Procedures Manual and discussing future directions for the Commission.

X. OTHER REPORTS

A. Volleyball Hall of Fame. Mr. Monaco thanked the ROD for its commitment to raise funds for the Hall of Fame with USA Volleyball matching the amount donated. Mr. Monaco passed a jar around the room for voluntary donations stating that he would match the amount donated. The Board donated \$480 and Mr. Monaco matched that amount before sending it to the Hall of Fame. He will include a list of members of the USAV Board of Directors as of today so everyone will be listed collectively as Hall of Fame Donors. Hopefully, each member will be placed on the mailing list and it will encourage members to drop by the Volleyball Hall of Fame for the October induction ceremonies or whenever traveling in Massachusetts.

B. USA Volleyball Foundation. Fred Wendleboe, Chairman of the Foundation Board, gave a presentation on the Foundation's Development Plan. Some of the key points were:

1. The goal is to build an endowment with a long-term goal of raising \$100,000,000 to help USA Volleyball become self-sufficient.
2. Lay effort is necessary to implement the plan. Hopefully, there will be funds for a staff in the future.
3. The tools for the plan are direct mail donor program, planned giving and endowment, direct member assessment through the Regions and new membership program.

Recommendations included investment of LAOC funds, US Volleyball Education Foundation merging with USA Volleyball Foundation, establish a USA Volleyball Development Department, establish region coordinators and schedule fundraisers with USAV events. The Foundation will be hosting the President's Reception prior to the Boyce banquet in May. It is also critical that we use Olympic and/or National Team alumni in USA Volleyball in general and to contact potential donors for the Foundation. It is important to keep these people "in the family" and linked to USA Volleyball to let them know what an asset they are to the organization.

In response to a question about what would happen to the educational objectives of the USA Volleyball Education Foundation if it were merged with the USA Volleyball Foundation, Mr. Wendleboe said there could be an education committee within the Foundation.

Charlene Tagalao said the Player Directors were talking yesterday about membership growth and how to keep former Olympic and National Team members in the loop. The newsletter that goes out to club players could include information on former Olympic and National Team players. It is important that all us know about past Olympians, where they are now and what they are doing. This could also be a feature of the *USA Volleyball* magazine so everyone, especially the young players, learns about these players.

XI. SPECIAL DISCUSSION: GROWING THE GAME

Mr. Monaco formed three break-out groups to address the following: 1) Growing membership, 2) Fund Development for the USA Volleyball Foundation, 3) Outdoor Volleyball.

Group 1: Mr. Beal led this group discussing USAV membership growth.

1. There was clearly a belief among those participants at this round table that there are millions of potential members and we should have that number as a goal.
2. We have been very unsuccessful getting action from large numbers of YMCA volleyball programs at both youth and adult levels. Dick Jones and Doug Beal will revisit and new efforts will be made. The numbers seem quite large.
3. We need to create a category for individual members who are non-players; sponsors, fans at international matches, parents of juniors, collegiate boosters, etc.
4. It was discussed that USAV, in an effort to attract new members, should create a package of giveaways and charge nothing for the membership.
5. The giveaways should come from our existing sponsors, if possible, and many potential members could be interested in on-going information about our USA Teams and the individual players.
6. It was suggested by a Region Commissioner that perhaps the regions would continue to register classes of members called "players," and the National Office would register classes of members called "non-players."
7. The discussion to attract recreational players involved initially giving them something for nothing--trying to hook them on the competitive opportunities USAV can provide and then charge in the future.

Perhaps a membership for a quadrennial would be free and in the second quadrennial there would be a charge.

8. We have to get to AAU members and players in the Park and Recreation Department programs.
9. We should be prepared to register parents who attend our junior programs at the 2005 events, where a membership would be included in the price of admission to the event.
10. There was some discussion about the various populations on college campuses that are non-varsity players, including collegiate sports club members, intramural participants and even students in physical education classes. We should create a special collegiate membership that could segue when the member graduates. It was further suggested we access these populations through the collegiate sports club directors.
11. We should work with the AVP to register spectators who attend their events.
12. We should create a program through our relationship with 24 Hour Fitness clubs where their members play volleyball or even the regular members.
13. it was suggested we should create a category for players who attend summer camps and their parents.
14. We may have to change several existing Bylaws to create new categories and a new fee structure.
15. A number of people indicated that the insurance USAV provides is an attractive benefit for some populations.
16. We could create membership programs around the Olympics of 2008, some categories could be free until after the Olympics.
17. We should create contests that motivate existing members to sign up new members for some prize we can create, perhaps around the Olympic Games.

Group 2: Mr. Wendleboe led this group discussion on USA Volleyball Foundation Plans and Programs.

USA Volleyball will continue with a Volleyball America/Go for the Gold type of targeted mass mailing. The Foundation will use the names of significant donors from that response to target further approaches. Gift clubs at certain levels for multiple years may be a logical next step. This quad, efforts will be from lay personnel, with the limited help of staff. We would propose to hire a Development Director at the start of the next Quad, but there would still a need for lay involvement. Fred should connect with the Association of Fundraising Professionals and tap into the NCAA fundraising professionals. Add donation link to Rotations. Goal for Foundation is \$100M by 2024. Steps to follow:

1. set up materials
2. target a small list
3. follow up with a personal relationship
4. cultivate, cultivate, cultivate
5. involve Olympic Alumni

We should explore the use of the RVA Administrative Fee to grow the Foundation, use the Boyce and other gatherings, such as group of 75+ players and Stars Heritage Club to develop relationship.

Group 3: Mr. Grajeda led this group discussion Outdoor volleyball.

1. AAU only does junior and only beach volleyball (no grass or adult programs).
2. Volleyvan program could be reinstated as a program specifically for beach volleyball.
3. USYVL – catch the kids who outgrow this recreation program.
4. Just get bodies to play with no restrictions.
5. Have a staff person designated for beach volleyball programs, and identify a person in each area who would be a contact person in their region.
6. Start University Intramural Programs/High School Winter Leagues in California – grass and beach volleyball.
7. U-Volley could be joined with our outdoor program to have a larger population from which to draw.
8. Give Parks and Recreation programs materials they might need to start a program.

9. Identify existing beach volleyball programs throughout the country to promote the game at a national level and have cooperation with the programs within the regions.
10. Adults who participate in outdoor recreation programs could lead into indoor programs.

XII. NEXT MEETING OF THE BOARD OF DIRECTORS.

The next meeting of the Board of Directors will be held in Denver, Colorado, May 27-28, 2005.

XIII. CLOSING REMARKS

Joe Sharpless asked that the Board recognize the passing of a great Olympian, Patti Bright who was a member of a great volleyball family. Her mother, Bertha Lucas is a past member of the Board of Directors and a two-time Olympian as was her father. Liz Masakayan said she attended the memorial service and reported that Patti was her high school coach. Mr. Monaco recognized all the past Olympians in the room: Kevin Barnett, Doug Beal, Kerry Klostermann (Canada) Liz Masakayan, Elaina Oden, Sinjin Smith, Jeff Stork and Erik Sullivan.

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

XIV. ADJOURNMENT

MOTION 21: It was M/S/C (**Clauss/Viera**) to adjourn the Annual Meeting of the USVBA Board of Directors on Saturday, January 16, 2005 at approximately 10:10 am.