

MINUTES OF MEETING OF USA VOLLEYBALL BOARD OF DIRECTORS

Wednesday January 18, 2023 (IN-PERSON) Meeting (Denver, CO)

I. CALL TO ORDER & WELCOME

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

Mr. Gentile welcomed the Board to the meeting.

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

Present: S. Bishop, S. Kenyon, D. Eldridge, D. Blanton, E. King, D. Peixoto, N. Nieves, C. Seilkop, B. Baker, D. Gentile, E. Duda, C. Lichtman, P. Lucas-White, T. Bourne, K. Shoji, D. Donaghy, J. McGhee (joined in progress)

Absent: S. Hughes, C. Rojas

Guests: G. Thompson (Treasurer), E. Duda, J. Davis, C. Vadala, S. Kearns, N. Funk, R. Stafford, B. MacLean, A. Reiting, Natalie Wilkinson, S. Smith

II. BOARD ADMINISTRATION

- **Approval of the January 18, 2023, Agenda – Dave Gentile**

Changes to agenda: Will approve December minutes electronically.

Motion #1, made by Lichtman, seconded by Baker, to approve the revised agenda, approved unanimously.

III. BOARD CHAIR REPORT – Dave Gentile

- **Chair Activities – Verbal Report**

Mr. Gentile reported that he has been focused on the strategic plan since the last meeting. Many of the activities will be covered by Mr. Davis in his CEO report.

IV. CEO REPORT – Jamie Davis

- **See Written Report posted in Teams.** Mr. Davis posted a detailed written report to the Board on Teams.
- **Verbal report on key activities: Items to be specifically referenced:**

Mr. Davis reported on the following during the Board meeting. He gave a snapshot of memberships over the last four years, including the year prior to COVID. Total memberships are up 8 percent over last year, and are up more than that compared to the year prior to COVID. He also reported that 36 Regions have had growth this year over last year. Further, Junior Boys memberships are up over last year, as

well. Mr. Reitinger noted that two Regions have experienced significant losses in Junior Boys membership over the last five years.

Mr. Davis then reported on the review of Harassment Preparedness Plan. Policies were already in place, and staff reviewed other NGBs' policies to update USA Volleyball's policies. The group did conclude that the policies are relatively unknown, so Ms. Kearns has been tasked with promoting these policies. Ms. Kearns presentation is on TEAMS. Ms. Kearns reported that modules are being prepared for training of officials, and there will be no "yellow card;" if there is a violation, then you are out for the remainder of the event. She also noted that there is a report that creates a record of the violation, which will allow USAV to track violations by club, individual, etc. Mr. Gentile raised the issue of what a team would do if there was only one coach on a team, and that coach was ejected and no SafeSport certified alternate was present. Ms. Lucas White asked if there is a promotional campaign, noting that most people learn about programs like this through social media. Mr. Davis noted that there will be videos, but this can also be addressed in social media. Mr. Davis noted that, with Ticket Space, we will be able to keep out ejected spectators over a multi-day event. Ms. King asked if this is not just limited to race or gender, and Ms. Kearns noted this was focused on hate speech.

Mr. Davis continued by noting that USAV has announced all Championships for 2023, 2024, and the major championships in 2025. He also reviewed new events that have been created. There will be three indoor international events held in the US in 2023, two men's VNL events and the women's VNL finals, along with the NORCECA Men's Continental Championships. He also reported on a huge win with the FIVB in that the U.S. had lost World Ranking points by sending developmental teams to NORCECA events, and FIVB will be proposing a new policy where events organized by continental federations other than the continental championships will not count for FIVB points in years where teams compete in FIVB Championships. The exact language has been included on TEAMS.

USAV had its largest presence at the AVCA Convention this year. Specifics are included in TEAMS. Mr. Gentile asked if this was well received by participants and by AVCA. Mr. Davis reported that the AVCA was very pleased with the USAV participation. Mr. Davis suggested that more regional representatives should attend next year, and USAV would share its booth space. He noted that he had a number of meetings with a number of organizations while at the convention.

Mr. Davis then discussed the JVA-3Step partnership structure. 3Step will be paying JVA a guaranteed royalty to produce JVA events and use 3Step-owned companies to service the events, and JVA will be focusing on other activities, like education. 3Step will likely be purchasing more clubs. 3Step will require its owned clubs to go to JVA/3Step events, and can go to USAV events if they can fit them in. Mr. Bishop reported that 3Step held a 400-team event in Florida last weekend and is aggressively promoting to non-3Step clubs.

AF&B authorized moving forward on due diligence putting together the Region Investment Fund, so staff is continuing to work on this.

Mr. Davis then discussed the proposed "Try Volleyball" new membership. Mr. Baker explained that this program is designed to reach younger kids who want to play, have fun and try the sport without having to go through the process of creating a new membership. This would be a two 1-day guest membership with minimal data. This will help promote USAV at these events that are held by others, like the YMCA. Mr. Seilkop expressed his view that this program would sell and could attract sponsors and grants/donations. Mr. Davis explained this is for 12 and under and does not give access to the myriad other benefits of regional/USAV membership. The next step is to get full RVA feedback on this, which will lead to a proposal to be provided to the Board. Mr. Gentile noted that this also addresses one of the items on the list of action items in response to strategic threats.

BOARD COMMITTEE REPORTS

V. GOVERNANCE COMMITTEE – Andy Reitinger

- **Current Topics Under Review**

Mr. Reitinger reported that the GC has been discussing the waiver and what the requirements are for that. He expects this to be finalized in February. There have also been discussions on the Beach Representative. The Governance Committee also discussed the report on dealing with competitive threats. Mr. Reitinger noted that the USOPC has told USAV that its definition of Independent needs some change, which will be addressed soon.

Mr. Reitinger then discussed proposed Bylaws changes, which are attached, including proposed changes to 6.1A and 6.1B, 6.1E, 6.2I(1), 6.2I(6), Article VIII (changing references to reflect that the USAV AAC will select committee members), 8.1G, 8.2B, 8.2C, 8.2D, 8.2E, 9.1C, 9.1I, 17.2, 18.1 and 18.2 (including minor changes not listed in these Bylaws). Ms. Stafford noted that she is awaiting clarification from the USOPC on a few additional changes, which will be presented for approval soon.

Motion #2, made by Baker, seconded by Peixoto to waive 30-day notice requirement, approved unanimously.

Motion #3, from Committee, to approve all Bylaws amendments in the attached document, approved unanimously.

Mr. Reitinger then noted that the GC has updated the Junior Assembly manual, and will soon be working on other manuals.

He also noted that the Nominating Committee has convened and will be working on their topics soon.

Finally, Ms. Stafford expects the LOA to be ready for the May meeting.

VI. NOMINATING COMMITTEE – Nancy Funk

- **Report on Current Open Roles and Upcoming Term Expirations / Renewal(s)**

Ms. Funk discussed the Board positions that are up for election this June. She also noted that the Nominating Committee is not full at this time, as there is at least one position to fill.

VII. AUDIT, FINANCE AND BUDGET COMMITTEE – George Thompson

- **Update on Year End Process**

Mr. Thompson discussed the calendar for AF&B in February and expects to have year-end information in late February. In April, AF&B will discuss the audit and expects to have that to the Board by May 15th. The next meeting will be in August, and then in December to go over budget, after which the budget will be presented to the Board. He also noted that Mr. Bourne has joined AF&B.

VIII. PERSONNEL COMMITTEE – Steve Kenyon

Mr. Kenyon reported that the Personnel Committee is getting paperwork finalized from Jamie’s review, and is scheduling its next meeting.

IX. REPORTS FROM ASSEMBLIES, CONSTITUENTS, COUNCILS AND COMMISSIONS

- **Reports as submitted to Chair**

Mr. Gentile noted that reports from the Assemblies were submitted to him and are on TEAMS. He then discussed the highlights of the Assembly meetings. He reported that he will be resigning his position as Junior Assembly Chair. He also noted that Assemblies are streamlining their meetings. Mr. Peixoto noted that this could discourage people from attending in person and asked if other activities could be incorporated. Mr. Gentile agreed to give this consideration. Mr. Reitingger provided an update on the RVAA, also noting the goal to streamline meetings. He also reported that the RVAA wants to make sure that whatever the RVAA is doing would not circumvent USAV, and therefore is providing reports to the USAV Chair. There is also a focus on how to share best practices within the Regions. He then discussed competitive threats. There are some who have raised the idea of trying to collaborate with the competitors and bring everyone under USAV rather than compete. Mr. Gentile noted that this is a complicated issue needing a lot of thought and input from Mr. Davis. He also suggested that the group working on the strategic plan discuss this approach.

Mr. Duda reported that there is not much to present from the AAC. The focus is on filling the Women’s Beach Rep position, which he hopes will be filled shortly. Ms. Lichtman noted that indoor men and women are overseas playing in their pro leagues. Mr. Shoji complimented Mr. Davis, Ms. Lichtman and Mr. Duda for navigating the FIVB ranking issue. Ms. Nieves noted that beach is getting started on the year now in what will be an exciting year leading up to Paris. Mr. Duda noted that, at Sitting Worlds, the men finished sixth and took a set from Bosnia, which had never happened. The program is moving forward.

X. NEW BUSINESS

Mr. Duda asked if there might be a stipend available in connection with recruitment of athletes to serve on Committees.

CONVENE EXECUTIVE SESSION - *NOTE: NEW FORMAT*

Motion #4, made by Peixoto, seconded by Baker to go into Executive Session, with Mr. Reitingger, Mr. Davis and Mr. Davis’s direct reports to remain as invited guests for the strategic planning portion, approved unanimously.

Motion #5, made by Nieves, seconded by Baker, to come out of Executive Session, approved unanimously.

Mr. Gentile reported that the following was discussed in Executive Session:

Strategic plan
Employment issues

Next Board Meetings:

March 20 (tentative) – by Zoom

May 24 – in person

XI. ADJOURNMENT

Motion #6, made by Baker, seconded by Peixoto to adjourn, approved unanimously.