
USA VOLLEYBALL BOARD OF DIRECTORS MINUTES

May 21, 2020
Meeting held electronically

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

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

Ms. Reynaud discussed the meeting guidelines for an online meeting.

b. Special recognition of Mitch Stemm (deceased) **Reynaud**

Mr. Baker honored former USAV Board member Mitch Stemm. Ms. Reynaud recognized Mitch's great service to her and to USAV. The Board sent out their condolences to Mitch's family.

c. Board member recognition – Todd Rogers & Kristin Fasbender **Reynaud**

Ms. Reynaud recognized Todd Rogers for his eight years of service on the Board. Mr. Rogers thanked the Board and said it was a pleasure for him to serve on the Board.

Ms. Reynaud also recognized Kristin Fasbender's six years of service on the Board and thanked her for her years of service to USAV.

d. Roll Call (during intro), Directory Update, Declaration of Quorum **Klostermann**

Present B. Baker, S. Bishop, D. Blanton, D. Donaghy, D. Eldridge, D. Gentile, S. Hughes (joined at 3:00 ET) S. Kenyon, E. King, C. Lichtman, J. McGhee, D. Peixoto, B. Rasmussen, C. Reynaud, T. Rogers, C. Rojas, and K. Shoji.

Mr. Klostermann asked the Board to review the Board Directory and send him any updates.

Ms. Reynaud recognized Mr. Klostermann, who is looking to retire at the end of September. She thanked him for his 50 years of service to USAV and for his invaluable help and mentorship to her.

II. BOARD ADMINISTRATION **Reynaud**

a. Approval of minutes (January & March Minutes Approved Electronically)

Ms. Reynaud noted that the Board meetings were sent out and approved electronically.

b. Approval of Agenda

Motion #1 to approve agenda, made by Lichtman seconded by Peixoto, approved unanimously.

III. BOARD CHAIR REPORT **Reynaud**

Ms. Reynaud thanked Jamie Davis for all he's done through this unusual time, noting he has had to juggle a lot of things, and for his leadership. She also thanked Patty Fadum for her work in getting this online meeting arranged. Ms. Reynaud and Mr. Davis reached out to Ken Cain, and Ken has been doing a wonderful job in holding RVA committee meetings. The Governance Committee worked on the Bylaws, and there will be a report on that later in the meeting. The USOPC set up an NGB hub, which has been a great resource for the NGB personnel. There was an emergency AFB meeting in March and another meeting last week, which George Thompson, Treasurer will report on. There have been several calls with National Team athletes to discuss the impact of the corona virus on them. She also noted that all 17 Board seats are now filled. The Beach Assembly has been reconstituted. She also spoke with Mr. Reitingger about

the USAV Foundation and Chris Vadala on the strategic plan which will be discussed later today. There was also a Personnel Committee CEO review which Brent Rasmussen led. She also was able to listen to all RVAA meetings recently held. She then discussed some of the meetings and events that have been cancelled.

IV. CEO REPORT

Jamie Davis

Mr. Davis expressed his appreciation from the Board during this challenging time and recognized what a great resource the Board is.

a. **COVID-19.** USAV has been communicating early and often on things that have transpired since the outbreak of the corona virus. He has been having bi-weekly RVA meetings, which has been very helpful. He also met with the entire Junior Assembly. He's had a couple of calls with both the Men's and Women's National teams to discuss the impact the corona virus has had on their schedules and their direct athlete support. Many of the athletes were caught in Europe, so USAV has been helping get them home.

b. **Return to Play Task Force.** This task force was established and comprised of Board members and staff to help with working through issues to be able to return to play. The Task Force has gathered information from many different sources - CDC, USOPC, NGBs, medical professionals and others. They also spoke with convention center managers about large events. This led to guidelines that allowed local clubs to begin to play as long as they followed the most stringent state, local or federal guidelines applicable to them. Much of the country is still not allowed to practice. EPIC, the insurance and risk management partner, reviewed the Guidelines and approved them.

c. **Return to Work.** A separate task force has been working on a plan to return to work. Mr. Davis shared a presentation on this effort. The task force created 5 levels of protocols. We are currently getting to a Blue Level Protocol, which is the stage where offices are starting to reopen. Remote work is strongly recommended for anyone falling into a high-risk category or feels uncomfortable doing so. Only half-staff will be allowed in the office at any one time. USAV is not forcing anyone back to the office who does not feel safe. This will not be implemented at the same time in all offices, but will depend on local conditions. There will be office protocols and signage to provide further information and protections. USAV's cleaning company will continue to do heavy cleaning. The Regional Directors indicated a copy of the "Return to Work" document would be useful to them, so Mr. Davis will share this presentation once a few changes are made to reflect the situations in different regions. Mr. Gentile asked if there might be information that can be shared with clubs as their states come online. Mr. Davis noted this is difficult because the state requirements vary so much.

d. **Pro League.** Mr. Davis noted that USAV today won the legal battle with Grand Prix Entertainment, which previously had the rights to develop a pro league in the US. USAV did announce a women's pro league with Athletes Unlimited (AU) that will launch in February, 2021. There are several backers of the League, including Jonathan Soros. The goal of AU is to build women's professional sports in the US, although there have been conversations on forming a men's league as well. The business model is not predicated on selling tickets, so it will move forward whether or not fans are allowed to attend in February. This will start with four teams and matches will be held in Nashville, with three double headers per week. There has been significant interest in this from overseas. Mr. Davis noted that there is no financial commitment from USAV, however USAV will receive a sanctioning fee each year. This is a majority athlete owned and run - athletes can earn equity in the league. It is a unique model. There will be a redraft of players every week to create a more "fantasy" type model rather than a team model.

e. **Events.**

1. **Beach.** A total of 36 BNQs were scheduled, 13 have been cancelled, while others have been rescheduled. Five are currently scheduled for their original dates. The Beach High Performance

event has been cancelled. USAV has been talking extensively with the Beach RVA on the model for BNQs, including a re-branding of the beach tour. The Collegiate Beach Championships were cancelled this year. 2021 will be the first year it would be done without USOPC involvement. USAV is working on this.

2. **Indoor.** NCVF Championships were cancelled for 2020. 2020 was the last year of this partnership, and the governing organization will run this on its own moving forward. USAV Adult Championships were cancelled. Also, boys and girl's national championships and high-performance championships were all cancelled yesterday. USAV did a lot of legal work to make sure that there were no penalties or liabilities to USAV for cancelling events.

f. **International.** FIVB announced the cancellation of the VNL 2020, and announced a revised international club calendar that as of June 1 clubs could begin again and finish 2020 seasons or start 2021 seasons. VNL seasons will start in May, 2021 and end in June and will be much further away from the Olympics than as scheduled for 2020. NORCECA is unwilling to announce the cancellation of its events - USAV has told NORCECA that USAV will not be hosting its events. USAV also shared with NORCECA a plan for getting athletes back to competition while remaining safe, and offered for NORCECA to share this. NORCECA was very receptive to this.

g. **Marketing and Communications.** This is the busiest area in USAV, as we are trying to create as much content as possible, and we have been working with a lot of different groups, including the National Team staff and athletes. We want to provide value to our clubs. USAV is going forward with its digital independence plan and will control our own website beginning January 1, 2021. We will be able to stream every court from every one of USAV's championship events. The environment for sponsorships is very challenging. Renewals of sponsors will be challenging. Adidas is in the midst of a global freeze, so there is a possibility that USAV might not have an apparel sponsor going into an Olympic year. There is an RFP out for apparel and online store. The USAV Hall of Fame digital experience went live yesterday.

h. **Membership.** Membership is up to 362,000, which is up a little over last year, even though new memberships came to a halt with the corona virus. The new membership system has developed a "practice system" that regions can begin to practice with.

i. **Coaching Education.** CAP clinics scheduled for 2020 have been moved to 2021.

j. **Training Center.** Discussions on the National Training Center continue with both Irvine and Atlanta, although they have slowed due to the corona virus. The grant from Anaheim for next quad is questionable due to furloughs, layoffs and other budget cuts. There is another opportunity that has just surfaced.

k. **Sport Development.** The programs with SIAC and HBCUs are on hold until the universities are back. USAV has paid about \$80,000 of the \$400,000 grant.

l. **High Performance.** We are in a year of transition. Peter Vint is doing a deep dive on the programs and how we want to structure HP going forward. Many HP tryouts were cancelled, especially among girls as they were scheduled a little later and were more impacted by the corona virus. USAV will be refunding money for those events that have been cancelled.

m. **Safe Sport.** On April 17th, we sanctioned virtual team meetings, but were notified by the insurance carrier that coverage could be cancelled due to Safe Sport risks. USAV appealed to the USOPC and the US Center for Safe Sport, which said these could be done under the guidelines of the MAAPP (Minor Athlete Abuse Prevention Policies), and the carrier changed its decision. The Center audited USAV last year and had a clean and glowing audit. This year the Center was going to audit an event, but this will not be done due to the corona virus. Revisions to MAAPP will be effective January, 2022, but USAV is going to implement them in September, 2021 so they are not effective in the middle of a season. Ms.

Reynaud asked what we can do to make sure members are SafeSport trained and background screened before they return to play. Mr. Davis noted that USAV has its policies in place to make sure this happens and nothing has changed to the contrary.

n. National Teams. All National Team centers are closed and athlete training at the Centers is closed. For Beach, world events have been cancelled through July, but FIVB indicates that likely no events will be held until December or January. The revised qualifying procedures have been issued, and there are no changes other than dates. Indoor - no competitions scheduled for remainder of 2020 season. Both men and women indoor teams remain qualified for Tokyo. For sitting, there are no competitions scheduled for 2020. The women are qualified for Tokyo, and we are hopeful that the men will qualify for the last remaining spot. IPV has not yet released the qualifications for the men yet. The Olympic Games are scheduled for July 23 through August 8, 2021 and the Paralympics from August 24 through September 5, 2021.

o. Staff. Mr. Davis thanked Kerry Klostermann for his 42 years at USAV. He has been incredibly dedicated, and is a trusted friend and confidant. He also thanked John Kessel, who announced his retirement after this year. What John has done for the sport in the US and globally is incredible.

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

a. AFB Committee meeting review

Mr. Thompson thanked Kerry Klostermann for all of his help. When we started seeing the event cancellations beginning in March, AFB began meeting to discuss how to adjust the budget. On May 15th, AFB met to update how things were going. He reported that USAV has received a PPP Loan, and AFB is working with USAV to maximize the forgiveness of that. He also addressed the portfolio under management, as of the end of April, is down about 11 percent. He reported that the USAV portfolio remains in line with the targets and benchmarks from Beacon. He also discussed how AFB is serving as a resource for USAV. He thanked Todd Rogers for all he has done for USAV.

VI. FOUNDATION REPORT **Andy Reitingger, Chair**

Mr. Reitingger reported that elections for Foundation officers are coming up at the end of June. The Foundation endowment started the year at \$3.56 million, and as of May 20, it is \$3.42 million, which is down 3.9%.

VII. SAFE SPORT CENTER UPDATE **Rachael Stafford**

The US Center for Safe Sport contacted Ms. Stafford, and they are looking for an athlete advisory group to represent the athlete perspectives. Ms. Stafford threw this open to USAV athletes, but the deadline to apply is next Tuesday, May 26th.

VIII. ATHLETE REPORTS

1. Beach Athlete report **Todd Rogers/Sara Hughes**

Mr. Rogers reported that there is little to discuss since there have been no events. There is some concern from athletes about the qualification process for Tokyo in 2021, and the fairness of the process if there are no qualifying events before Tokyo. Mr. Davis indicated that FIVB is not providing much information, but they are indicating that they plan to hold several events, although not before December. If, in the fourth quarter, it looks there will not be other qualifying events, then USAV will have to look at this issue and decide how to move forward.

2. Indoor Athlete report **Cassidy Lichtman/Kawika Shoji**

Ms. Lichtman reported that athletes are all at home and training as best as they can. She expressed her appreciation for getting athletes home from Europe. The challenge is how to help athletes now that they are home and are technically unemployed. The USOPC money for athletes is still coming in, fortunately. Athletes are applying for unemployment coverage. She thanked the USAV staff who helped them figure all of this out.

Mr. Shoji thanked USAV for their help, especially over the last few weeks. A lot of athletes who filed for unemployment are starting to get approved. He also noted that overseas clubs will have the jurisdiction to call athletes back, which could create complications for some. Mr. Davis asked how many players have already been called back. Mr. Shoji indicated that the Polish League is one of the most organized leagues, and so they are moving forward quickly. Guys playing in Poland have been called back for mid-June. Most are having discussions about mid-July. Ms. Lichtman indicated that she is hearing the same thing. Ms. Lichtman and Mr. Shoji have heard that leagues will start in September or October, which should give athletes 8 weeks before competition starts. Mr. Davis indicated that USAV is prepared to advocate for athletes to get them at least 8 weeks of training before competition starts.

3. Sitting Athlete report

Brent Rasmussen

Mr. Rasmussen noted that the men's sitting team last qualifier was scheduled for when the NBA cancelled their games. He expressed his appreciation for Mr. Reynaud's and Mr. Davis's support for athletes who were in the US. He also expressed support for Mr. Thompson for his assistance on financial issues for athletes. Sitting players have been getting exposure through Instagram takeovers.

4. USOPC AAC report (written report)

Chris Seilkop

This was provided in writing by Mr. Seilkop.

IX. BYLAWS & GOVERNANCE

a. Board Policy Updates

Klostermann/Stafford

1. Results of electronic voting between meetings

Klostermann

Mr. Klostermann reviewed the electronic actions taken between meetings. Ms. Reynaud discussed Simply Voting as an alternative for electronic voting for the Board. Several Board members with experience with Simply Voting discussed the service and how it works.

Motion #2 to use a separate system for electronic votes moving forward, made by D. Gentile, seconded by S. Bishop, approved unanimously.

2. Review & approval of by-law edits/changes, board seats

Klostermann/Reitinger

Mr. Reitinger discussed the proposed Bylaws changes. He explained that the proposed changes to make the CEO also the President is being done to assist the CEO in running for international positions, which often require a president to run.

Motion #3 to approve the Bylaws amendments (attached) from the Governance Committee, approved unanimously.

Motion #4 made by B. Baker, seconded by J. McGhee, to approve waive the 30-day notice period for other Bylaws amendments, approved unanimously.

Motion #5 made by D. Gentile, seconded by D. Eldridge, to approve the Bylaws amendments to the High Performance Director and Coach Director, approved unanimously.

3. Status of Board positions

Reynaud

Male beach player - Mr. Klostermann reported that the election was conducted last week, and Tri Bourne was elected. His term will start July 1.

Beach Development Position - Steve Bishop was reelected to this position.

The RVAA reelected Donna Donaghy to serve for an additional four years.

4. Assembly & constituent reports to be submitted in writing:

Ms. Reynaud reported on the status of the different assemblies. Mr. Reitingger discussed the feeling that there is some overlap among the Assemblies, particularly when it comes to certain activities undertaken by each Assembly (e.g. awards). Mr. Reitingger, working with three others, developed a plan, which was provided to the Board. He is in the process of getting feedback from different Assemblies and key constituents. Mr. Gentile expressed his support for this initiative and the need for this to be implemented. Mr. Rasmussen asked if the International Athlete Assembly should be included in this. Mr. Reitingger replied that he doesn't see overlap between the IAA and the other Assemblies at this point.

5. Junior Assembly Report

David Gentile

Mr. Gentile reported that a Strategic Juniors Initiative was adopted. A total of 19 initiatives have been identified and assigned. Some progress has been made on a national ranking system for junior teams and clubs. There is no budget for this in 2020. There is also a concept for restructuring to get more input from the Assembly. Mr. Bishop noted that there is no indoor national ranking system currently in the market, so this could be a big advantage for USAV.

6. RVAA Assembly Report

Donaghy/Pexioto/Baker

Mr. Baker noted the written report submitted. There was a COVID ad hoc committee report included. COVID drove most of the conversations for RVAA. They are working to get virtual meetings organized. The COVID ad hoc committee was charged with evaluating how the Regions and Clubs are doing and how likely they are to survive. All Regions are in good shape now. The Clubs with the most difficulties are the larger clubs, especially those with facilities since they rely on events. Mr. Peixoto indicated that there are concerns about insurance, as it is not known how much that will cost in light of COVID.

7. Officials Assembly Report

Devonie McLarty

Mr. Kenyon noted the written report that was submitted. There is a survey going on of officials on their concerns and needs in light of the corona virus.

8. International Athletes Assembly Report

Klostermann

Mr. Klostermann reported that there was an International Athlete's Assembly meeting in February, and that was very helpful. Ms. Lichtman indicated that it was great to have athletes from across disciplines able to talk together at the same time. There was a lot of discussion on how USAV can help athletes with injuries, and the group worked with Peter Vint to come up with ideas. Ms. Reynaud noted that there is a need for a chair of the athlete's group. Mr. Rasmussen said that there needs to be some "heavy pushing" in this area to find a chair.

9. Beach Assembly

Steve Bishop

Mr. Bishop reported that the group has been reconstituted and reformed. The group is trying to work with more people from different key constituencies. Mr. Bishop was elected to fill the seat on

the USAV Board of Directors. The Beach Assembly also discussed ways to get more participation in various programs, like the national beach tour and para-beach programs.

X. NEW BUSINESS

a. Diversity & Inclusion Committee

Cassidy Lichtman

Ms. Lichtman noted that, in the past, the Diversity Committee has not gotten much done, so it is being rethought. She suggested the possibility of working with the RVAA or other regional grassroots organizations. She also mentioned that some thought should be given to how COVID is impacting different people at the grassroots level. She also raised the possibility of having a link to donate to Starlings on the membership page, although Mr. Davis has expressed his preference to have a link to support the Foundation (and the Foundation could support Starlings, among other programs). Mr. Bishop indicated that he thinks the Starlings can get more exposure among the 40 regions. Mr. Davis indicated that there are currently two options on the web site - to subscribe to the magazine and to support high performance. There is currently a donate button to support the Foundation on the website. Ms. Reynaud asked Ms. Lichtman if she thinks things at USAV are diverse. Ms. Lichtman replied that she thinks it is getting better. Ms. Rojas expressed her support to help with multi-cultural advertising and promotion.

b. Vote on Election of Treasurer

Cecile Reynaud

Motion #6, made by C. Lichtman, seconded by B. Baker, to elect George Thompson as Treasurer, passed unanimously.

c. Approval of board committees for new quad

Cecile Reynaud

Ms. Lichtman will replace Mr. Rogers on the Governance Committee and Nancy Funk is replacing Lisa Digiacinto on the Nominating Committee.

Motion #7 made by D. Gentile, seconded by D. Donaghy, to accept the proposed Board Committee appointments, approved unanimously.

Mr. Gentile asked whether committees are required to elect new Chairs for the new quad, Mr. Klostermann said this is not required.

d. International Volleyball Hall of Fame Update

Steve Bishop

Mr. Bishop indicated that the Foundation is trying to figure out how to support its programs in the future in light of COVID. There will be a second annual Motorcycle Ride on August 16th in the Holyoke, MA area. There is a goal of expanding this across the U.S. in the future. On October 22-24 the Hall will hold the induction ceremonies. It is not clear if there will be an in-person ceremony and if those from overseas could attend, so alternative options are being considered.

e. Future board meetings (Sept. 18th in Chicago)

Cecile Reynaud

The planned meeting in Chicago has been cancelled. This will be held virtually.

Ms. Reynaud proposed Thursday, January 21st for the next Board meeting, which will be held electronically.

Motion #8, made by Gentile and McGhee, to waive Bylaw 6.03(a) requiring the Board to hold three in-person meetings per year, for the year 2021, approved unanimously.

f. 2021-24 Initial Strategic Planning –

Chris Vadala

Mr. Vadala provided an overview of the draft plan for the 2021-24 quad. Copies of the current plan and the draft 2021-24 plan were provided to the Board. The draft plan followed a retreat involving staff, Board members and a USOPC facilitator.

Providing a safe and positive environment has been incorporated into the mission. The key components include:

- Shared core values
- Strategic priorities (5)
- Strategic plan devoted to each of the five strategic priorities

Ms. King suggested that the Plan needs to be updated to better address the impact of COVID. Ms. Reynaud suggested that be done before the meeting in September.

Mr. Bishop asked how success will be measured against the Plan. Mr. Vadala recognized that the Plan has lacked an accountability plan, and his goal is to have measurements of how USAV is doing against those goals.

Mr. Vadala then discussed the draft Operating Plan, which has a plan for each of the departments. The draft Operating Plan was shared with the Board. He noted that the Operating Plan is developed in concert with the Budget.

Mr. Bishop, in response to a question from Ms. Reynaud, suggested that a facilitator be used to update the Plan to have them ready for the September board meeting. Ms. Reynaud would prefer to use a facilitator with the entire Board, but can agree to a smaller group if preferred. Mr. Gentile asked if this is driven by the Board or the staff. The Board agreed that the Board, along with a facilitator, can give input to the staff, which would then be responsible for developing the Strategic Plan. Mr. Bishop suggested that a small group of the Board have a call with staff to discuss areas of input and moving forward. Mr. Davis agreed to put together a joint Board-staff task force, and he will discuss with staff the right people to include on the task force. The task force would be comprised by a subset of the Board and a subset of staff.

g. RVA & USAV relationship

Bob Baker

Mr. Baker referenced the written materials submitted to the Board. This was done to help the Board by providing information on the system. He also noted that the Regions are responsible for a major portion of USAV's revenues.

Mr. Davis recognized Todd Rogers for his tremendous contributions to the Board and USAV.

Motion #9, made by Bishop, seconded by Rogers, to go into Executive Session, approved unanimously.

Motion #10, made by Rogers, seconded by Shoji, to come out of Executive Session, approved unanimously.

XI. EXECUTIVE SESSION

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

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

Rachael Stafford
Rachael Stafford
Brent Rasmussen

The Board adopted the following resolution in Executive Session:

Motion #11, made by Bishop, seconded by Peixoto, to allow for a three-person Ethics and Eligibility panel for the hearing in an upcoming event-related appeal, approved without dissent (Blanton and Hughes abstained).

XII. ADJOURNMENT

Motion #12, made by Rogers, seconded by Hughes, to adjourn, approved unanimously.

GUESTS

Al Herbert)
Adam Beamer
Amanda Barnard
Andy Reitingner
Bernie MacLean
Brent Buzbee
Chris Vadala
Cindy Compoc
Colleen Craig
Craig Wiedel
Damien Scott
Eric Lazowski
George Thompson
Glen Lietzke
Glenn Sapp
Hannah Roberts
Jamie Davis
Jason Badell
Jen Armson-Dyer
Kathleen Rogness
Katie Mitchell
Kelsey Dolphin
Kerry Klostermann
Kylie Woodruff
Laura Bush
Linus Shyu
Lisa DiGiacinto
Mary Andrew
Megan Ward
Melissa Weymouth
Molly Crockett
Nancy Funk
Pati Rolf
Patty Fadum
Rachael Stafford
Rob Osborne
Robyn Williams
Roxanne Link
Sandy Abbinanti
Scott McQueen
Stacie Kearns
Steve Carrera
Steve Smith
Terry Sweasy
Tom Pingel
Valerie & Michelle
Ken Cain
Lauri Dagostino