
USA VOLLEYBALL BOARD OF DIRECTORS MINUTES

September 18, 2020

Meeting held electronically

Friday, September 18th 12:00 pm. ET; 11:00 am Central; 10:00 am Mountain; 9:00 am Pacific

1. CALL TO ORDER & WELCOME **Cecile Reynaud, Chair**

a. Welcome, Meeting Guidelines, Introductions **Reynaud**

b. Roll Call (during intro), Directory Update, Declaration of Quorum **Rachael Stafford**

Present: Bob Baker, Steve Bishop, Dane Blanton, Tri Bourne, Donna Donaghy, David Eldridge, Dave Gentile, Sara Hughes, Steve Kenyon, Elizabeth King, Cassidy Lichtman, Jenny McGhee, Dave Peixoto, B. Rasmussen, Cecile Reynaud, C. Rojas. Kawika Shoji joined the meeting in progress due to training obligations.

Absent: None

Guests: Jamie Davis, Chris Vadala, Rachael Stafford, Steve Smith, George Thompson (Treasurer)

c. Conflict of Interest declaration for any board member **Reynaud**

Ms. Reynaud alerted the Board that the USOPC is asking Boards to mention the conflict of interest policy and, if anyone has a conflict of interest on an issue

2. BOARD ADMINISTRATION **Reynaud**

a. Approval of minutes (May Minutes Approved Electronically)

b. **Approval of Agenda**

Motion #1, made by Gentile, seconded by Peixoto, to Approve Agenda, approved unanimously.

3. BOARD CHAIR REPORT **Reynaud**

a. Results of electronic voting between meetings

Ms. Reynaud reported on the matters approved electronically between Board meetings.

b. Meetings

Ms. Reynaud reported on the many meetings and other seminars she has attended since the last meeting, which included a number of diversity and inclusion initiatives, the strategic planning meetings, and gender equity meetings, among others.

c. USOPC Audit Standards and Board Governance Expectations

Ms. Reynaud discussed the new USOPC Audit Standards that the USOPC will be applying starting in 2021. While there have been audits in the past, these standards are much broader and more thorough. She also noted the standards by which NGBs will be determined to be leading, exceeding, meeting or non-compliant

with the standards.

d. Region Standards update

There is a website that lists the Regional meetings that are coming up. Ms. Reynaud and Mr. Davis will attend most of those meetings.

4. CEO REPORT

Jamie Davis

Return to Play. Mr. Davis reported on the changes that are occurring in high schools are having an impact on USAV. USAV is monitoring this closely - only 16 states have made no modifications to their seasons, which means 34 states have made modifications. He reached out to the National Federation of High School Association to see how USAV could serve as a resource, particularly with respect to any overlap between club and high school seasons due to the changes in scheduling. USAV provided a Fall-Membership Option to help accommodate players who are playing under these changes. He also mentioned a link on the USAV website, which provides updates on the state of play in high school sports in each state.

Regional Services - USA launched the new member management system on September 1st as planned. Mr. Davis thanked staff and a few key regional members who were critical in making this happen. This is the first time in the history of USAV that all 40 Regions are on the same system. USAV has 25,750 new members so far this year, which is down 9.7% from the same point in 2019, but it is hard to say if this is a trend or due to other factors that may change over time. There have been some bumps with the system, but overall the system is working pretty well and has more functionality than past systems. There have been challenges for people using the system, and it is USAV's top priority to help work through those issues. Mr. Bishop reported on the workings to develop version 2.0, and those are proceeding nicely. He thinks that, in the long run, this will be a very powerful system for USAV and the Regions. Mr. Gentile asked about the glitches, and Mr. Bishop reported on the issues with family accounts and other issues that the developer is working on.

Membership. Mr. Davis reported that USA Volleyball ended the 2019/20 membership season with 364,000 full memberships and 442,000 total memberships which is up 1.3% and 3.6% respectively from the 2018/18 season.

Diversity and Inclusion. USAV has been nominated for the USOPC's Diversity and Inclusion awards. There is a \$5,000 grant associated with these awards. He encouraged USAV members to vote online for this award. USAV has also set up a D&I staff committee to focus on diversity and inclusion issues, and he listed a number of developments from the staff. Over the next 21 weeks, USAV staff is doing a series of podcasts and readings to improve diversity and inclusiveness.

Events. USAV was only able to hold nine beach qualifiers. There were 25 beach regional qualifiers. We are finalizing the National Beach Tour for 2020-21, and there are tentatively 38 events planned. USAV's marketing department is working closely with the RVAA Beach Committee to rebrand the tour. The launch is scheduled for next May.

On Indoor, the 18s Championships will be held April 23-25, 2021 in Columbus Ohio. The Opens will be in Louisville on May 28 – June 1, 2021. The Girls Championships are in long-form contractual negotiations and the contract is almost signed. Boys will be held in June 30 – July 7, 2021 in Kansas City. USAV will take over full operations of the Age 11-17 Sunshine Classic (an event that in the past was a partnership with the Florida Region. Florida will take control of the operations of the 18th division. USAV elected to renew the

AES contract for one year so as not to launch two new systems on September 1. When asked about USAV's plans for 2021 events in the COVID environment, Mr. Davis noted that USAV is constantly looking for the ability to change dates in 2021 if the pandemic requires such action. If Qualifiers get cancelled, USAV is looking at options for substitutes, including possible pairing with other events. All of this work is being coordinated with the Competition Committee.

The Events Department was furloughed on June 26th, and several members of the department have started coming back, and others will come back on a staggered basis.

All international events were cancelled. In 2021, the Women's VNL will be held June 1-3 in Wichita. The Men's venue is to be determined but there are three interested cities bidding on the property. USAV is weighing the proposals. USAV is also looking at contingencies if no fans can attend in Wichita. All NORCECA events for 2020 have been postponed. USA teams will not participate if rescheduled in 2020.

Marketing and Communications. The new USAV Shop launched on September 1. In early September, USAV created and distributed Return to Play signage and artwork that can be used by regions and clubs in the field. A marketing analysis was done to evaluate membership benefits and athlete wellness, and the results will start to permeate operations. Unlike in the past, USAV is creating a consistent brand look for the Championships starting in 2021 to help unify the events. USAV has done a new deal with Baller TV that will stream all matches at the national events for the first time. Historically, only four courts were streamed per event. USAV is on track to relaunch its website on January 1 and to come off of the Team USA platform.

Officials. USAV has created a new official's newsletter which has been well received by officials.

Safe Sport. USAV's system for reporting now feeds into the Center's site. USAV will be implementing the new MAAPP rules on September 1, 2021. In 2020, there have been 106 cases reported involving USAV members, which is down slightly from 113 in 2019. 48 of those cases have been administratively closed, 34 where the Center declined jurisdiction, and 3 adverse findings, with 2 resulting in permanent ineligibility.

Coaching Education. Peter has done a survey of what content coaches want to see in this area. There is a preference for modules and online options. In June there was a moratorium on the CAP certifications.

High Performance. Starting in March, USAV created an online HP academy and an online technology academy which were both well received by athletes and coaches. Other work has been focused on the HP processes to see if there are ways to improve the programming.

National Teams. Indoor – almost all athletes have returned to play overseas. On Friday (September 11), the Chinese Association indicated that foreign athletes may not be allowed to play there, which would affect four of our athletes. Mr. Davis reached out to the FIVB, and the FIVB jumped right on this, and by Tuesday, this decision was overruled. Ms. Lichtman indicated that the athletes involved are very relieved.

Beach - most qualifiers were cancelled. It looks like there will be no events until January. FIVB is looking for event hosts, and Mr. Davis has had discussions about hosing qualifiers in the U.S. There will be a lot of issues to work through in this area given the landscape now.

Sitting - training camps will be held in the fall. The US was supposed to host the final men's qualification, but it was cancelled. It has been announced that this event will now be held in Germany.

Financial issues. Mr. Davis received a call-in late August that the ASC was no longer solvent, the facility would be converted to a manufacturing plant, and the teams had to vacate by September 1st. Mr. Davis

spoke with the new landlord of the building and discussed the difficulties this could create for our national teams in their lead-up to the Tokyo games. Mr. Davis was able to negotiate a deal for the teams to remain in the space through September 30, 2021. USAV will issue a press release on this soon.

Beach – the Torrance lease is set to expire on February 28, 2021. Mr. Davis was able to renew the lease at a 20% discount to what USAV is currently paying. The new lease lasts until February 28, 2029 with a one-year's notice to terminate without penalty before that date.

Unified National Training Center. The goal is still to find one unified center. There are a number of discussions going on. Mr. Davis has had good conversations with the national teams' staff on what their needs are.

5. AUDIT, FINANCE & BUDGET COMMITTEE REPORT

George Thompson, Treasurer

a. AFB Committee meeting review

Mr. Thompson noted that AFB received the audit, and AFB went over that at its meeting in August. Mr. Davis, Ms. Reynaud and others were there. The audit was a clean audit, meaning there were no substantial issues. Mr. Bishop asked about the two minor issues cited. Mr. Thompson reported that those issues have already been addressed.

Motion #2 to approve the audit, made by Rasmussen, seconded by Baker, approved unanimously.

6. FOUNDATION REPORT

Reynaud

a. Board Elections

Ms. Reynaud reported on the current makeup of the Foundation Board members.

b. Approval of additional board members

Ms. Reynaud noted that USAV and the Foundation want to increase the diversity and expertise on the Board of the Foundation, and the Foundation will become more philanthropic in focus. The Foundation will also become more engaged with past national team athletes. Ms. Reynaud then introduced the five new Board candidates, Danielle Scott-Arruda, Felonta Evans, Izell Reese, Kimberly McHugh and Peter Hirschmann. Mr. Gentile asked about the vetting of these Board members. Ms. Reynaud noted that they were vetted both by USAV and the Foundation, and passed background screening. Mr. Bishop asked if this election of directors would increase the risk that a creditor could "pierce the corporate veil" between the two organizations. Mr. Smith replied that, although this increases the risk slightly, as long as USA Volleyball and the Foundation observe the requisite corporate formalities, this should not cause a problem.

Motion #3, made by Gentile, seconded by Rasmussen, to approve the five new candidates to the Foundation Board, approved unanimously.

7. ATHLETE REPORTS

a. Beach Athlete report

Sara Hughes/Tri Bourne

Ms. Hughes reported that the only competition that Beach players have had was the AVP. Mr. Bourne expressed his appreciation for the three AVP events. Ms. Hughes and Mr. Bourne spoke with the top players and from that they put together three talking points:

- 1) Getting the three disciplines together is a big issue for the beach athletes. They think it is very important for beach athletes not to relocate outside of California. Mr. Bourne noted that a lot of beach athletes train against non-national team members, and they would lose that if the team was moved out of California. In addition, veteran athletes prefer to live where they want, so we could lose them, which would impact the entire program.
- 2) Ms. Hughes noted FIVB has not been communicating about what may happen in 2021. This includes Olympic qualification - there were supposed to be 12 tournaments in 2020, but those have all been cancelled. Athletes are starting to get a little worried. Ms. Hughes asked if USAV will have its own qualification process. Mr. Davis responded that the reason for little FIVB communication is that they are trying to find hosts for events in 2021. He also noted that international business models are different than in the US and it is easier for European countries to host events since they received government funding. As for selection procedures, USAV is waiting on information from FIVB on how many events there will be in 2021. Right now, the plan is to stick with the current Selection Procedures, but that may have to be updated when we hear from the FIVB.
- 3) Ms. Hughes raised questions about USAV's connection to the small domestic event to be held in Florida. Specifically, athletes are looking at its long-term impact on competition and how events like this might fit with AVP and FIVB schedules. Mr. Davis responded that this event is not a USAV event but one being hosted by the Florida Region. Mr. Davis thought this was a good opportunity for athletes at a time when there are not many events going on. Mr. Bishop indicated that this is an attempt to have an event for Florida fans to see, noting that prize money was increased for the second time this week. Mr. Bourne asked if USAV is aware that this might conflict with AVP, and apparently AVP is unhappy about USAV supporting a domestic event that could compete with AVP. Ms. Hughes emphasized that she appreciates the new event, but wants to make sure this does not hurt larger, more established events. Mr. Bishop indicated that this was a "COVID fill-the-gap event" and he does not intend to compete with AVP. Mr. Davis stated that his goal was to provide as many opportunities for athletes as possible to earn prize money including AVP and non-AVP events. Mr. Bishop also reported that the event will be giving a donation to the Para-Beach discipline to help offset some expenses.

b. Indoor Athlete report

Cassidy Lichtman/Kawika Shoji

Ms. Lichtman noted that almost all athletes are overseas now. Most had to quarantine, but otherwise she has not heard any other concerns. Ms. Lichtman expressed her appreciation to Mr. Davis for his work to preserve the ASC. Ms. Lichtman reported on Athletes Unlimited and the athletes who are playing in that, including Ms. Lichtman who is coming out of retirement briefly for this.

Mr. Shoji reported that most men's players are back overseas. A few leagues have started and most of the others should start in the next couple of weeks. He also reported that the athletes are curious about the national training center, and that is the most important topic for the players.

c. Sitting Athlete report

Brent Rasmussen

Mr. Rasmussen reported that camps are coming back. The men are interested in the details of the qualifier. He noted that athletes are working a lot more with WPB. He also thanked Mr. Davis and Ms. Reynaud for their hard work and communication.

d. USOPC AAC report (written report)

Chris Seilkop

Mr. Seilkop's report was submitted in writing. Ms. Reynaud noted that Mr. Seilkop will soon be stepping down from this position, and Mr. Vadala will work with athletes to get that vacancy filled.

8. BYLAWS & GOVERNANCE

a. Board Policy Updates

i. Review & approval of by-law edits/changes

Stafford/Reitinger

1. Operating code changes

Ms. Reynaud reported that changes to the Operating Code were sent out, but there was a meeting yesterday of the Committee, so that is being tabled for today.

Motion #4 to table the changes to the Operating Code, made by McGhee, seconded by Eldridge, approved unanimously.

ii. Assembly & constituent reports

1. Junior Assembly Report

David Gentile

Mr. Gentile reported on the Junior Assembly and the developments made by that group.

2. RVAA Assembly Report

Donaghy/Peixoto/Baker

Mr. Peixoto reported on the RVAA Assembly. He noted that 15 states have moved volleyball to the spring, which is problematic for the clubs. The RVA is trying to deal with this the best they can. The RVA has increased fall programming. He reported that one convention center has decided to close until July 1 - he doesn't know if this is an isolated incident or a wider problem. On insurance, the RVA had a good result with the carriers and did not need to dip into their reserve fund.

3. Officials Assembly Report

Carlos Rodriguez

Mr. Rodriguez's report was filed in writing.

4. International Athletes Assembly Report

Rachael Stafford

Ms. Stafford reported that people are working to populate this Assembly. Mr. Rasmussen indicated that he spoke with Mr. Vint about filling the Chair position and he hopes to have this figured out in the next week or two.

5. Beach Assembly

Steve Bishop

Mr. Bishop noted that his report was filed in writing. He did note that the various beach groups are working together cooperatively, which is the first time this has happened in 15 years.

b. Board Committee Reports

i. Board Committees

Reynaud

Ms. Reynaud noted the document distributed that lists the terms of Board members, noting that she will be completing her second term in June, 2021, so she will be going off the Board. The

selection of these positions is covered in the USAV Bylaws.

ii. **Diversity Committee**

Lichtman

Ms. Lichtman reported that the Diversity Committee has been fantastic. The areas identified for particular focus are (i) diversity demographics within staff and the membership generally, (ii) incorporating questions on gender and LGBTQ+ inclusion, (iii) setting goals for the Committee, (iv) determining what training the Committee could make available for the membership, (v) supporting initiatives like Starling and the HBCU grants, and (vi) increasing diversity on Regional Boards.

Motion #5, made by Diversity Committee (no second necessary) to add a Board position for a female sitting athlete.

Ms. Reynaud noted that this would involve a Bylaws change. The board will have a mail vote in 30 days to add this position. The Governance Committee will prepare the proper language for the bylaws.

iii. **Nominating Committee member terms**

Reynaud

The Board also received a list of committee members and their terms. The Nominating Committee has four people whose terms will be expiring in December, and these positions will need to be filled, either through reelection of existing members who are not term limited or electing new members.

9. NEW BUSINESS

a. Future board meetings

Reynaud

i. **January meeting date for in-person or electronic**

The next Board meeting will tentatively be held on Thursday, January 21st.

For the May Board meeting, the Board is looking at May 27th in Louisville or virtually.

Ms. King noted that the waiver to hold meetings in person and allow meetings to be held virtually applies to 2020, but it would need to be extended to 2021 if applicable.

ii. **Mid -year meeting date for in-person or electronic**

1. **RVA Meetings**

It is not certain whether the RVA meetings will be held in person or virtually.

b. 2021-24 Strategic Plan –

Chris Vadala/Reynaud

i. **Process followed**

Ms. Reynaud thanked all of the people who worked on the Strategic Plan. The group met every week for eight weeks. The group started with a plan put together by the staff, and then asked the group to do a SWOT analysis.

She then walked through the draft Strategic Plan. The Mission was changed to make it more

volleyball specific. The group added a Path to the Podium statement that was meant to be more inclusive and all-encompassing. The Plan recognizes Four Shared Core Values. The five Strategic Priorities remain the same as in the prior Strategic Plan, each with sub-areas: (i) Prioritize Safety and Well Being; (ii) Achieve Sustained Competitive Excellence; (iii) Grow Participation, Programs and Memberships; (iv) Optimize Resources; and (v) Build Brand Equity and Affinity.

Ms. King complimented the Strategic Plan. She also noted that the Diversity Committee has identified the underrepresentation of members in the African-American and Latino communities, and she indicated that is an area for improvement.

Mr. Vadala indicated that the next step, assuming the Strategic Plan is approved, would be to develop the Operating Plan. Once the Operating Plan is approved at the management level, then the metrics for that Operating Plan will be shared with the Board. It will be presented in a dashboard-type format.

Motion #6, made by Bishop and seconded by King, to approve the Strategic Plan, approved unanimously.

10. ANNOUNCEMENTS

a. International Volleyball Hall of Fame Update

Steve Bishop

Mr. Bishop introduced George Mulry, the Executive Director of the International Volleyball Hall of Fame Update. Mr. Mulry updated the Board on different activities of the Hall of Fame: (i) there will be virtual events to replace the Annual Ride, which could not be held this year. These will continue for a number of weeks; (ii) a member-benefits program, such as personal online programs tied to membership levels; and (iii) updating the physical museum, including the plaques. The old plaques will be auctioned online.

b. Other announcements

There were no other announcements.

Motion #7, made by Baker, seconded by Peixoto, to adjourn the regular meeting, approved unanimously.

11. EXECUTIVE SESSION (closed)

Ms. Reynaud reported that a separate Board meeting was called and held in Executive Session. During that Executive Session, the following was discussed:

- a. Corporate Ethics & Eligibility Report
- b. Legal Review & SafeSport Report
- c. Personnel Committee Report

Rachael Stafford
Rachael Stafford
Brent Rasmussen