

USA VOLLEYBALL BOARD OF DIRECTORS MINUTES

Wednesday July 12, 2022 – Teleconference / Teams Meeting

I. CALL TO ORDER & WELCOME

- **Welcome, Meeting Guidelines, Introductions – Dave Gentile, Chair**

Mr. Gentile welcomed the Board members to the special meeting.

- **Roll Call, Directory Update, Declaration of Quorum – Rachael Stafford**

Present: *B. Baker, S. Bishop, D. Blanton, D. Donaghy, E. Duda, D. Eldridge, D. Gentile, D. Peixoto, S. Kenyon, E. King, C. Lichtman, K. Shoji, C. Seilkop*

Absent: *T. Bourne, S. Hughes, J. McGhee, N. Nieves, C. Rojas, P. White*

Guests: *J. Davis, S. Kearns, A. Reitingner, S. Smith (Recording Secretary), R. Stafford, C. Vadala*

II. BOARD ADMINISTRATION

- **Approval of June 12, 2022, USAV Board of Directors Agenda (To Be Posted on Teams) – Dave Gentile**

Motion #1 to approve the agenda made by Lichtman and seconded by Bishop, approved unanimously.

GOVERNANCE COMMITTEE REPORT, REVIEW GROUP REPORT AND CEO UPDATE ON JUNIOR ITEMS A

III. GOVERNANCE COMMITTEE – Andy Reitingner

Mr. Reitingner reported that the Governance Committee discussed the athlete vote issue, the USOPC audit, the Independent Director positions, how the Beach Director will be addressed, and removal language at their meeting in July.

- **Approval of USAV Administrative Council**

Mr. Reitingner presented the Administrative Council Manual and discussed the changes to the Manual. A copy of the proposed changes is attached to these minutes. Mr. Kenyon requested that the Manual require members of committees to be USAV members and attendees must be in compliance with USAV membership and Safe Sport requirements, which change Mr. Reitingner and Ms. Stafford agreed to change.

Motion #2, presented by Committee, to approve the changes to the Administrative Council Manual, approved unanimously.

Motion #3, made by Kenyon, seconded by Bishop, to strike the last sentence of Section 4.0.3(c), approved unanimously.

Motion #4, Motion to Waive 30-day notice requirement to amend the By-Laws, made by Baker, seconded by Eldridge, approved unanimously.

- **Approval of By-Laws Changes**

Mr. Retinger discussed the Governance Committee's deliberations to add a requirement for balance and diversity to the _____ Assembly, which decided not to formally impose requirements as it would be difficult to implement.

Motion #5 brought by the Governance Committee, to approve changes proposed by the Governance Committee with respect to the _____ Assembly, approved unanimously.

Motion #6, brought by the Governance Committee, solely to address the findings of the USOPC Audit, the Governance Committee gives USAV General Counsel the authority to make non-policy changes to the Bylaws, provided that the General Counsel provides a report to the Board of the changes made, approved unanimously.

- **Approval of Executive Committee to the Board**

Mr. Reitinger discussed the revisions made by the Governance Committee to the Executive Committee amendment to the Bylaws.

Motion #7 brought by the Governance Committee, to approve changes proposed by the Governance Committee on the Executive Committee, approved unanimously.

Ms. King raised the question of whether the Board should refer to the Governance Committee the issue of adding a Vice-Chair to the Board. Mr. Reitinger offered to discuss this issue with Ms. King and Ms. Rojas and to bring this before the Governance Committee.

IV. REVIEW GROUP – David Eldridge

Mr. Eldridge discussed the report of the Review Group on whether USAV Regions should engage in activities with outside, non-USAV entities (such as sanctioning non-USAV events). Mr. Eldridge reported that the Group determined that USAV should not ban such activities, but add certain protections for USAV. The issues raising concern for protection include: athlete protection, SafeSport. Mr. Eldridge noted that there is not a provision prohibiting those engagements, and there are issues like insurance that may require working with outside activities.

The Group made six recommendations: (i) strategic alliances with youth sports programs that offer volleyball; (ii) pre-approve dual affiliations for strategic alliances; (iii) create options for national youth sport organizations so Regions can use their venues; (iv) create a policy outlining steps necessary to engage in programs with a non-USAV organization, including athlete protection; (v) create a formal notice process to the CEO on outside activities that a Region wishes to engage in,

and (vi) USAV and RVAs work together to put together a document to outline how to deal with these situations.

Mr. Gentile asked for an explanation of what a dual affiliation might look like, and whether that included a formal agreement. Mr. Bishop noted that the Group felt that, where there is competition, the best way to address that is to create strategic alliances, thus creating ways to grow the game. This would be addressed at the CEO level. Mr. Gentile asked if this could even include organizations that are currently competitors, and Mr. Bishop answered that it could. Mr. Baker stated that this could help the sport grow.

Mr. Gentile also asked if the Board would approve a form agreement to protect USAV. Mr. Eldridge responded that this would likely go through the Governance Committee.

Mr. Gentile asked where this report and recommendations would be referred, to the CEO or Governance Committee. He also asked if USAV would need to add Affiliated Organizations to the membership? Mr. Reiting explained why Affiliated Organizations were eliminated, and there would not need to be added as a membership organization. Ms. Stafford noted that the USOPC Audit group noted that, if Affiliated Organizations are added as members to the Bylaws, they likely would be entitled to a seat on the Board. Mr. Baker confirmed that the goal is not to add Affiliated Organizations to the Bylaws.

Mr. Gentile asked where recommendation #6 would be referred to address. Mr. Eldridge stated, and Mr. Baker agreed, that the Governance Committee would be the best group to deal with this.

Mr. Davis asked if the Group considered the possibility that this could lead individuals to think they don't need to be USAV members. Mr. Bishop suggested that Mr. Davis put together specific questions that the Group can respond to with specific answers and recommendations. Mr. Peixoto stated that it is important to change the path we're on so we can grow the game.

Mr. Bishop stated that the Board would receive the report and refer it to the Governance Committee for actions on recommendations 4-6 and to the CEO for action on recommendations 1-3.

Motion #8 to approve the Group's Report, made by Peixoto, seconded by King, approved unanimously.

Motion #9 to refer recommendations 1-3 to the CEO and recommendations 4-6 to the Governance Committee for action, made by Baker and seconded by Peixoto, approved unanimously.

V. CEO REPORT

Mr. Davis reported that Kim Glass, an Olympic medalist, was attacked in downtown Los Angeles by a homeless man, which caused significant injuries.

He then reported on the Boys' situation. The 10-member Commission was put together, which was divided into two 5-member subcommittees to address Boys and Girls separately. Some recommendations made include announcing the dates of the Championships and Qualifiers earlier,

the crisis in officiating, bid processes, among many issues. At the Boys Junior National Championships there were 385 teams, which was down significantly. The Commission arranged for greater connection with Olympic team members at the Championships by having athletes attend the events, which was very well received. The courts were opened up for warmups on registration day. Past winner towers were included on towers. Greater social media coverage was added. All courts for the Boys were Jumbo and long courts. At the Boys Championships a club director meet and greet was held. Thank you letters will be sent to clubs that attended. There will also be post-event recaps and highlights sent out.

In the conversations with Boys' Club Directors, it is clear that USAV is under attack, creating the risk that more Boys Clubs will not attend the Championships. Mr. Davis wants to (i) have free entry for winners of qualifiers, and (ii) reduce the entry fees to \$750. This may cause us to lose money on the Boys' Championships, but Mr. Davis feels this is important to show USAV is making changes to try to address issues and concerns. Mr. Baker expressed his view that many groups find it to cost money to follow USAV rules, whereas that is not the case with our competitors. Mr. Davis said that the most common comment he heard at the meet-and-greet was about money. Mr. Bishop supported the reduction of entry fees. He also gave kudos to the marketing team for their coverage of the Boys' Championships, which he feels was the best it's ever been. Ms. Donaghy mentioned that it is important to recognize those Boys' teams that continue to attend the Championships. Mr. Davis noted that he received several questions asking if USAV would consider sanctioning events in the Regions.

Mr. Davis noted that all 2023 Championships and Qualifier dates for both Boys and Girls have been announced, as have 2024 and 2025 for Boys. On the issue of officials, USAV increased the compensation to the point where USAV pays more than the AAU, there were stipends for those who drove, lunch and breakfast was catered, among other things. Ms. Donaghy asked what USAV is doing to attract new officials. Mr. Davis responded that USAV is providing uniforms for officials to reduce costs for new officials to enter the market, and has taken steps to make events more attractive.

USAV has decided not to issue a statement reacting to the *Dobbs* decision.

VI. NEW BUSINESS

The next Board meeting is in the Fall. 4:00 CT teleconference on Wednesday, September 14th has been proposed. September 13th and September 19th at the same times are the alternative dates.

Ms. Donaghy asked about the National Boys Volleyball Association report, which is an organization that spun off. They invited USAV to the table when this first was being considered, but eventually the communication went dark due to challenges for the organizer. They refer to themselves as Switzerland, trying to be neutral as to USAV, AAU and JVA. There are 25 clubs that are part of that organization, about 50% of them are exclusively JVA clubs. This group facilitated the migration away from the USAV Boys Championships and to the AAU.

Mr. Shoji asked what the requirements are to compete in national events, camps, etc., wondering if those should be limited to USAV members. Mr. Gentile noted that this has been considered, but

noted that this likely violates the Ted Stevens Olympic and Amateur Sports Act, with which Mr. Davis concurred.

VII. ADJOURNMENT

The Board adjourned by acclamation.