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**USA VOLLEYBALL BOARD OF DIRECTORS**

**MINUTES**

January 24, 2020

Denver - Holiday Inn Denver

Columbine Meeting Room

**Friday, January 24th 8:00 a.m. – 6:00 p.m.**

**CALL TO ORDER & WELCOME**

*Cecile Reynaud, Chair*

**a. Introduction of newly elected Board members** **Reynaud**

Ms. Reynaud introduced and welcomed the new Board members.

**b. Roll Call, Directory Update, Declaration of Quorum** **Klostermann**

*Present:* B. Baker, S. Bishop, D. Blanton, D. Donaghy, D. Eldridge, K. Fasbender (by phone), D. Gentile, S. Kenyon, E. King, C. Lichtman, D. Peixoto, C. Reynaud, T. Rogers (by phone), K. Shoji (by phone).

*Absent:* S. Hughes, B. Rasmussen, C. Rojas.

*Also Present:* J. Davis, R. Stafford, K. Klostermann, S. Smith (Recording Secretary)

**II. BOARD ADMINISTRATION** **Reynaud**

**a. Approval of minutes**

i. October 9, 2019 Fall Meeting in Colorado Springs

B. Baker requested that Motion #6 be replaced with a clarification on Motion #6.

**Motion #1 to approve minutes with amendment to Motion #6, made by Eldridge, seconded by Bishop, approved unanimously.**

**b. Approval of Agenda**

Ms. Reynaud asked that we move Todd Rogers and Kawika Shoji's reports up while they are available

**Motion #2, made by Peixoto, seconded by Bishop, to approve agenda as amended. Approved unanimously.**

**III. BOARD CHAIR REPORT** **Reynaud**

**a. Activities since last meeting**

After the October meeting, Ms. Reynaud has been working on developing a USAV Board Chair Guide. She has also been developing a travel budget and submitted that for approval. She is also keeping informed on what is going on within USAV. In November, she worked on extending the CEO's contract. She attended the AFB meeting in Denver, and did the CEO's review shortly after that. She also attended the International Volleyball Hall of Fame banquet. In December, she attended the AVCA convention in Pittsburgh and spoke to the Board. During that convention, she spoke at the PAVO meeting, she also moderated a WeCOACH panel on career transition, spoke at the NCAA Experience Event at the Arena on match nights, met with the AVCA Diversity Award winners and spoke with them for about 90 minutes on increasing diversity in the sport, attended the Paralympic Commission meeting, and participated in the USA Volleyball Club Coaches and Directors meeting. She also volunteered for three CAP Clinics in December.

**b. Activities in 2020**

She has spent much of January preparing for this meeting and preparing for the May meetings

**c. Strategic plan – 2021-2024**

The Strategic Plan meetings will begin at the May meeting and will continue from there.

**d. Diversity & inclusion**

Ms. Reynaud reported that Bernie MacLean has distributed several important documents on diversity and inclusion, which are required by the USOPC. She also reminded Board members that they must be Safe Sport certified.

**IV. CEO REPORT**

**Jamie Davis**

Mr. Davis reported that the Women's Sitting team was voted the team of the month for November by the USOPC. They are the top-ranked team in the world and were undefeated in 2019, including 8 wins over Russia. The Men's Sitting Team has not yet qualified for the Games, and USAV will be hosting the last chance tournament in Edmond, Oklahoma. Final rosters for the Paralympic teams must be submitted by July 10th.

In Beach Volleyball, there are Olympic qualification tournaments going on. Our top women's team will qualify, and there is a very close competition for the second spot between a few teams. That will play out over the next few months. This can be followed on the FIVB website - look at the Provisional Olympic Rankings for Beach Volleyball. We can qualify up to two teams per gender. Mr. Davis is confident that two women's teams will qualify. One men's team will qualify, and a second men's team may qualify.

Mr. Davis then presented the Beach Volleyball New Event Concept 2021. He provided a high-level overview of the concept being proposed by FIVB, and it would involve USAV partnering with the FIVB and potentially a promoter to stage a U.S. based event in each season. Mr. Blanton expressed his support for this concept, noting this is something athletes have wanted for years.

**Motion #3, made by Gentile, seconded by Blanton, to express support for the FIVB's beach initiative, approved unanimously.**

For Indoor, at the World Cup in Japan, the women won silver and the men bronze. The women finished the year ranked second in the world behind China, and the men finished second in the world, ranked behind Brazil. He announced the countries that have qualified for the Tokyo Olympic Games. The USA must announce and submit its roster to the USOPC by July 2nd.

For High Performance, in 2020, we have 36 girls' tryouts and 18 boys' tryouts. We also had two successful training camps. There will be a USA Volleyball coaching summit in Anaheim on March 16-20.

USAV will be hosting two youth NORCECA events in the US in 2020 in September at the Olympic Training Center. In 2020, we have 16 beach tryouts planned. The Beach HPCs will be held in Manhattan Beach in July.

Events - there will be 35 BNQs in 2020, which represents nice growth over past years. The Beach Junior National Championships will be held July 18-21 in Huntington Beach. The Open National Championships will be in Minneapolis, and we're expecting to grow to 500 teams. The Girls Junior Nationals will be held in Dallas in 2020 June 25 - July 4. We're expecting 1,320 teams. He noted that the new electronic ticketing system led to revenue growth in 2019. Ms. Stafford explained that those banned from USAV and USAV events are posted on our web site, but with the new system, we are working to integrate this with the electronic ticketing system. Starting in 2021, we will be splitting the Girls Junior Nationals to allow us to have more teams participating, which will also allow more cities to bid on this event. For the Boys Junior Nationals, there were over 600 teams in 2019. The event will be held in Reno in 2020, and we're expecting 640 teams. He then gave some information on participation in other events held around the country.

International Events - VNL: The women will be playing in Wichita, Kansas. We have already sold 2,000 all session tickets. The Men will be playing May 22-24 in Pittsburgh, and we've already sold 475 all-session tickets. The men's tickets went on sale about a month later than the women. FIVB is talking about putting in new regulations on who can play in VNL events, in an effort to get participating countries to send their best athletes, particularly for the finals. There are about 20 days between the VNL finals and the opening ceremony of the Olympics.

Membership - Full memberships are close to 320,000 as of December 31, 2019, which is 5 percent growth over the same time in 2018. Ms. Donaghy noted that some regions are gaining members, while others are losing members. The member management system (Sports Engine) is expected to have a first workable system on the first weekend in March. This will be quickly shared with the regions. It should be fully implemented by July 1st. The Privacy Policy has been addressed, and R. Stafford sent out the new policy to the Board. USAV has also been sending regular updates to the regions on the membership management system. Mr. Davis noted that there have been a lot of challenges with Web Point this year. Ms. Donaghy noted that Web Point stepped up to serve USAV after the Sports Engine launch was delayed.

Sport Development - the project with First Point and SIAC is moving along well. Four of the six colleges have hired coaches and the other two are close.

Safe Sport - From the start of the 2020 season, there were 35 cases involving USAV members filed with the Center, compared to 33 the prior year. There were fewer cases reported from the regions. 8 cases filed in the 2018 season are still open. Mr. Davis also mentioned that he's excited to have Cody Thill on board in the SafeSport department.

Marketing and Communications - Fan activation, we have a new interactive photo machine that we have used once and it has been well received. The Big 10 Network advertising campaign was very successful, including the highest rated volleyball show in network history. Volleyball is rated as the third most popular sport on the network after football and men's basketball. USAV is

continuing to launch the 2020 Tokyo strategic marketing plan. We are trying to use USA Volleyball as a primary association, and not just Team USA. We also kicked off a marketing partnership with IPC360, which is also working with two other NGBs.

Mr. Davis also shared the SafeSport audit, and USAV had 100% compliance. This is quite rare, and he thanked Rachael Stafford, Bernie MacLean and others for their great work. There will be an audit of one event in 2020. Ms. Stafford noted that there is a Safe Sport team that will work with USAV to prepare for the audit. Mr. Gentile asked if there might be audits of club events; Ms. Stafford explained that this issue is being fleshed out now, so there is no answer yet. USAV is anticipating changes to the MAAPP and Safe Sport Code this year.

HR - rolled out a leadership development program for staff designed to focus on improving certain leadership skills. There has also been a focus on improving communications between departments. USAV has also implemented a remote working policy which allows staff members to work remotely one day per week. Any proposed day off must be approved by the supervisor, and should not be on days of departmental meetings.

Health and Safety - USAV provided an in-house training session on mental health. We are also in the process of doing background checks for all staff. This is required for any staff to use the OPTC. Mr. Davis and staff are also working on succession planning.

Core Values - the core values are now posted in the lobby. Everyone was evaluated on how they fit in with and adhere to the core values. Posters of the core values were also designed for the regions. USAV is also producing tumblers for staff with the core values imprinted on them.

Professional League - Mr. Davis reported that this is progressing pretty well. A group is trying to develop three professional women's sports leagues in the US, and volleyball is one of those sports.

Mr. Davis then discussed the adidas sponsorship.

Mr. Bishop asked about USAV's beach acclimatizing efforts Mr. Davis and Mr. Vint discussed the efforts of USAV and the investments made so far.

Mr. Davis then discussed the developments on the unified training center.

Mr. Peixoto asked about updating the website. Mr. Davis responded that an RFP has been issued, and we've received eight proposals for far. The plan is to have digital independence by January 1, 2021.

Mr. Davis then introduced Mr. Peter Vint, who is the new Chief of Sport. He sits over three areas - National Teams, High Performance and Coaching Education. Part of his duties include developing effective high performance plans leading to sustained competitive excellence, and providing oversight and direction to the High Performance and Coaching Education programs with the goal of maintaining a healthy and robust athlete and coaches pipeline. He has been on the job for almost three months. In his first three months, his goal has been to observe and listen, and to create short-term impact, given that much of the year's programs are already well in place. One short-term impact is to focus on how to deliver athletes to Tokyo ready to play their best. He has been working on establishing a culture of learning and communication.

**V. AUDIT, FINANCE & BUDGET COMMITTEE REPORT**  
**Treasurer**

**George Thompson,**

**a. AFB Committee meeting review**

Mr. Thompson reviewed the net income and revenue history over the last 10 years. In 2019, USAV performed \$3.5 million ahead of budget. This was due to four reasons, primarily: 1) events, 2) national teams, 3) sponsorships, and 4) international events. The budget for 2020 includes projected net income of \$110,000. Many of the drivers for the net income in 2019 may not be present in 2020 due to it being an Olympic Games year. Also, USAV has budgeted conservatively. Further, historically, USAV has had a deficit budget in Olympic years. He then reported that all steps for the investment transfer have been completed.

**b. Investment Policy**

**Motion #4 to approve investment policy, which came from committee, approved unanimously.**

**VI. FOUNDATION REPORT**

**Andy Reitingger, Chair**

Mr. Reitingger reported that the Foundation's contributions to USAV's budget were \$171,000 in 2019. The corpus at the beginning of 2019 was \$3.2 million. The investment had an investment return of 16.8% in 2019. The Foundation is also in the process of setting up an alumni committee, which will focus on reaching out to those who have played with USAV teams in the past. Mr. Thompson noted that there are also discussions about an alumni event in the next few months. Mr. Reitingger noted that athletes who are newly retired from USAV could greatly benefit from meeting other alumni to help them in the transition.

Mr. Davis discussed his concepts for fundraising. He spoke with US Ski and Snowboard about their model, which has been very successful. Ski and Snowboard has a staff member who is a support person for their Foundation. To be a trustee on their Foundation, there is a minimum contribution from Board members, and each must host two fundraising events annually. Finally, they hold a black tie gala in New York every year. For this to be successful, USAV must find big donors to be part of the Foundation. Mr. Reitingger noted that it is hard to get people engaged with the Foundation. He then asked the Board to think about their contacts to determine who might fit this profile.

Mr. Reitingger then noted that the Foundation will recommend prospective Foundation Board members to USAV for approval. He encouraged the Board to think about individuals who would be good Foundation Board members and give the names to Mr. Reitingger.

**VII. ATHLETE REPORTS**

**a. Beach Athlete report**

**Todd Rogers/Sara Hughes**

Mr. Rogers reported that it is currently a slow time but athletes are starting to ratchet it up. He spoke with the Men about staying in the Olympic Village as opposed to a hotel, and they are OK with it. On the Women's side, per Sara Hughes, the fact that Tyler Hildebrand is leaving, has led to questions - will there be a new hire? How will that work? There are a lot of unknowns and some concern about where those will

fall. He thanked Mr. Davis about new developments on the beach side, and Mr. Rogers expressed his support for those developments - they will be beneficial for the players and USAV.

Ms. Reynaud noted that Tyler Hildebrand is leaving to go to Nebraska, but that is after the Games. She also noted that Mr. Vint is here and will be addressing this issue going forward. Mr. Davis reported that there was much discussion about the safety of the athletes at the Games, and the decision was made to strongly recommend that all athletes stay in the Athletes' Village. USAV decided not to mandate that athletes stay in the Village, but that could change depending on developments as we get closer to the Games. This policy will be evaluated on a Games-by-Games basis. Mr. Davis noted that we have been beefing up our beach support over the last few years without taking away from what was being paid to personal coaches.

**b. Indoor Athlete report**

**Cassidy Lichtman/Kawika Shoji**

Mr. Shoji reported that some of the guys are rehabbing in Anaheim and are making great progress. A lot of players are playing overseas, including Poland, Italy and Russia. There is a lot of discussion about what the home base will be. Also, since we're coming to the end of the Quad, there is talk about transitions. Mr. Shoji and Ms. Lichtman are available to help in any way they can.

Ms. Lichtman reported that a number of athletes are playing overseas and are doing well in their leagues. Others recently competed in the NCAA Championships. There will be a Winter Training Block in Anaheim for collegiate players. Mr. Davis noted that Karch started this and it was very successful. Ms. Lichtman also reported that Foluke Akinradewo recently had a baby. She noted that the Elite Athlete Health Insurance covered her, but this also raises the need for child care for national team members. Mr. Klostermann noted that we support athletes through their pregnancy, and a policy to reimburse certain athletes who may not qualify for EAHL. We haven't faced often the situation of an athlete traveling with an infant, and because the situations vary widely, it is hard to come up with a specific policy, but we have been good about supporting our athletes. Ms. Lichtman asked about the timeline for resigning coaches. Mr. Davis reported that will be done this year, and we are in the process of doing athlete surveys to take into account during the decision-making process. These decisions are typically done during the spring and early summer.

**c. Sitting Athlete report**

**Brent Rasmussen**

Ms. Reynaud noted that a report was submitted with meeting materials. Mr. Davis reported that the USOPC announced yesterday that it would fund the USOPC AAC with \$500,000 per year.

**VIII. BYLAWS & GOVERNANCE**

**a. Board Policy Updates**

**Klostermann/Stafford**

**i. Results of electronic voting between meetings**

**Klostermann**

**Actions between Meetings**  
**October 9, 2019 to January 24, 2020**

Date: October 18, 2019

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**Motion #1: To waive the 30-day notice provision to amend the Bylaws.** (Note: requires 12 affirmative votes to pass – 2/3 total voting power of the Board).

Made: **Brent Rasmussen**

Seconded: **David Eldridge**

PASSED 14-0 – 2 DID NOT VOTE

If Motion #1 passes:

**Motion #2: To dissolve the current Beach Assembly in its entirety.**

Made: **Brent Rasmussen**

Seconded: **David Eldridge**

PASSED 14-0 – 2 DID NOT VOTE

**Motion #3: To approve the draft of a newly restructured Beach Assembly as outlined in the attached documents.**

Made: **Brent Rasmussen**

Seconded: **David Eldridge**

PASSED 14-0 – 2 DID NOT VOTE

**Motion #4: To establish a full season limited membership for event staff that would allow individuals to work at any USAV/RVA sanctioned event. \$5.00 (\$1.00 fee + \$4.00 insurance fee)**

Made: **David Eldridge**

Seconded: **Bob Baker**

PASSED 14-0 – 2 DID NOT VOTE

**Motion #5: The Personnel Committee recommends the merit and bonus payments for the USA Volleyball CEO which are made annually and approved by the board, be paid in a timely manner that coincides with the calendar year performance.**

**For the purposes of consistency and to provide clarity to AFB and Finance/HR Staff, the Personnel Committee recommends that the following merit distribution date and bonus (eligibility) guidelines apply to the USA Volleyball CEO:**

- Any merit approved and awarded is payable retroactive to Jan 1 of the applicable year.
- Bonus eligibility is based on successful performance of a complete calendar year and is payable regardless of the employment status of the CEO the following year. Any bonus awarded is payable upon notice to Staff from USAV AFB Treasurer/USAV Board Chair.

Made: **Brent Rasmussen**

Seconded: **David Eldridge**

PASSED 14-0 – 2 DID NOT VOTE

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Date: December 11, 2019

**MOTION:** To approve the revised Beach Assembly Manual.

Vote Results: YES - 11  
NO - 0  
ABSTAIN - 0  
NO RESPONSE - 5

## MOTION PASSES

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Date: December 30, 2019

**MOTION:** To approve the 2020 budget as presented by the Treasurer, George Thompson, from the AFB committee.

Vote Results: YES - 15  
NO - 0  
ABSTAIN - 0  
NO RESPONSE - 1

## MOTION PASSES

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Date: December 30, 2019

**MOTION:** To approve Chair Cecile Reynaud (pursuant to our Bylaws) adding David Eldridge to the AF&B Committee as a voting member with Stew McDole continuing to serve as an Ad Hoc member.

Vote Results: YES - 15  
NO - 0  
ABSTAIN - 0  
NO RESPONSE - 1

## MOTION PASSES

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### ii. Review & approval of by-law edits/changes **Klostermann/Reitinger**

Ms. Stafford, Mr. Klostermann and Mr. Reitinger conducted an annual review of the Bylaws. Mr. Reitinger explained their process, and that some items will be referred to the Governance Committee for review and discussion. Others, which were deemed to be more important and pressing, would be addressed today.

**Section 18.02, on page 54 (Requirements for Action).**

**Motion #5 made by Baker, seconded by Gentile, to adopt changes to Section 18.02(B) as attached to these minutes effective at the end of this meeting, approved 13-0.**

**Editorial changes**

**Motion #6 made by Bishop, seconded by Kenyon, to approve all proposed changes up to 6.01, approved 13-0.**

**Section 6.01 - 6.03(H) (note: initial changes to Section 6.03(A) - (C) are not included)**

**Motion #7 made by Lichtman, seconded by Peixoto, to approve the amendments as proposed for Section 6.01 through 6.03(H) (but not including initially proposed changes to 6.03(A)-(C)), approved 13-0.**



**Section 6.01(I) (Complaint against Board Member)**

**Motion #8 made by Baker, seconded by Lichtman, to approve the amendment to Section 6.01(I) (with CEO changed to Treasurer), approved 13-0.**

**Section 6.04**

**Motion #9 made by Kenyon, seconded by Baker to amend Section 6.04 to allow for special meetings to be held upon 24 hours' notice, approved 13-0.**

**Section 6.03(I) - 6.06**

**Motion #10 made by Peixoto, seconded by Lichtman, to approve amendments to Sections 6.03(I) through 6.06, approved 13-0.**

**Section 6.08(D)**

**Motion #11 made by Kenyon, seconded by King, to approve the amendment to Section 6.08(D), approved 11-2.**

**Section 7.02(E)**

**Motion #12, made by King, seconded by Eldridge to approve the amendment to Section 7.02(E), approved unanimously.**

**Section 8.01(G) and (H)**

**Motion #13 made by Kenyon and seconded by Gentile, to amend Bylaw 8.01(G) and (H) as revised, approved 13-0.**

**Section 17.01**

Referred to the Governance Committee

**Section 6.08 - End**

**Motion #14, made by Lichtman and seconded by Donaghy, to adopt all other proposed amendments in the attached from Section 6.08 through the end, except for those within this range that have already been addressed or sent to the Governance Committee, and all references to in-house counsel shall be changed to general counsel, approved 13-0.**

Mr. Reitingger reported on additional matters discussed by the Governance Committee.

iii. **Status of Board positions** **Reynaud**

Ms. Reynaud discussed the status of Board members whose terms are expiring at the end of this year.

iv. **Assembly & constituent reports to be submitted in writing:**

1. **Junior Assembly Report** **David Gentile**

Mr. Gentile discussed several opportunities and issues that are being discussed by the Junior Assembly. These are reflected in the report. He also raised the issue of what USAV is doing at the Junior Assembly, as it may not be the most effective means to address certain issues, such as how to embrace coaches and club directors outside of USAV and how to best compete with other organizations. Ms. Reynaud suggested that Mr. Gentile set up a conference call with those who might be interested in these issues.

**2. RVAA Assembly Report Donaghy/Peixoto/Baker**

Mr. Baker reported that the RVAA Chair's term is up this year. He also raised the concern about athletes who just turned 18 having to comply with Safe Sport before competing. A grace period would be helpful. Mr. Bishop noted that this new rule had to be implemented, but it is difficult to enforce. Mr. Baker mentioned that D&O insurance has been an issue as well.

**3. Officials Assembly Report (written) Devonie McLarty**

See written report.

**4. International Athletes Assembly Report Kerry Klostermann**

See written report. Mr. Klostermann outlined the upcoming calls and meetings.

**5. Beach Assembly Steve Bishop**

See written report

**IX. NEW BUSINESS**

- a. Ms. Reynaud noted the upcoming board meetings (Thursday, May 21<sup>st</sup> in Minneapolis; Sept. 18<sup>th</sup> in Chicago)
- b. Mr. Bishop updated the Board on the International Volleyball Hall of Fame. They are in the process of a complete museum refresh. The 2020 Induction Ceremony will be October 22-24. The upcoming class is likely to include the first sitting and paravolley nominee.

**X. EXECUTIVE SESSION**

**Motion #15 made by Gentile, seconded by Blanton, to go into Executive Session, with Jamie Davis, Kerry Klostermann, Rachael Stafford and Steve Smith invited to join, approved without dissent.**

**Motion #16 made by Bishop seconded by Gentile to come out of Executive Session, approved unanimously.**

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

- a. Corporate Ethics & Eligibility Report (Rachael Stafford)
- b. Legal Review & SafeSport Report (Steve Smith, Rachael Stafford)

c. Personnel Committee Report (Cecile Reynaud for Brent Rasmussen)

**XI. ADJOURNMENT**

**Motion #17 made by Peixoto, seconded by Bishop, approved unanimously**