
MINUTES OF USA VOLLEYBALL BOARD OF DIRECTORS

Tuesday, June 1, 2021

Electronic Meeting

Tuesday, June 1st 12:00pm. ET; 11:00am Central; 10:00am Mountain; 9:00am Pacific

I. CALL TO ORDER & WELCOME

Cecile Reynaud, Chair

Motion #1 to go into Executive Session, made by Gentile, seconded by Peixoto, approved unanimously.

Board Chair candidates

Motion #2 to come out of Executive Session, made by Bishop, seconded by Rojas, approved unanimously.

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

b. Roll Call, Directory Update, Declaration of Quorum **Rachael Stafford**

Present: Bob Baker, Steve Bishop, Tri Bourne, Donna Donaghy, David Eldridge, Dave Gentile, Sara Hughes, Steve Kenyon, Elizabeth King, Cassidy Lichtman, Jenny McGhee, Nicky Nieves, Dave Peixoto, Brent Rasmussen, Cecile Reynaud, CiCi Rojas, Kavika Shoji.

Absent: Dain Blanton.

Guests: Jamie Davis, Rachael Stafford, Stacie Kearns, Bernie MacLean, Steve Smith, George Thompson (Treasurer), Andy Reitingger, Brent Buzbee, Nancy Funk, Chris Vadala, Elliot Blake

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

Ms. Reynaud asked if there were any conflicts of interest to disclose. There were none reported.

II. BOARD ADMINISTRATION

Reynaud

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

Ms. Reynaud noted that the minutes from the January and March Board meetings were approved electronically, so no action is needed today.

b. Approval of Agenda

Motion #3 to approve agenda, made by Eldridge, seconded by McGhee, approved unanimously.

III. BOARD CHAIR REPORT

Reynaud

- a. Results of electronic voting between meetings

Ms. Reynaud reported on the actions taken by the Board between meetings.

- b. Chair activities

Ms. Reynaud reported on her activities since the January meeting. She noted that this will be her last meeting as chair, and her term as chair will end at the end of June. She noted that the USOPC collegiate sustainability conference was very helpful and important. This is a think tank formed by the NCAA and USOPC to see how they could work together to support each other. Ms. Reynaud noted that compliance with USOPC audit standards is very important, and the National Office has been focusing on these for a while now. It is also important for the Board to pay close attention to these standards. She also noted that USA Volleyball will need to have 1/3 representation on all committees. Recruiting and educating athletes will be very important, and she noted that the USOPC will be providing some training in this area. Volleyball restructuring has been a big topic, and this will continue to come up. When talking about restructuring, it is important to do so with an inclusive group. Finalizing the DEI Strategic Plan is in process and very important – inclusion is critical to growing the sport. She also noted that we all need to be better educated on what DEI really means. As leaders of the sport, it is very important that we are knowledgeable in this area. Coaching education – USA Volleyball has hired a new director of coaching. Reconfiguring the Bylaws will be an important project in the near future. The USA Volleyball Foundation is also important – she recommended that USA Volleyball hire someone to do fundraising, noting this is an executive decision and not a Board decision. She also encouraged the Board to work together with our constituents.

IV. CEO REPORT

Jamie Davis

Mr. Davis noted that he had uploaded his report for everyone to view. Memberships YTD through end of April, we are down about 17% on total memberships and down 18.6% on Full Memberships. We had budgeted to be down 50%, so this is favorable. He also noted several regions that had significant growth despite COVID.

USAV created strike force teams with Sports Engine to focus on and identify major system enhancements. Twelve have been implemented and there are approximately another 30 to go.

Officials – the new National Standard of On-Line Course content was created. This was designed to be more kid friendly. We are also hosting more meetings to increase engagement with the officials.

Dave McCann was hired as the Director of Education Services. He has a very strong background in this area. Mr. Davis then reviewed Mr. McCann's priorities over the first 100 days.

On SafeSport, the new MAAPP plan is scheduled to be in place and effective on September 1, 2021, so it is in place for the new membership season. We've had 82 cases this year, which is down from 88 at the same time last year. We have seen a bit of a spike in the last 30-45 days.

DEI – Mr. Davis showed a slide on the diversity of the organization, noting there is some diversity but still a ways to go. He also noted that a Climate Survey was sent out to many people as part of the RISE

partnership. He noted that the Right to Demonstrate is a big issue, noting that the IOC's Rule 50 and the USOPC's policy are no longer aligned. The IOC does not allow protests at the Games, whereas the USOPC now allows peaceful protests. USA Volleyball has decided to mirror the USOPC's policy domestically. A second issue is the transgender policies and challenges at the state level. He noted that state laws could have an impact on USA Volleyball's local events.

The National Team Development Program had three town halls and hosted the second edition of the Tech Academy. USAV also secured a 90-person scouting network across indoor and beach disciplines. The NTDP Academy is scheduled to launch in early June. Thirty courses have been filmed so far. USAV is also designing USAV play camps and popup clinics, with focus on being "position agnostic" for pre-pubescent kids.

He then discussed the upcoming calendar. USAV decided not to send U19 and U21 teams to the 2021 FIVB World Championships (U19 was held in Iran, and the U21 Teams did not receive a bid). He noted that the USA National Beach Tour is in full swing now. He reported that there are 37 qualifying events between Girls, Girls 18s and Boys Bids, and so far only one has been cancelled due to COVID. In January, USAV sent out an extensive RFP for the 2022-2025 USA Volleyball Championship Events. The response has been very favorable, with many new cities expressing interest in hosting events. The plan is to review the applications and make a multi-year announcement of hosts.

National Teams - on the Beach side, Mr. Davis discussed the FIVB Olympic Ranking cutoff, with both men and women experiencing tight races. The men are tied, and the women are extremely close. On the Indoor side, we were able to extend the lease for another year (minimum) in Anaheim. He also noted that the shorter Olympic cycle for Paris will require a different approach for team development. On the Sitting side, the Women have qualified for the Paralympics, and the Men are in Duisburg, Germany for the last qualifier. To make it to the Paralympics, the team must win the event. On Beach ParaVolley, camps are scheduled to be held this weekend, and fall training camps are being discussed. VNL has moved to a bubble for both men and women in Rimini, Italy. Both teams are using the VNL as the tournament to finalize the rosters for Tokyo. The official deadline for Olympic Team selection is June 15th.

Athletes Unlimited was the most successful launch of a professional volleyball league in US history. They did a great job overcoming huge challenges like COVID. Feedback from the players has been very positive. The League has announced that they are coming back in 2022.

On Marketing and Creative Services, USAV launched a new digital podcast on April 14th, 100 days out from Tokyo. USAV is finalizing the announcement of two new corporate partners. USAV has put a huge concentration on post-Games for momentum, since indoor and beach are among the most watched sports in the Olympics. USAV launched Phase 1 of a new marketing plan to drive membership and retention on March 1st.

On the Foundation, USAV has created a campaign to raise money for our athletic programs leading to Tokyo that provides pins and other small gifts in return for a donation.

Mr. Davis reviewed the appointments of US individuals to the FIVB Council and Commissions. This is very important to the USOPC, and we will be graded on this.

Mr. Davis then took a moment to thank Cecile Reynaud. He reflected on her tireless involvement and the blood, sweat and tears she gave to the sport and the organization. Ms. Reynaud thanked the Board for their confidence in her.

Mr. Bishop asked about the demographics of the membership numbers. He asked if we need to continue with an option of “prefer not to share.” Ms. MacLean said that this follows the USOPC policy and is legally required. He asked if the Foundation fundraiser donations would be restricted. Mr. Davis confirmed that they are. Ms. Lichtman asked why several SafeSport cases are still open after 2-3 years. Ms. Stafford explained that sometimes the SafeSport cases are tied up with federal cases, and the Center is asked not to do anything until the federal investigation is completed, noting that if the case is serious, the Center can impose a temporary measures sanction while the federal investigation is ongoing.

Ms. Reynaud thanked Mr. Davis for all he does for the organization.

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

a. 2021 Budget update

Mr. Thompson thanked Ms. Reynaud for all she has done for USAV and for him. The AFB’s goal is to “meet and exceed” USOPC standards. One of those goals is financial reporting, and the AFB has been sending out regular dashboards. The PPP loan has been forgiven. AFB is now meeting quarterly – the next meeting is tomorrow. The AFB is also forming an advisory committee to assist and advise in the area of fundraising.

VI. FOUNDATION REPORT **Cecile Reynaud/Mark Peterson**

a. Committee updates (development, alumni, investment)

Ms. Reynaud reported on the three Foundation committees. The investment group continues to do a good job focusing on the investments. Mr. Thompson reported on the progress of the alumni committee, noting that the committee has several initiatives, including doing something for the Olympics if COVID regulations allow. The development committee is meeting monthly.

VII. ATHLETE REPORTS

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

Ms. Lichtman reported on the progress of the women’s and men’s team. She noted that Mr. Shoji reported that things are going well in the bubble in Italy.

b. Sitting Athlete report **Brent Rasmussen/Nicky Nieves**

Mr. Rasmussen saw the men’s team play during their training camp in Oklahoma. He encouraged everyone to tune into the men’s qualifying tournament. He noted the need to recruit new players to the men’s team, which has been a bit more challenging due to COVID.

Ms. Nieves reported on the training of the women’s team and preparations for Tokyo. The team is playing a lot of volleyball and getting ready to announce the roster.

c. Beach Athlete report **Sara Hughes/Tri Bourne**

Mr. Bourne reported that the teams are in the Czech Republic. The Men are making ground on the top two teams in the world, but need to win the event in the Czech Republic to qualify.

VIII. BYLAWS & GOVERNANCE

a. Athlete Representation Task Force Recommendations Cecile Reynaud

Ms. Reynaud reported that she has uploaded the recommendations from the Task Force. This has also been provided to the Governance Committee. She also included a chart to show how athletes are being represented now. Mr. Bishop asked what the penalties might be if athletes do not attend meetings. Mr. Smith responded that historically, the USOPC has not penalized NGBs if athletes do not attend meetings as long as they have the representation on the Board or committee involved.

b. Board committees for quad Cecile Reynaud

Ms. Reynaud noted that some Board committees will need additional athlete representation than have previously been on those committees. Mr. Baker noted that committee members are no longer appointed for the entire quad, which Mr. Reitingger confirmed.

c. Board & governance future restructure Cecile Reynaud

Ms. Reynaud noted that this topic came up over a year ago. This was discussed with the athlete representation Task Force. The Task Force considered whether to send this to the Governance Committee or set up a new Task Force. Mr. Gentile noted that whichever way we go, it will have to go through the Governance Committee. Mr. Baker suggested several models that could work for this. He recommended that we expand the existing group that is working on this issue and for that expanded group to bring a recommendation to the Governance Committee. Ms. Rojas asked about an Executive Committee and noted that can often be part of good governance. Mr. Reitingger noted that historically the assemblies have made recommendations on any restructuring and forwarded those to the Board. The Board discussed whether an Executive Committee should be re-implemented.

Motion #4 made by Gentile, seconded by Rasmussen, to ask the Governance Committee to consider whether USAV should have an Executive Committee, passed unanimously.

d. Board seat & board chair elections – Independent, HP, Male Indoor, Coach

David Eldridge has been approved to serve as the Independent Director. Jenny McGhee has been approved by the Nominating Committee and is being considered in the vote being held today. Kawika Shoji has been retained by the athletes as an Athlete Director.

e. Assembly reports Ms. Reynaud that reports on each assembly have been filed.

1. Junior Assembly Report David Gentile

No questions were raised.

2. RVAA Assembly Report Dave Pexioto/Baker/Donaghy

Mr. Peixoto suggested that item #6 from the report be channeled to the DEI committee. Ms. Stafford noted that NCSI does not collect this information. Mr. Kenyon asked about whether there should be a review for people who fail a background screening that is not due to a conviction of a crime. Ms. Stafford expressed concern about the volume of reviews this could create. She also noted that the background screen is not “reconvicting” people. Participating in volleyball is a privilege and not a right. She also explained the types of issues that are coming up and how those are typically resolved through an appeal.

3. Officials Assembly Report **Carlos Rodriguez**

No questions were raised.

4. International Athletes Assembly Report **Katie Holloway**

No questions were raised. Mr. Rasmussen noted that the International Assembly has put together a small group to look at athlete funding.

5. Beach Assembly **Thang Nguyen**

No questions were raised.

f. Board Committee Reports

6. Governance Committee **Andy Reitinge**

No questions were raised.

7. Diversity Committee **Cassidy Lichtman**

Ms. Lichtman briefly discussed the DEI strategic plan and the RISE partnership. Mr. Rasmussen asked how the members of the Committee were decided upon. Ms. Lichtman noted that all volunteered for the Committee and the Committee tried to make sure many constituencies are covered.

1. Nominating Committee **Nancy Funk**

No questions were raised.

IX. 2021-24 Strategic Plan **Chris Vadala**

Mr. Vadala updated the Board on the progress of the organizational goals set up in response to the Strategic Plan. At this time, four of the goals are “green” which are progressing according to schedule, and one is “yellow” (brand equity and affinity) which means USAV is keeping an eye on this and meeting the goal is still possible. The details of these goals and their progress is stated in the report filed with the Board. This information will be in a dashboard beginning in the third quarter.

X. NEW BUSINESS

a. Future meetings **Reynaud**

October board meeting date (?) - electronic
January board meeting date (?) – in person

Ms. Reynaud suggested that the dates for upcoming meetings be set once the new chair is elected and can confer with the CEO.

XI. ANNOUNCEMENTS

Mr. Bishop announced that the International Volleyball Hall of Fame event will be held on October 15 and 16 in Massachusetts. Three Americans will be inducted this year.

Mr. Bishop also announced that the All-Star Championships are being held July 21-25 in Orlando.

Motion #5, to go into Executive Session, made by Rasmussen, seconded by McGhee, approved unanimously.

Motion #6 to come out of Executive Session, made by Lichtman, seconded by Rasmussen, approved unanimously.

During Executive Session, the Board discussed the following issues:

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| a. Corporate Ethics & Eligibility Report | Rachael Stafford |
| b. Legal Review & SafeSport Report | Rachael Stafford |
| c. USOPC Board Assessment | Cecile Reynaud |
| d. Finance update | George Thompson |
| e. Election of High-Performance Board Seat | Cecile Reynaud |
| f. Board Chair nominee interviews | Cecile Reynaud |
| f. Personnel Committee Report | Brent Rasmussen |

XIII. ANNOUNCEMENT

- a. Announcement of the new board chair Steve Smith**

Mr. Smith announced that Dave Gentile has been elected as Chair of USA Volleyball, and Jenny McGhee has been renewed as the High-Performance Director.

XIV. ADJOURNMENT

Motion #7 made by /Baker seconded by Peixoto to adjourn, approved unanimously.