

## USA VOLLEYBALL BOARD OF DIRECTORS MINUTES

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Colorado Springs, CO

Wednesday, October 9th

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### I. CALL TO ORDER & WELCOME – 8:00 am Cecile Reynaud, Chair

a. Introduction of newly elected Board members Reynaud

b. The Board members introduced themselves and their background in the sport of volleyball.

c. Roll Call, Directory Update, Declaration of Quorum Klostermann

*Present:* Baker, Bishop, Blanton, Donaghy, Eldridge, King, Lichtman, Peixoto, Rasmussen, Reynaud. Gentile, Fasbender, Rogers and Shoji attended part of the meeting by phone.

*Absent:* Hughes, Rojas,

### II. BOARD ADMINISTRATION Reynaud

- a. Approval of minutes  
i. June 21-22, 2019 Summer Meeting in Chicago, IL (2) – to be approved

**Motion #1 to Approve minutes: Rasmussen, Peixoto, approved without dissent. Bishop abstained.**

b. Approval of Agenda

**c. Motion #2 to approve agenda, made by Eldridge, seconded by Bishop, approved unanimously.**

Ms. King asked if the Board could discuss conflicts of interest, and this was included under Board policy updates.

Ms. Reynaud welcomed the guests who were in attendance and thanked them for being there.

### III. BOARD CHAIR REPORT Reynaud

Ms. Reynaud gave her Board Chair report.

She thanked Patty Fadum for taking care of all of the details of the Board meeting and getting everyone there safely.

USAV Strategic Plan: Ms. Reynaud noted that the strategic Plan has been circulated, as well as the NGB Task Force recommendations.

Ms. Reynaud then discussed her vision and goals as the Chair. She wants USAV (i) to be the best NGB, (ii) to exhibit a positive culture, (iii) show respect and professionalism to everyone in

the organization and take care of the people on our staff; (iv) treat other organizations professionally; and (v) focus on solutions.

Her first week was very interesting, with many phone calls and emails. She spoke with each Board members and the RVAA Chair, and people gave her input on current and important issues.

She received phone calls from the AAU and JVA leadership.

She thanked the Nominating Committee for doing a great job of getting all of the Board positions filled in time for this meeting. The Officials seat is the only one that is still open, and Ms. Reynaud indicated that this position should be filled this fall.

The RVAA Assembly manual and the Officials Assembly manual were circulated prior to the meeting and approved by the Board.

Reynaud met with Ary Graca, President of FIVB, in July. His message was that they would encourage USAV to have a pro league and to be on TV. He was very supportive of USAV.

She attended the qualifier in Shreveport where she saw the U.S. Women's Team qualify for the Tokyo Olympics. This was the first time the team was able to qualify through an FIVB event in the U.S. She congratulated Jamie Davis for his efforts to bring the event to the U.S. She attended the staff retreat in Colorado Springs and got to know the staff better. She attended the NORCECA Champions Cup 2019. She met with NORCECA President Cristobal Marte, who was very positive about USAV. She attended the USAV Foundation Meeting. Andy Reitingger will provide an update on this later in the meeting. She spoke at the annual Diversity and Inclusion seminar in Daytona, which was hosted by NASCAR.

She then spoke about Conflict of Interest in her role as the Chair. She will not be paid for any events where she works for USAV. She did serve as a volunteer mentor coach at the High Performance Championship in July and will volunteer to teach at two CAP clinics this year.

She identified the Beach Assembly as an area that needs to come up to speed. She is seeing progress in this area.

She has also spoken with Jamie Davis frequently and complimented him for how hard he works and appreciates that he keeps her informed on issues and topics as they arise.

#### **IV. CEO REPORT**

Jamie Davis

Mr. Davis first updated the Board on the National Teams. On the Beach side, our teams are playing well, and it looks like we will have two women's teams qualify for the Games, and one men's team for sure and likely two. He said there is a lot of noise in the marketplace about "whose" athletes are competing in the Games. Mr. Davis's feeling is that athletes can be members of multiple organizations and that in the end, they are American athletes representing the United States.

He then spoke about what USAV does for Beach athletes. The top athletes on the AVP tour have averaged \$42,000 - \$45,000 per athlete in prize winnings over the past five years. The top athletes are determined by FIVB World rankings. By contrast, USAV provides top beach athletes with \$102,000 in financial support plus over \$1.1 million of indirect support (including staff, coaching, training facilities, medical, sport psych, etc.). USAV is going to do a better job of educating the athletes about the extent of the support we provide them. He discussed the hiring of Tyler Hildebrand who as Director of Coaching for the USA Beach

programs is helping with best practices and competitive performance. Karissa Cook and Jace Pardon won a first ever beach volleyball gold at the Pan Am Games, by defeating Argentina.

On the Indoor side, everything seems to be going well. Both the men and women qualified for the 2020 Games. This is important because there are only two opportunities to qualify. This is the earliest in 31 years that we have qualified both teams.

In the VNL, the women won the gold medal for the second year in a row, with \$1 million prize money. 54% goes to players, 28% to USAV and 18% to the coaching staff for the teams. Even with its share of prize money, USAV lost money by participating in the event but feels good about providing the lion's share to the athletes and coaches. The men won a silver medal this year, losing to the Russians in the finals. This generated \$500,000 in prize money, with the same split for players, staff and USAV.

We had the men's and women's teams compete at the same time in Colorado Springs at the NORCECA Champions Cup. After that, the teams went to the World Cup, where the women won silver, and the men are playing as the Board meets (where they are currently in second place). Ms. Reynaud asked how many Board members were able to follow the broadcasts on Flo Volleyball, noting that it is not very expensive.

On the Sitting side, the women and men competed in the Parapan American Games in Lima. The men won a silver and the women won gold. The women had previously qualified for the Paralympics at the 2018 World Championships. The men did not qualify at Worlds or at the Parapans as they had to win the event, so their last chance will be in the U.S. in March. Mr. Davis feels this is very important to give the team the best chance of winning, and it will cost USAV \$70,000 to host the event on US soil. Also, Katie Holloway was selected to be the flag bearer at the Parapans which is a tremendous honor. Mr. Rasmussen noted this is the second time that a US Volleyball member was the flag bearer at the Parapans.

Mr. Bishop discussed the Beach ParaVolley event in Florida. Mr. Davis noted that there was a Beach ParaVolley camp in August. Mr. Davis also noted that they are hoping to have Beach ParaVolley recognized as a medal sport for the 2028 Paralympics in Los Angeles.

The other discipline is Snow Volleyball. The U.S. participated in four events this most recent season, both genders appeared at these events, and the U.S. won three golds and two silvers over the four events. We've learned some things, such as beach volleyball athletes being a closer match than indoor athletes in terms of similar skills.

Mr. Davis then identified High Performance as one of our biggest challenges. We have made recent changes with the goal of improving in this area. We recently hired Peter Vint, who will be starting in less than a month from the date of the meeting. He will be in charge of the National Teams, High Performance and Coach Education. Team USA did make history by winning the gold at the U18 Championships. This is the first time we have ever won gold in a youth or junior age competition.

Indoor high performance tryout participation has declined. We're analyzing why this happened and will work to fix this. The Indoor HP Championships had mixed reviews. There was a water main break in Ft. Lauderdale, which impacted the entire city, including the event. This was a huge inconvenience, and Mr. Davis credited the USAV staff for doing everything they could to adapt as well as mitigate the crisis and its impact on the event and the participants. A record number of teams participated in the event.

With respect to Beach HP, the tryout structure was adjusted in 2018 and we've received mixed feedback. There was a new transfer initiative as a way of identifying indoor athletes who could convert to the beach discipline. There were issues with the Beach HP Championships, and we're working to address those and make sure they do not happen again.

Regarding Sitting HP, we've not had any problems. They completed 5 training programs with 23 athletes participating, with one more event to be held in November.

**Beach Events.** The Junior Championships in Manhattan Beach had a record number of teams participate. The Beach National Qualifiers, which are run by USAV, are in full swing. There will be 36 events over the next year, up from 28, and they are geographically spread very well. We're looking for a location to host the Championship, but this can be a challenge this far out in terms of securing permits for beaches in California.

**Indoor Events.** We had a strong year on the indoor championships. The Girls 18's Junior Nationals had 280 teams, which was down slightly. The 2020 location will be Reno, NV over May 1-3. The Adult Open Championships had about 500 teams, and we received a lot of positive feedback. During this event Mr. Davis spoke with a group that is forming a professional league. Next year's location for the Open is in Minneapolis starting on May 22nd. The Girls' Junior Championships had nearly 1300 teams, which was a record number. We also saw huge increases in the gate, thanks to no longer using wrist bands, but instead selling electronic tickets that are not transferrable. There were very few complaints and it flowed well. The event will be held next year beginning June 25 in Dallas. The Junior Boys Nationals continues to grow. This year we had 615 teams, which is the first time we surpassed 600 teams. Next year it will be in Reno starting June 27th. The High Performance Championships had 136 teams, and this was the first year we operated the event through the Events Department. The 2020 event will be in Pittsburgh beginning on July 22nd. We are challenged to find a venue for the Beach HPCs. We have a commitment from Manhattan Beach, but it overlaps with the Indoor HPCs, which we want to avoid if possible.

**International Events.** We had a very busy year particularly with events that we hosted. We held preliminary rounds for the VNL in Hoffman Estates, IL for the Men. Attendance was down some, but we still did fine. The Women's preliminaries were held in Lincoln, NE. The finals for the Men were held in Chicago. The Olympic Qualifier for the Women was held in Shreveport/Bossier City. This was marketed as a Team USA qualifier, which led to huge crowds that were very USA-centric. This exposed our sport to a part of the country which is not a volleyball hotbed, and this was very successful. The community loves USA Volleyball right now. VNL Men's Finals 2020 will not be hosted in the U.S. The finals will be on the same weekend over the July 4th weekend. There was concern about getting crowds to this event, so we recommended to FIVB (which has the financial liability for this) that they host 2020 elsewhere.

**National Training Center.** We have been in discussions about a possible location in Irvine, which would be part of a residential project. In the meantime, Anaheim has told us they want us back, which is a change in position. We did have a formal proposal from a group in the Chicago area, and the Board decided that was not an ideal location. There is another possibility in the suburbs of Atlanta at a site called Lake Point. A site visit is planned for next week.

**Regional Services.** USAV made the decision to postpone the launch of the new Sports Engine member management system. We felt Sports Engine was missing some key elements and wanted to launch with a fully functional system. We negotiated a one-year extension with Webpoint (our current platform) and Sports Engine will launch September 1, 2020. Webpoint has had some bumps in the road this year. We are confident that Sports Engine will be far superior. There were questions on the privacy policy. Ms. Stafford reported that USAV consulted with O'Melveny and Myers on this issue. They did an in-depth analysis, which provided some ideas, including drafting USAV's privacy policy that Sports Engine will have to comply with. This is comparable to what a couple of other NGBs have done. The CPA in California does not cover nonprofits, so it does not apply to USAV, but the policy that O'Melveny will draft will comply with CPA anyway. The policy will also be compliant with New York's SHIELD policy and other state laws that may be on the horizon. She thanked O'Melveny for their great work in this area. Mr. Rasmussen asked the RVA representatives on the Board how they feel about this. Mr. Baker indicated that he was happy USAV hired outside counsel, he wants to see the new policy, and he thinks this should not be a problem moving forward. Ms. King asked Ms. Stafford if we've discussed this with Sport Engine. Ms.

Stafford indicated that they have not talked with Sport Engine specifically about this approach, but they have had a number of conversations, so she does not expect a problem.

Mr. Davis reminded the Board of the many ways that USAV has increased its financial support of the regions. USAV pledged to the Regions who were switching to Sport Engine that USAV would pay its share of the credit card fees. Despite the delay in the Sports Engine launch, he honored this even though the transition has not yet been made, which was a \$170,000 incremental cost to USAV. He also noted that Impact is now free to the Regions, which is a new member benefit and a \$300,000+ loss in revenues for USAV. Also, through USAV's support of the U.S. Center of SafeSport, all USAV members get training for free. In 2019, USAV will pay \$100,000 to support the U.S. Center for SafeSport, and we expect this to go up to \$140,000 next year. USAV is discontinuing the Regional Grants program, as we're not getting a good return on investment on this; in fact, Sandy Abbinanti who chairs this committee for the RVAA approached Mr. Davis about discontinuing this program.

Membership. The membership year ended on August 31st. Membership was 359,000, up three percent (3%). There was a five percent growth in adult membership and 2.6 percent for boys.

Coaching Education. We have completely new CAP and B-CAP policies in place that should reduce costs for coaches. This will be done in a partnership with the local host, where profits will be shared. Mr. Bishop thanked Mr. Davis for restructuring this. He asked if there has been a commitment from the cadre involved in the past to support this. Mr. Vadala said USAV plans to involve the same cadre in these programs, and is also looking for the next generation of cadre members.

Sport Development. USAV did a historic grant to SIAC, which is \$1 million total over 6 years (USAV's share is \$400,000) to develop six D-II volleyball programs at HBCUs. We have received a lot of kudos for this. Four of the six schools have already identified coaches. The goal is to have all six competing by the 2020-21 NCAA season. Mr. Davis noted that the money comes in staggered allocations, subject to the universities reaching certain milestones. Mr. Bishop asked if there might be other opportunities to use this model elsewhere. Mr. Davis indicated that, right now, the focus is on making this program successful. USAV also donated \$12,000 in merchandise to USA Deaf Volleyball. USAV also continues to support the Starlings program.

US Center for Safe Sport. In 2018-19, we had 111 cases reported, and 76 reported through the Regions. The Center hired new leadership, with the new CEO being Ju'Riese Colon. The NGBs have been vocal about supporting the Center, but also have articulated their need to improve the speed of turning around investigations and closing cases. The Center is trying to do this but is lacking funds. Congress has approved \$2.5 million in support for the Center. Ms. Lichtman asked if they have hired more people. Mr. Davis replied that they have had some turnover, but the plan is to rapidly grow. Mr. Smith noted there is a bill before Congress to increase USOPC and NGB support for the Center to \$20 million.

Shared Core Values. Mr. Davis explained that a goal of USAV is to have shared core values across the organization. This was developed with input from all levels of the organization. A copy of the Power Point presentation on the Core Values is attached to these minutes. USAV will post these core values around the office to remind all staff of these and as a reminder to follow those core values. Staff will also be held accountable for their compliance with our Core Values as a part of the annual performance reviews. Mr. Davis added that this is how USAV will treat our Regions, and we will expect the Regions to treat us the same way. Mr. Bishop asked if the Regions could get the Core Values materials and Mr. Davis indicated that USAV will provide those.

Marketing. Kassidi Gilgenast the Marketing Director for USAV, reported on strategic marketing. She discussed the marketing goals of the organization, which include (i) making USA volleyball synonymous with volleyball, (ii) defining the brand identity of USAV; (iii) inspiring the next generation of volleyball players, and (iv) prioritizing investment in the USAV brand. She displayed the new organizational chart

for the marketing department. The two main deliverables for the department will be the MarComm Creative Playbook and Strategic Marketing Plans. She then discussed USAV's brand and the plans for the brand. Mr. Rasmussen suggested that the promotion of USAV's brand should include providing a safe environment. Ms. Gilgenast noted that safety is a key value of USAV's brand. The key USAV brand values are safety, character, opportunity, inspiration and community. There has been an emphasis on harmonizing the USAV brand, and a new logo for the USAV Hall of Fame has been developed. The objectives of the marketing department include brand awareness, brand equity, affinity and engagement. She then discussed the media channels, breaking them into three categories: (i) those owned by USAV, (ii) those earned by USAV, such as TV and radio in markets where events are being held, and (iii) paid. The marketing department is also re-thinking event activation. The department has invested a lot of time and money in the digital media and content strategy. She noted that USAV has informed the USOPC that USAV is leaving the Team USA platform at the end of 2020 and will develop its own digital strategy. As of July 2019, USAV had more than 1.8 million followers on social media. We are also working with athletes to be able to use USAV-produced content on athletes' social media sites, which helps them grow their own brands. The department is also working hard to promote the different USAV events being held in the U.S., including FIVB events. She reported that USAV has one new sponsorship partner in Juice Plus+ as well as several key renewals. There is also a focus on Region collaboration, including a promotion on the Big 10 Network that was developed in conjunction with the 12 Regions located in the Big 10 area. She also discussed the development of a comprehensive marketing campaign leading up to Tokyo 2020. Ms. King asked what Board members and others could do to help the marketing department, particularly on social media. Ms. Gilgenast asked the Board to send anything they see that they like on social media to her. Ms. Lichtman asked if there were relationships between the marketing department and colleges. Ms. Gilgenast indicated that there was not much interaction unless there is an event coming to a college or its city. There is also contact and communications with the Sports Information Directors of colleges and universities. Mr. Bishop complimented Mr. Davis and Ms. Gilgenast for putting together a comprehensive marketing plan. He also thinks that more partnerships like that with the Big 10 is a great goal for USAV. He also noted that the rollout of a unified logo is a great development. Ms. Gilgenast emphasized that she considers herself and the department to be a resource for the Regions.

## V. AUDIT, FINANCE & BUDGET COMMITTEE REPORT

George Thompson,  
Treasurer

Mr. Thompson reported on two topics: (i) an investment manager, and (ii) IRS Form 990.

He reported that USAV received eight proposals from investment managers. The AFB evaluated the applicants based on people, the process for investment, performance, fees and partnership. After evaluating all of these applicants, USAV selected Beacon Pointe to be its investment manager. Beacon Pointe currently manages about \$12 billion in assets. He noted that a number of people in Beacon's management have played volleyball in the past. Mr. Baker asked if the fees quoted were all inclusive. Mr. Thompson stated that Beacon Pointe's fees are all inclusive. He noted that just about all applicants were quoting about 40 basis points for fees, but Beacon Pointe is 30 basis points. He did note that each investment may have its own fees. The next steps are for Board approval, creating an investment policy and a liquidity policy, setting up accounts and transferring assets. He thinks this will take through the end of 2019. Ms. King asked if the Committee considered doing this in stair step so we can evaluate how they do before transferring the full amount to be invested. Mr. Thompson reported that USAV will invest through dollar-cost averaging. Mr. Davis asked if they would consider leaving a small amount in the USOE. Mr. Thompson reported that they will be doing that, and this will be addressed in the Investment Policy. Mr. Bishop asked how long the contract with Beacon Pointe will be for. Mr. Thompson responded that there is no length of contract, and we can withdraw funds at any time. Fees are on a pay-as-you-go basis. Mr. Thompson thanked Mr. Klostermann and Mrs. Stacie Kearns for their assistance.

**Motion #3 to approve the AFB's recommendation to engage Beacon Pointe, brought forward by Committee, approved unanimously.**

Mr. Thompson then discussed the IRS Form 990. This has been reviewed and approved by the AFB and provided to the Board prior to the meeting. Mr. Bishop asked about the significant changes described on page 5, Item 4. Ms. Stafford reported that this was due to changes in USAV's Bylaws.

**Motion #4 to approve the Form 990, brought forward by Committee, approved unanimously.**

## **VI. FOUNDATION REPORT**

Andy Reitingger, Chair

Mr. Reitingger, the Chair of the USA Volleyball Foundation, addressed the Board. He noted that the Foundation has not been terribly active in recent years, due to disagreements on roles and purposes. USA Volleyball is the sole member of the Foundation, which means the USAV Board appoints the Board of the Foundation. The Bylaws have been changed to provide more protection for USAV going forward. The Foundation Board met four weeks ago and set up four committees - Investment, Alumni, Development, and Structure and Function. Next May, there will be a meeting of USAV as the sole member, at which time the Foundation will be asking for new members to be added to the Board of the Foundation. Ms. King asked why the donation to the SIAC was not made by the Foundation, but rather USAV. Mr. Davis indicated that he felt this was better to come from the operating surplus of USAV, rather than reducing the corpus of the Foundation. Mr. Davis indicated that it is important that the Foundation be operated separately from USAV. Mr. Thompson noted that he has received a legal opinion on this issue.

## **VII. USOPC**

**Chris McCleary, USOPC General Counsel**

Mr. McCleary was invited to address the Board on the various issues facing the USOPC that may impact NGBs. He started with a recap of what has been happening in the Olympic Community, particularly with respect to governance.

He discussed the focus that Congress has placed on the USOPC. A lot of attention has been paid to whether USOPC and the NGBs are formed the way they should be. He discussed the Borders Commission, which is focused on athlete engagement by the USOPC and the NGBs, as well as five other commissions. This has generated a lot of discussion on the governance of USOPC and the NGBs. The Borders report recommended that USOPC recognition of NGBs should emphasize a review/audit of NGBs each year to make sure they are in compliance with the Sports Act.

Phase One of the reforms involves development of Bylaws changes, which is the most wide-ranging change to the USOPC's Bylaws in history. An NGB certification program is built into these changes. There will now be five themes in Section 8 of the USOPC Bylaws that the USOPC will review NGBs for and will certify compliance for each year. There is an emphasis on making this process as straightforward as possible. In Phase Two, he thinks we will see that other organizations, that are not yet NGBs, must decide whether they will either become NGBs, or take a different status.

The USOPC's NGB Sport Services division is providing services to NGBs. One of the things being recommended to USA Gymnastics is to have a majority of independent directors on its Board, and NGBs may be expected to increase this independent representation. Also, athlete representation will go to 33 percent, from 20 percent as currently constituted. The definition of an athlete will also be changed to allow different athletes to serve. The expectation will be one-third independents, one-third athletes, and one-third sports people.

The USOPC will, through its Nominating and Governance Committee, have a Board evaluation process prior to reelection. This will apply first to the USOPC and then to NGBs in Phase Two. USOPC board members will have to complete certain training which will be made available at the NGB level as part of Phase Two.

Mr. Bishop asked about the two standards of organizations (NGB and other) and asked how that would work. Mr. McCleary noted that, for example, the US Army is a Multi-Sport Organization. An organization like the US Army cannot be treated like an NGB. What the USOPC can do is certify NGBs, which means that NGBs will be held to certain standards. The "Other" organizations will not be members, will not be held to the same standards as NGBs, and will not be certified each year.

Mr. Eldridge asked if the audit process is in reaction to the Senate Bill. Mr. McCleary noted that the proposal from the USOPC is to audit each year, which is a higher standard, that he thinks is important.

Mr. Baker asked if USAV's Regions would have the same requirements as USAV, under these new changes. Mr. McCleary indicated that the certification process will set minimum standards for NGBs, and not for the organizations that are part of NGBs. However, he also said this will lead to discussion about what this means for each NGB, and how this would apply across the NGBs.

Mr. Davis asked how the AAU fits in under this. Mr. McCleary responded that the AAU will become one of the "non-NGBs." He noted that the AAU became a member back in 1978, when it made sense. Today, it may not make sense. He did note that Congress is starting to realize that sport is not just the USOPC and the NGBs, so there will be a lot of focus on the other organizations. He also said that the USOPC will have to revisit the Junior Olympic name.

Mr. Bishop asked if there was a possibility that an NGB would not be allowed to have a structure like USAV's. Mr. Davis noted that USAV now requires things like SafeSport to apply to all members of the Regions, for example. Mr. McCleary said he doesn't see the USOPC requiring one type of structure - the diversity of structures is viewed as a strength of the US. He does not see the USOPC going against this. However, there could be an issue in the future if, for example, the structure makes SafeSport unworkable.

Mr. McCleary also noted that the USOPC's certification audit will not overlap with the audit conducted by the Center for SafeSport.

## **VIII. VOLLEYBALL HALL OF FAME**

Mr. Bishop reported on the International Hall of Fame. They have been working diligently to diversify the Board seats. There are now representatives from the RVAs, individuals outside of the Holyoke area, etc. There was a fundraiser recently. November 8-9 will be the induction ceremony, where six individuals will be inducted.

Mr. Davis reported on the discussions with the FIVB. The FIVB had indicated that it would only be involved with the Hall of Fame if USAV was on board, and there would be a joint venture between USAV and FIVB, which would take over all aspects of operating the Hall. Mr. Davis passed this along to Mr. Bishop, and that Board agreed, with the existing board becoming an advisory board. This led to a follow up meeting with FIVB in Chicago, where both FIVB and USAV agreed to continue down the road. Since then, communication has been difficult because the FIVB is busy, but Mr. Davis thinks the FIVB remains interested.

## **IX. ATHLETE REPORTS**

- a. Beach Athlete report (will phone in) Todd Rogers/Sara Hughes
- b. Indoor Athlete report Cassidy Lichtman/Kawika Shoji

Ms. Lichtman expressed the excitement that both teams have already qualified for the Olympics. She reiterated how important it was for qualification to occur in the U.S. She also asked that, as we look for a future training center, she be kept updated. She also said that the athletes are excited about the alumni committee.

Mr. Shoji reported that the men are at the World Cup in Japan and are doing well. The men are very excited about qualifying for the Olympics. He is also interested in the options for the training center moving forward.

**c. Sitting Athlete report**

**Brent Rasmussen**

Mr. Rasmussen reported that the athletes have been very happy with the communication and reporting as of late. The men are excited that USAV is hosting the "last chance" qualifier in March in Edmond at UCO. They are also trying to set the date for the international athletes assembly administrative council conference call.

**d. USOPC AAC report (phoned in)**

**Chris Seilkop**

Mr. Seilkop reported that neither he nor the alternate could attend the most recent AAC meeting, but he has received notes. There is consideration of forming a new nonprofit that would help the AAC, but the exact duties of this new nonprofit are unclear. The USOPC had a number of Bylaws amendments. The leadership of the AAC has commented on these amendments. Mr. Seilkop mentioned that the main point that the AAC is trying to change is to have direct elections for athlete directors on the USOPC Board. The AAC also talked about an active listening strategy to get input from athletes, which will include a survey of 600 athletes across NGBs with differing levels of experience. There was also discussion about uniform team selection procedures across all NGBs. This is difficult given the differences among the NGBs. There is now some focus on transparency within the selection process. He feels USAV's policy is transparent.

**X. BYLAWS & GOVERNANCE**

**a. Board Policy Updates**

**Klostermann/Stafford**

**i. Conflict of Interest.**

Ms. King asked if the Board signs a conflict of interest form. Ms. Stafford mentioned that every board member signs a form when they come on board, but she is in the process of updating that. Also, it will be expected that each member of the Board will sign a conflict of interest form annually. Ms. Reynaud asked about the NDA that Board members sign given that guests attend Board meetings. Ms. Stafford reported that there is a provision that says if something becomes general knowledge, the NDA doesn't apply to that. Ms. Reynaud noted that information shared in Executive Session must be kept confidential. Mr. Bishop asked about the provision that something must be "deemed confidential" and whether something must be identified as confidential in the meeting. Ms. Stafford reported that this would need to be done, except for Executive Session, where everything is considered confidential. Ms. Reynaud encouraged Board members to ask questions about what they are expected to sign.

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

**Klostermann**

Mr. Klostermann reported that there were two electronic actions between meetings.

First was to approve the Officials Assembly Manual and the RVA Manual. Second was a vote by the Board to fill the two vacant beach provisions. Both passed.

ii. **Status of vacant Board position.** **Reynaud**

Ms. Reynaud reported on the officials position, which should be filled before January.

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

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

Mr. Gentile referred to his report in the ShareFile folder. There is a new Committee to review a national ranking and seeding for junior clubs to allow for ranking and seeding in a consistent manner. He has also been invited to participate on an AVCA Junior Club advisory committee.

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

There was no report for the Board since there has not been a meeting of the RVAA since the last Board meeting.

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

Submitted in writing.

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

Mr. Klostermann reported that, in follow up to the Board's approval of this International Athletes Assembly, this far surpasses what other NGBs are doing. There is a proposal before the USOC to expand the definition of athletes beyond the current 10-year standard. There is a question raised about how to identify and contact those athletes. Elections were held for the International Athletes Administrative Council, which is comprised of 7 voting members and 5 Ex-Officio members (seated Athlete Directors on the USAV Board). The expectation is to have a face-to-face meeting in the first quarter of 2020. Mr. Rasmussen encouraged USAV to start trying to identify athletes and their contact information in case the definition of athletes is expanded.

5. **Beach Assembly** **Steve Bishop**

Mr. Bishop reported that getting the Beach Assembly in order has been a top priority. There have been several meetings held, with a goal of getting a comprehensive look at what has been done that didn't work and what can be done more effectively. He then read the Executive Summary of the proposed structure and described the different sections of the document. A copy of the report is attached to these Minutes. There would be 13 voting members and the four voting reps serving ex-officio, non-voting. Four voting members would come from the RVAs, two officials representatives, two USAV promoters, two appointed by the Junior Assembly, two coaches, and one Beach ParaVolley representative. He then discussed the qualification requirements in each category. Timing would be to have the Beach Assembly fully constituted and ready to meet in 2020. Mr. Bishop also noted that initially the Beach Assembly will be limited to USAV, but this may expand to commissions involving other organizations later. Mr. Reitingger stated that one of the problems that the Beach Assembly had was the inclusion of promoters who had no interest in being USAV members. Mr. Peixoto agreed that time is of the essence for this.

**Motion #5, made by Rasmussen, seconded by Peixoto to waive the 30-day notice provision to amend the Bylaws. Vote 11-0, does not pass due to a lack of 12 votes needed for a 2/3 vote.**

**Motion #6, made by Bishop and seconded by Gentile, to approve “the concept” of the restructuring proposal for the USAV Beach Assembly as set forth in the report. Approved unanimously. (An electronic vote will be taken for the 2/3 votes needed to officially pass the restructuring proposal.)**

Mr. Reiting explained the steps necessary to put the new Beach Assembly in place, which would include Board approval of the Beach Assembly Manual. Mr. Davis stated that it was important to communicate to the beach community that the dissolution of one beach assembly is paired with the new Beach Assembly, so as not to send a message that USAV is not committed to the beach discipline. Mr. Blanton indicated that he thinks it is important to have representation from the professional side of the sport. Mr. Davis reported that his concern with this is that AVP is expanding and is now a competitor of USAV and having them on the Beach Assembly would mean we could not speak openly in meetings. Mr. Bishop responded that a commission could include professional organizations. Mr. Blanton replied that it is important to deal with the professionals. To not do so would be like USA Basketball not dealing with the NBA. Mr. Reiting noted that the professional organizations would have a voice through the player representatives. Mr. Blanton encouraged a more collaborative relationship with organizations like AVP.

#### **XI. NEW BUSINESS**

- a. Ms. Reynaud announced the 2020 Board meetings: Friday, Jan. 24<sup>th</sup> in Denver; Thursday, May 21st in Minneapolis; and Friday, Sept. 18, 2020, (TBD)

#### **XII. EXECUTIVE SESSION**

**Motion #7, made by Eldredge and seconded by Baker, to go into Executive Session with George Thompson, Jamie Davis, Kerry Klostermann, Rachael Stafford and Steve Smith invited to participate. Approved unanimously.**

**Motion #8, made by Bishop and seconded by Peixoto, to come out of Executive Session. Approved unanimously.**

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

- a. Corporate Ethics & Eligibility Report
- b. Legal Review & SafeSport Report
- c. Governance – Committees
- d. Personnel Committee Report

The Board also approved the following resolution in Executive Session:

**Motion #9, made by Rasmussen, seconded by Bishop, to dissolve the Contract Review Committee, with the understanding that Rachael Stafford would report on contracts to the Board from time to time. Approved unanimously.**

**XIII. ADJOURNMENT – 8:00 pm**

**Motion #10, made by Rasmussen and seconded by Bishop, to adjourn. Approved unanimously.**



**Board of Directors**

**Actions between Meetings  
June 2019 to October 2019**

Date: August 14, 2019

**Motion:** To approve the 2019 revised Officials Assembly Manual and the 2019-2020 Regional Volleyball Association Assembly Manual.

Vote Results: YES - 13  
NO - 0  
ABSTAIN - 0  
NO RESPONSE - 0

**MOTION PASSES**

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Date: August 16, 2019

**Motion:** An electronic vote by the Board was conducted to elect the currently vacant Board positions of Beach Development and Beach At-Large.

Vote Results:

Steve Bishop received a majority of the first-place votes (8) and was elected to the Beach Development position.

Dain Blanton received a majority of the first-place votes (8) and was elected to the Beach At-Large position.

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