
USA VOLLEYBALL BOARD OF DIRECTORS

MINUTES

June 21-22, 2019

Hoffman Estates, Illinois

Friday, June 21: 9:00 a.m. – hard stop 4:30 p.m.

I. CALL TO ORDER

1. Roll Call/Board Introductions, Directory Update, Declaration of Quorum
K. Klostermann

- a. Attendance: *Present*: Donaghy, Eldridge, Gentile, King, Mailhot, Okimura, Peixoto, Rasmussen, Reynaud, Rogers, Shoji, Shropshire, Stemm
Absent: Fasbender, Haneef-Park (attended on Saturday), Hughes

Guests: George Thompson, Treasurer.

- b. Special recognition(s). Ms. Okimura recognized new Board members, David Eldridge and Elizabeth King. She also recognized Patty Fadum, who has been instrumental in planning this meeting. She also acknowledged those leaving the Board, namely Sue Mailhot, Mitch Stemm and Ken Shropshire, and thanked them for their many contributions to the Board of Directors. On Saturday, she also recognized Tayeeba Haneef-Park. Ms. Reynaud also recognized Ms. Okimura for her leadership and service to the organization.

II. BOARD ADMINISTRATION

1. Approval of minutes

- i. January 25, 2019 Winter Meeting in Denver

Motion #1, made by Gentile, seconded by Reynaud, to approve the Minutes as amended. Approved without dissent with abstentions by Eldridge and King.

- ii. January 31, 2019 Special Meeting by phone

Motion #2, made by Gentile, seconded by Peixoto, to approve the Minutes as amended. Approved without dissent with abstentions by Eldridge, Shoji and King.

- iii. May 16, 2019 Special Meeting by phone

Motion #3, made by Gentile, seconded by Peixoto, to approve the Minutes as amended. Approved without dissent with abstention by King.

2. Compliance check.

Mr. Klostermann indicated that all Board members are in compliance with the various requirements of Board members.

3. Approval of Agenda

Ms. Okimura noted that the RVAA Annual Meeting was held prior to this meeting, so the report on those meetings will be moved to the end of the Bylaws section. She noted that Saturday's portion of the meeting will be devoted to Executive Session, followed by Mr. Davis' report, the election of a new Chair, and Mr. Klostermann's report on logistics for Tokyo. Also, if the Board has time, there will be a discussion on conflicts of interest based on a recent best practices seminar hosted by the USOC.

Motion #4, made by Rasmussen, seconded by Reynaud, to approve the Agenda as amended. Approved unanimously.

II. BOARD CHAIR NOMINATIONS & DECLARATIONS

Ms. Okimura then raised the issue of the election of a new Chair, given that she is term limited. She noted that the following people have been nominated, noting that others could still nominate themselves from the floor: Brent Rasmussen, Cecile Reynaud and Todd Rogers. Each person nominated will then have a chance to say a few words, and then the election will be tabled until Saturday to give people a chance to ask questions and consider their vote. On Saturday, there will be a paper ballot, and Mr. Smith will assist with the monitoring of the election.

Ms. Okimura asked if anyone else wanted to make themselves eligible for election or to nominate someone. There were no additional nominations. Mr. Rogers respectfully declined his nomination. Mr. Rasmussen also respectfully declined his nomination. Ms. Reynaud accepted her nomination. Ms. Okimura then noted that the election will be held on Saturday. Ms. Donaghy asked what would happen if the Board did not vote to elect a new Chair. Ms. Okimura said she would consult with legal counsel and get back to her. Ms. Okimura also encouraged a sub-group of the Board and the Governance Committee to look at the Bylaws to determine what can be improved about this process. Mr. Stemm asked if serving as Chair impacts other roles within USAV. Ms. Okimura responded that it can, and she will discuss this as part of her comments to the Board on transition that will be done later in the meeting.

Ms. Okimura noted that Ms. Haneef-Park has agreed to stay on until her successor has been elected. Mr. Klostermann noted that nominations for that position close today, and there is one nomination so far that is currently in the process of being vetted.

III. BOARD CHAIR REPORT

Ms. Okimura then delivered her Board Chair Report, which focused on things she has learned over the last five years. She feels that there has been huge improvement on the issue of transparency. She also thanked legal counsel who have helped USAV during her term. Transparency does not mean “letting everything go out the door,” and confidentiality remains important and we must run USAV as a business. Nevertheless, transparency is very important, and she cited George Thompson as someone with experience who has helped USAV and can help in the future. She then passed along a compliment from the President of NORCECA Cristobal Marte Hoffiz, who said that international relations and cooperation involving USA Volleyball is the best it has been in years.

She then discussed strategic planning, and complimented the Board on the progress that has been made in this area. She also encouraged the Board to do a “refresher” to follow up on the strategic plan.

She noted that USAV did not have an HR Director when she came on Board, and complimented Bernie McLean for the job she has done, which included a trial by fire when she came on board. She also noted that the CEO evaluation is now a 360 degree review and is more thorough thanks to the Personnel Committee and the HR Department.

Ms. Okimura then addressed Safe Sport. She noted that it was a huge step forward for all employees and Board members to be Safe Sport certified – we were one of the first NGBs to do so. The commitment to fixing past mistakes and making sure they don’t happen in the future has been very important, and she encouraged the Board to continue on this path in the future, and not to be afraid to fix past issues. She also thanked Mr. Smith for his help in this area.

She noted that the CEO transition was an important issue for USAV. The process, which was more formalized, took into account more points of view, and focusing on the business of the sport was very important. Also, she thanked Carla Hall for documenting the steps that were taken and preserving records. She encouraged the Board not to underestimate the importance of documenting its processes and steps.

On the international front, she noted the importance of having key international events held on US soil. Today, we now are holding a world Olympic qualifier in the US, which has never happened until now. We are regularly holding important international events, and she noted Mr. Davis’ ability to negotiate for these events to be held in the US. She also recognized the great improvement that has been made in relations between USAV and FIVB, and between USAV and NORCECA. This is all important in pursuing our goal of competitive excellence. Mr. Davis then discussed the television schedule for the Olympic qualifier on NBC and its family of channels.

In the area of athlete support, the Board has made great strides in increasing the voice of the athletes, such as through the international athletes assembly. She emphasized

the importance that the Board has focused on all disciplines. She noted that both FIVB and IOC are investing money in international athletes commissions. Mr. Shoji noted the importance of getting past conflict of interest issues in the international athletes commission.

In the area of international relations, Ms. Okimura noted that, when she came on board, she was curious and concerned about the lack of the number of Americans who were involved in international relations. The US was represented, but by relatively few people. Today, this is better, but it could still use a boost, and she encouraged the Board and staff to address this. She also noted how important it is to make sure that the CEO has a good working relationship with the international world. She noted that this was costly, but it has paid huge dividends. There was some concern internationally about losing a very well-known CEO, but Kerry Klostermann and Carla Hall were very well known and respected, which made a huge difference in the transition, and she thanked both Kerry and Carla for their help and support.

On the domestic front, she noted that regions have been dealing with membership issues. She expressed hope that they would continue to work to find solutions to issues that are presented, and reminded the Board about how much an event can bring to the communities where events are held.

In the area of Olympics and Paralympics, she feels that there has been a real effort to enhance resources, and to even out the opportunities and support across all disciplines. She also noted the huge potential of our athletes to make changes at the Olympic and Paralympic level, citing the accomplishments of Katie Holloway in this area. She also cited the importance of supporting our athletes in their travel convenience and comfort, which is something USAV had focused on. Mr. Shoji noted that he and others addressed this with Mr. Davis and Ms. Hall, and noted a significant change in this area, which has been an incredible improvement for the athletes. Mr. Rasmussen echoed Mr. Shoji's comments, noting that a number of sitting athletes continue to express their appreciation.

Finally, she noted the importance of the Board's focus on governance, which included creating a separate committee focused on governance only (as opposed to Nominating and Governance, which was the focus of the prior committee). As the climate of sports changes, so must our Bylaws and governance. She recognized the importance of the diversity and inclusion committee, which includes a lot of people who have given USAV a lot of good ideas. She also expressed her feeling that more changes will be needed in the future.

She then turned to what she sees as threats moving forward. First is conflict of interest. In the world of governance, there are some massive examples of conflict of interest. Our Bylaws call for the Board Chair to address these, and she recognized that she did not address all of these. She also noted that those that are addressed may just be scratching the surface. She warned that conflicts of interest can undo the good work the Board does. Ms. Okimura shared some discussions during the USOPC Best Practices Summit on conflict of interest. This included examples and discussion on

actual and potential conflicts of interest, the duty of loyalty, when a constituent's interest is not balanced with the goals of the corporation, when a corporation acts in ways that are against societal or cultural norms, and a board conflict of interest policy and rules concerning conflict of interest when conducting Board business.

The second threat is Board election and succession. Finding people who have the time to contribute, and who come from outside the world of volleyball are the most difficult challenges. She thanked Dave Gentile and Donna Donaghy for their help and wisdom in this area. She noted that we need to have a lot of focus on this area. She reminded the Board that several Board members are elected by outside third parties, and we need to decide on how to change the selection of those seats, because they allow a third party to impact the Board and the organization, which is against our business goals moving forward.

She said she was very happy to be part of the Board when a sitting volleyball representative was added to the Board, and when a third RVA member was added to the Board. She noted that the Board will continue to discuss whether to be a constituent-based board or to have a more independent-focused board. She feels that almost everyone feels that the athletes' voice must increase.

She then discussed the importance of preserving the USA Volleyball brand.

She mentioned that she appreciates the way things worked out and she is glad to have served as Chair, even though it is a challenging and exhausting job. She appreciated the courage of the Board to do the right thing, and she thanked the Board. She also thanked the RVA Board members for the three Regions that she has been a member of during her career.

Ms. Reynaud thanked Ms. Okimura for all she did in her time as Chair of the Board of USAV.

IV. ATHLETE REPORTS

a. Beach Athlete report

Todd Rogers/Sara Hughes

Mr. Rogers reported on a successful women's beach volleyball finals. Olympic qualification is well underway, we have four beach teams in the top 10 on the women's side, and one on the men's side (largely because many men have not played a lot of tournaments yet). The World Championships are coming up in late June. He then reiterated to staff the concern that the Olympic Village tends to get crazy in the second week of the Games, which can interrupt preparation for the matches that week, and it might be helpful for athletes to sleep outside of the village during that time. Mr. Davis mentioned that staff is involved in discussions with the USOPC. They are concerned with security and the expected heat in Tokyo at that time.

b. Indoor Athlete report

Tayyiba Haneef-Park/Kawika Shoji

Mr. Shoji reported that the men are in the fourth weekend of five in the NVL. The finals are in downtown Chicago in two weeks. The men are 5-4, and have won 4 matches in a row after a slow start. The athletes have expressed some interest in getting involved in political issues with FIVB, and as an example, there is a fair amount of concern over scheduling, and the physical and emotional well-being of the athletes. The athletes feel very strongly about this issue. Ms. Okimura added that, in addition to the athletes, the confederations and the federations will have to get involved to effect change. Mr. Davis complimented Mr. Shoji and Jordan Larson for their leadership on this issue, and that President Graca complimented the US athletes for their preparation for the meetings.

Ms. Haneef-Park reported on the Women's National Team. The women are going into the finals of the Volleyball Nations League and is hoping to repeat last year's performance. The matches will be on FloSports. Lindsay Berg is documenting some players "Road to the Olympics." She would like to work with all national team athletes. It is called the Cuore Project.

c. Sitting Athlete report

Brent Rasmussen

Mr. Rasmussen reported that the men are in the Netherlands, and many of their matches are on Facebook. He noted that the men will try to qualify for the Paralympics at Parapans, and if they don't qualify at the Parapans, then we will be hosting the last-chance qualifier at UCO. At recent meetings, some concern was expressed by a lack of promotion that matches are being held, and in the transferring over of social pages. Mr. Rasmussen then read a report forwarded by Mr. Seilkop on events and funding for beach paravolley.

d. USOC AAC report

Chris Seilkop

e. Pending athlete topics from January to June 2019

i. OLY celebrations

Ms. Okimura discussed the Olympic designations. This is something that has been established for Olympic athletes worldwide to use for professional and identification purposes. Ms. Okimura noted that this could be a way to bring some notoriety, publicity and connection for our Olympic alumni. Mr. Eldridge noted that this is a very good opportunity for "earned media" which is media exposure that does not have to be paid for.

ii. Discussion regarding additional Board positions based on new disciplines.

Ms. Okimura noted that, with the different disciplines being added, such as snow volleyball and beach paravolley, we should look at athlete representation on the Board to make sure the representation adequately reflects USAV's athletes. Mr. Davis noted that these disciplines are in their infancy, so beach players are the ones playing snow volleyball, and sitting athletes are the ones playing beach paravolley, so for now they are the same athletes that are already in our programs, for the most part. However, as those disciplines grow and become more popular, this will change. Mr. Rogers asked if there is a push to add snow volleyball to the Winter Olympics. Mr. Davis responded that there is an effort underway, but it is in its early stages. The goal is to try to make it an exhibition sport in 2026, and a full sport for the 2030 Games. Mr. Rasmussen stated that it would be helpful to have a female sitting representative to the Board.

V. BYLAWS & GOVERNANCE

a. Board Policy Updates Klostermann/Stafford

i. Results of electronic voting between meetings.

Ms. Okimura noted that the results of electronic votes between meetings were added to the last set of minutes.

ii. Pending Board Action (if applicable)

1. International Athlete's Assembly Bylaws revisions re-approval *motion from committee

Mr. Klostermann noted that the Bylaws must be amended to reflect this Assembly, and the policy manual must also be updated.

Motion #5 made by Rasmussen, seconded by Gentile, to approve the proposed amendments to Section 9.02 of the Bylaws (see attached), approved unanimously.

Motion #6 made by Eldridge, seconded by Rasmussen, to approve the updates to the International Athletes Assembly policy manual, approved unanimously.

Mr. Klostermann announced the representatives to the various athlete representative positions.

2. Board Chair Bylaws amendment *motion from committee

Mr. Klostermann noted that this amendment is being proposed to clarify the transition to a new Chair. Ms. Okimura expressed concern that the transition period is not long enough, and she does

not think this proposal addressed this. Mr. Gentile stated that he thinks this starts to address the issue, although the transition should be longer. He also raised the idea of whether, to help in the transition, there should be a Vice Chair who could work with the Chair over several years. Ms. Okimura mentioned that this has been discussed, but there was some concern that there could be confusion between the role of the Chair and Vice Chair and whether there might be conflict between the two positions. Ms. Okimura also stated that she did not expect the prior Chair to have spent more time with her in getting her trained and ready. Ultimately, she is concerned that this Bylaws change does not adequately address the issue of a period of time for a handoff between the outgoing and incoming Chairs, but she also wants to clear the way for the new Chair to bring his or her own agenda and style to the position as soon as possible. Mr. Gentile asked what was the intent of the Governance Committee in bringing this forward. Ms. Donaghy suggested that she and Ms. Mailhot take this feedback back to the Governance Committee for input, and the Committee could come back with another proposal. Mr. Gentile noted that there should be a window of time for on-boarding, and also for the new Chair to take over. Ms. Mailhot noted that, all other positions in the Bylaws have a start and end date, except for the Chair, so the goal of this proposal was to establish a date to align with all other positions.

Motion #7 made by Gentile, seconded by Stemm, to remand this matter back to the Governance Committee for additional input, approved without dissent, with Ms. Okimura abstaining.

3. Board approval of 12-month membership cycle
*Pexioto/Stemm motion from Jan 2019 meeting.

Ms. Donaghy noted that there was a vote at the Regional level on this. Ms. Okimura noted that this is still a live motion from the last meeting.

The motion raised at the last meeting (but for which a quorum was not present) was approved, with Ms. Donaghy voting no and Ms. King abstaining.

4. Board position selection approval (Coach and High Performance)

Ms. Okimura explained the background and the discussion on this issue. Ms. Okimura suggested that these positions not be selected by a third party, but follow the same intent of having a

representative from these areas serve on the Board. Ms. Donaghy suggested that this go back to the Governance Committee for further input. She also said the Committee is getting close on this issue and will have it done before the position comes up for election. Ms. Okimura encouraged the Committee to address this as soon as possible, and to also address how the seats are selected, and how we select the people who select the seat.

5. Independence definition Bylaws revision *from J. Davis, motion from K. Shropshire req. 2nd

Motion #8, made by Shropshire, seconded by Gentile, to revise the Bylaws on the definition of independence (see attached), approved unanimously.

Ms. Okimura discussed the concern that the current definition would prevent someone from serving on a committee before serving on the USAV Board. Mr. Davis noted that someone could go onto the Board as an independent and then join committees, but not the reverse. Mr. Gentile noted that the USOPC is on board with this type of change. He expressed concern about someone vacating a committee position upon election as an independent director. Ms. Okimura noted that we cannot let a committee position prevent us from having a good person on the Board. Ms. Okimura explained that she had talked with other NGBs, and she found that most are not as strict in their definition of “independent” as USAV. Mr. Stemm asked whether and to what extent the USOPC will be involved on this issue. Ms. Okimura noted that the USOPC is putting more focus on independent board recruitment, so the USOPC will be involved in a significant way. Ms. Donaghy noted that this is on the agenda for the Governance Committee to review, and the Committee is awaiting the issuance of the Borders report before moving forward on this. She also asked how USAV can make sure the Nominating Committee is being accountable. Mr. Klostermann noted that this was sent to the USOPC, and Denise Parker did not have any concerns about this language, noting that the key point is to bring independent thought and input to the Board. Ms. Okimura encouraged the Board not to stop looking into this issue with this vote.

6. Tryout membership proposal from RVAA, for approval

Ms. Okimura noted that, since this was not coming from a USAV Committee, it’s needs a motion and a second.

Motion #9, made by Peixoto and seconded by Stemm, to approve the membership proposal approved by the RVAA (see attached), approved unanimously as amended.

The RVA Directors accepted a friendly amendment to remove the sentence discussing the maximum cost of \$25.

Mr. Stemm asked if this proposal is comprehensive enough. Mr. Davis responded that this is formalizing something that is being done. Ms. Donaghy noted that the \$25 limit involves the RVAA setting a cap on the fee, which may not be appropriate for the RVAA to impose on USAV. Mr. Gentile noted that this does not set the membership fee, but only the tryout fee. Ms. Mailhot noted that the RVA is covering the insurance associated with the tryouts, and was concerned about the cap. Ms. Reynaud read the proposal approved by the RVAA, and there is no cap in that motion. Ms. Mailhot supported allowing the Regions to set the price, noting that the Region should not set a high price. Ms. Okimura encouraged the RVA representatives to the Board to discuss during the break.

7. Status of vacant Board position(s) remaining for selection.

Ms. Okimura discussed the beach assembly administrative council, and the fact that it is really not functioning, and there is one seat currently vacant and another that will soon be vacant, and that assembly chooses the seats. Ms. Okimura stated that if the assembly is not in a position to elect those seats, then the Board will have to do it, and she encouraged the Board not to wait on this. Ms. Mailhot discussed the status of her replacement. Nothing has been sent out yet by the Officials Administrative Council, but she hoped that would be done soon, and her successor would be elected before the next meeting.

iii. Assembly & constituent reports to be submitted in writing by June 14, 2019

1. Junior Assembly report

David Gentile

Mr. Gentile reported on the annual meetings held in May. Several committees were formed, including a beach committee. There was discussion about changing the structure of the Junior Assembly meetings so they would be held in July, but this was tabled. He noted that a lot of coaches and others would like to have more opportunities to have a voice within USAV. The Assembly approved a new tiebreaker system and an update to the administrative manual.

2. RVAA Annual Meeting report Donaghy/Pexioto/Stemm

Mr. Stemm offered to elaborate on any motions that were adopted at the RVAA meeting.

3. Member reports Q&A

None.

b. Arbitrator program discussion

Donna Donaghy

Ms. Donaghy explained that this used to be overseen by the Chair of the E&E Committee. This program has now been turned over to Rachael Stafford. Ms. Donaghy noted that at events, there needs to be two committees there in addition to the arbitrator to handle appeals. Ms. Okimura discussed the legal liability issues associated with this program. Ms. Donaghy expressed her support for continued Board oversight of this program.

c. Board governance review report from January 2019 meeting. David Gentile

i. Report on Board elections, vacancies.

Mr. Gentile discussed a report on the challenges of finding independent directors and the work of the Nominating Committee in that project. This includes some recommendations for the Board to consider moving forward, which he would like to consider and address at future meetings. Ms. Okimura noted that an issue that has to be considered is the limitations on interactions between the Board and the Nominating Committee, and staff and the Nominating Committee.

Ms. Okimura also noted that the Beach Assembly is in a state of flux. She recommended that the Board consider how it can fill the beach seats, of which there are two. She also noted that the Board Chair can fill those seats, and she highly recommended that the next Board Chair and the Board take that action. She feels it would be bad for USAV to head into an Olympic year without any representatives to the Board. Ms. Donaghy contacted the members of the Beach Council, and they don't really know who is on the Beach Assembly or how the process would work from this point. Mr. Gentile noted that, under the circumstances, it would be helpful for the Board to assist in the process of getting these seats filled. Ms. Okimura recommended that the Board appoint the two positions through a specific process that involves vetting and notice. Mr. Gentile reminded the Board that we have a fiduciary duty to address this.

Motion #10, made by Gentile and seconded by Rogers, to have the Board implement an expedited process to fill the vacancy in the Beach Development and Beach At-Large Director positions, approved unanimously.

Ms. Stafford discussed some notable revisions coming from the U.S. Center for Safe Sport, including a number of issues that are impacting USAV events. The Center is directing NGBs to implement safety plans during the period between a complaint and a hearing, rather than interim suspensions. There are also provisions in the Code about aiding and abetting, where someone knows that an individual is banned, or knew about issues with another individual and still hired him/her. There is also a new Minor Abuse and Prevention Policy (MAPP), which goes into effect on June 23rd. There is an education and training component that requires all adults to take the SafeSport training program, and there is a 30-minute refresher required in the off years. There are six policies that are required to be put into place. Mr. Gentile noted that these policies and requirements will have ramifications on the clubs and Regions. Ms. Stafford noted that there have been significant changes made to the USOPC's background check process, and those are likely to be imposed on the NGBs this fall.

Saturday, June 22: 9:00 a.m. to 4:00 p.m.

Ms. Okimura recognized Tayiba Haneef-Park for her contributions to the Board. She also recognized the passing of Mike Hewlitt and Scotty Bayless.

Motion #11, made by Rasmussen and seconded by Gentile, to go into executive session, approved unanimously.

Motion #12, made by Rasmussen and seconded by Gentile to come out of executive session, approved unanimously.

VI. EXECUTIVE SESSION *Participants to be confirmed. (9:00 a.m. – 12:30 p.m.)

Ms. Okimura reported that in the Executive Session, the Board discussed the following:

- A report from the Chair of the Ethics and Eligibility Committee, Jon Lee, which was delivered by Rachael Stafford;
- A report on legal issues delivered by Rachael Stafford and Steve Smith, which included a discussion of how Rachael and Steve work together and their respective areas of responsibility;
- A report on the audit and AFB Committee from George Thompson;
- A discussion of sponsorships;
- The Personnel Committee report;
- Data privacy issues with the member management system were raised and discussed.

Ms. Okimura also reported that the Board approved the following motion in Executive Session:

Motion #13, made by Gentile, seconded by Stemm, to approve the audit, approved unanimously.

VII. CEO REPORT – provided in person with Q&A

Mr. Davis reported that he has identified a Senior Director of National Teams after a long and thorough process with over 100 applicants for the position. The group working on this identified five finalists, and then further narrowed the group to two candidates, and the final decision was unanimous. Once the candidate was identified, Mr. Davis went back to all of the coaches to ensure they felt this person would add to the program, and they unanimously agreed that he would. The new Senior Director of National Teams is Peter Vint. He will be starting in the fall and will be located in Colorado Springs. Mr. Shoji asked if Mr. Vint would be evaluating the coaches, and Mr. Davis indicated that he would, but he would be one of a number of people who would be evaluating coaches.

USAV continues to invest in Beach Volleyball. USAV just created a new role of full time Performance Analyst, Tyler Widdison. He also reported that the Association of National Olympic Committees has changed the World Beach Games location from San Diego to Doha, Qatar in October.

With respect to the Indoor discipline, USAV hired Erin Virtue to work in high performance and with the women's national team. Following the WNT tryouts, Coach Kiraly has held a 16-player camp. Both the women and the men are performing well right now.

He then noted that this is a very busy year for the International Events Department, and he listed a number of the competitions involved. He discussed the arrangement for the Women's Qualifier, which will be held in Shreveport, LA, and a NORCECA event where the men and women will both be playing, which will be held at the Olympic Training Center in Colorado Springs. Because the athletes are playing at the OTC, they must all take the SafeSport training, which is a challenge for foreign athletes. The Center has been helpful in this process. He mentioned that Emily Burlison has been hired to the International Events department.

On the Sitting discipline, Michelle Goodall has been hired as an assistant coach for the women's team.

USAV has three beach pipeline camps that were recently held in June, and other camps will be held in July and August.

In the Snow discipline, there were three events held in Europe, and the women won two gold medals and the men won one gold medal. In the wake of the death of Eric Zaun, Riley Salmon came forward and wants to put together a program to help athletes who may be facing issues of addiction and "Post-Olympic depression." Ms. Haneef-Park supported this

program and noted this is something that she thinks USAV could do more to help in this area. Mr. Davis welcomed any input from athletes and Board members on this program. He would also like to expand this to address how to help athletes transition to the working world when their playing careers end. Mr. Shoji encouraged USAV to implement some things soon, given that a number of athletes will be leaving the program after the 2020 Olympics. Mr. Davis reported that he has met with the USOC, and their budget in this area has been reduced to zero dollars. Mr. Davis said he is willing to commit money and resources to this program, but it must touch a broad base of athletes. Mr. Thompson also noted that there are a lot of state grants that may come into play in this area.

In the area of events, Girl's 18s Championships was very successful with a lot of teams attending the events. The boy's national championships, to be held in Dallas, has exploded. Mr. Davis mentioned that, by 2021, there will need to be another age break for the girl's junior nationals, as there are not venues that can handle the size of our event. An analysis of this is currently being done. For 2020, the Girls 18s will be held in Reno, the Opens in Minneapolis, the Girls' Junior National Championships in Dallas, and the Boys Junior National Championships in Reno. USAV did an RFP on event management systems, and we are staying with AES for one more year, and then we will evaluate.

There was a break in the CEO report for the Board Chair Election

USA Volleyball Board Chair Election

Ms. Okimura noted that Ms. Reynaud is the only nominee. She asked if there were other nominees, and there were none. Ms. Reynaud exited the room before a discussion and the election. Ms. Okimura noted that, at the last Chair election, there was not a vetting of the candidates for a conflict of interest until after the election, and Ms. Okimura had to raise any issues and was not asked to do so. Ms. Okimura recommended that the Board address this directly with the candidate for Board Chair. Mr. Gentile suggested that the Board require that Ms. Reynaud disclose on the standard form any conflicts she might have. Ms. King suggested that the Board put in place policies and limits in this area. Ms. Okimura also noted that Ms. Reynaud will need to think about making public speeches for organizations that may not be in agreement with the values of USA Volleyball. Mr. Gentile suggested that Ms. Donaghy sit down with her to discuss these issues. Ms. Okimura suggested that both Mr. Gentile and Mr. Davis be included in that discussion. Mr. Eldridge expressed discomfort with voting before these issues have been addressed. Mr. Shropshire stated that, if anyone is deeply enough involved in volleyball, they will have conflicts, so the key is to address it appropriately through transparency, disclosure and taking steps to address the conflict. Mr. Thompson offered to be available or participate as needed.

Motion #15, made by Gentile and seconded by King, to elect Cecile Reynaud as the Chair of the Board. By written ballot, Ms. Reynaud was elected as Chair of the Board.

CEO Report Continued with new Board Chair, REYNAUD, presiding.

On Sport Development, and in particular men's development, Division 3 has grown into over 100 programs, and two states have sanctioned boys' volleyball as a high school sport. There are six HBCU college programs in the SIAC that are considering sanctioning men's varsity volleyball. Mr. Davis said that, if this program could launch, it would be huge for men's volleyball and for diversity in the sport. The total cost would be approximately \$1,000,000. First Point Volleyball Foundation has approached USAV to gauge if it is willing to support this program. Mr. Davis thinks this would be a good project for USAV to support, probably as a matching program where USAV would match up to a certain amount of money. Ms. King asked if we would have leverage to ensure that a majority of participants would be African American. Mr. Shropshire noted that, in some sports, that is not the case, and putting in a percentage might be problematic. Ms. Reynaud suggested that Mr. Shropshire assist in putting together the necessary language. Mr. Gentile asked where that money would come from, and Mr. Davis responded that this would have to come from the Foundation. Ms. Reynaud asked what First Point's skin in the game would be, and Mr. Davis responded that they are responsible to raise all the money needed. Mr. Davis also suggested that the Foundation pay the money directly to the universities. Mr. Stemm expressed his support for this program, with the caveats that have been discussed. Mr. Shoji asked what the relationship between USAV and First Point. Mr. Davis indicated that there is no formal relationship, other than the fact that Men's National Team Coach John Speraw was the founder of First Point, and USAV gave some seed money to First Point a number of years ago. Ms. Reynaud asked what would happen if First Point goes away. Mr. Davis replied that the Foundation would be matching contributions, and if there is nothing to match, then the Foundation would not pay anything. Ms. King asked about the conflict of interest, given that Speraw is the MNT Coach. Mr. Davis said he does not know if Mr. Speraw receives any money from First Point, but USAV would not be giving any money to First Point. Mr. Gentile noted that Mr. Speraw does not receive any money from First Point. Mr. Shropshire suggested that USAV and the Foundation work directly with the commissioner of the SIAC. Mr. Davis suggested that, since the program has been structured by First Point, we should follow their lead and give directly to the colleges.

Motion #14 made by Gentile and seconded by Peixoto to endorse USAV staff to explore the possibility of providing a matching grant program to support the SIAC men's volleyball program, adopted unanimously.

Mr. Davis then reported on the project to restructure the International Volleyball HOF with FIVB. There will be a meeting in about two weeks with representatives of FIVB and the HOF to further explore that project.

IX. NEW BUSINESS

- a. Tokyo 2020 Olympic & Paralympic Games logistics update (Kerry Klostermann)

Mr. Klostermann reported that, for Rio, a number of Board members expressed interest in going to the Games, which led USAV to make hotel reservations that had to be cancelled when Board members couldn't go, which cost USAV a fair amount of money. Mr. Klostermann told the

Board that, if anyone is interested in going to Tokyo, to let him know and he would put them in touch with the tour company that handles hotel rooms. He would also put the Board member in touch with people who handle tickets. He noted the problem with tickets is that we will not know which session the USA will be playing in until about 30-45 days before the Games. He noted that there is no tipping in Japan. There is also a transit card that can be purchased that can be used on any form of transit in Tokyo. The Olympic Village is ½ mile from the indoor venue and about 3.2 miles from the beach venue. USAV staff will be about 35-40 minutes away by subway. The same process is in place for the Paralympics, although hotels and tickets will be easier to obtain.

X. ADJOURNMENT

Motion #16, made by Gentile and seconded by Mailhot to adjourn.