

**Minutes of  
USA Volleyball Board of Directors Conference Call  
Wednesday, March 18, 2:30pm MT**

**1. Roll Call** **Reynaud**

*Present:* R. Baker, S. Bishop, D. Donaghy, D. Eldridge, D. Gentile, S. Hughes, S. Kenyon, E. King, C. Lichtman, J. McGhee, D. Peixoto, B. Rasmussen, C. Reynaud, K. Shoji, T. Rogers

*Absent:* D. Blanton, and C. Rojas

*Others:* G. Thompson (Treasurer), J. Davis, K. Klostermann, R. Stafford and S. Smith

**2. Welcome new board member, Jenny McGhee** **Reynaud**

Ms. Reynaud welcomed Jenny McGhee to her first Board meeting replacing Kristin Fasbender.

**3. E & E case** **Stafford**

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

**Motion #2, made by Eldridge, seconded by Peixoto, to come out of Executive Session, approved unanimously.**

Ms. Reynaud reported that, in Executive Session, the Board heard an appeal of an Ethics & Eligibility case pursuant to the USA Volleyball Bylaws.

**4. Update on volleyball business** **Davis**

Mr. Davis updated the Board on what has been going on in connection with the Coronavirus. USAV was one of the first NGBs to take action on this issue, beginning on March 6th. It was agreed that communication was key, and the team came up with the idea to create a page on the USAV website to update people on issues. This page was created within three hours after the decision was made. USAV has pulled sanctions from all events through March 31st. Mr. Davis noted that, in talking with qualifier directors, they noted that, unless the local government has mandated closure, then their force majeure clause would not apply for many of their contracts. He noted that USA Volleyball was monitoring the situation daily and the postponement of sanctions will be done on a rolling basis. Furthermore, the policy may not be the same throughout the country. The dedicated COVID-19 webpage includes the latest information on each qualifier, a section on HP tryouts and BNQs. <https://www.teamusa.org/USA-Volleyball/Features/USA-Volleyball-Response-on-Coronavirus> On March 11th, a lot changed, which caused USAV to have to suspend qualifiers and other events. Mr. Davis also noted that its insurance partner, EPIC, was involved in these decisions. Aaron Brock was designated as USAV's resident expert on this issue, and that has worked out well. People like to hear from someone with expertise in the area.

Small groups have asked USAV to hold their own events, using their own insurance. Mr. Davis indicated that USAV does not have jurisdiction to say no, so USAV has made it clear that these

decisions are being made by the organizer, who is using their own insurance. USAV is recommending however that those group follow USAV's policies.

The Events Team has been working tirelessly to develop different scenarios for the championships and given the fluidity of the situation, it is too early to predict the final outcome. Ms. Reynaud asked if Mr. Davis has been in touch with the RVA on this. Mr. Davis indicated that information is being sent to the RVA, but the situation is too fast-moving to engage in back-and-forth discussions. Ms. Lichtman asked about the Girls 18's Nationals. Mr. Davis indicated that there are three backup dates, but it remains too early to make a decision on that event at this time. Ms. Reynaud reminded the Board of the issue of the NCAA suspending college recruiting.

National teams - facilities have been closed and all practices suspended. Mr. Davis is hoping that practices will begin soon, under applicable rules and precautions, although none would be mandatory for the athletes or coaching staff. The number one priority is ensuring that everyone is safe. The IOC announced yesterday that they are moving forward with the Olympics, although he noted that an important test event has been cancelled. He noted that the Coronavirus has thrown a huge wrench into qualifiers among a lot of sports. Indoor qualifying is done, but beach is in complete disarray. The FIVB is in communication with the IOC on this. Ms. Hughes agreed and questioned whether it would even be fair at this point to change the qualification procedures for beach. Mr. Davis noted that the FIVB has been slow to respond on issues at times. Mr. Davis also noted that, when the FIVB makes changes to the selection process for Beach, USAV will have to change the Selection Procedures, and he would like to involve the Board on that issue. Mr. Davis also noted that AVP has postponed some of its events. Mr. Davis then addressed the Men's Sitting Team, which has not yet qualified. USAV was set to host the last qualifier in Edmond, Oklahoma, but President Trump's ban of flights from Europe required that event to be cancelled. World Paravolley has not decided how the remaining qualification will be handled. On the Indoor side, VNL was cancelled until "after the Olympics," but there is not any guidance on what that means. Some are suggesting that this be postponed until 2021. Also, the US has 504 athletes who are playing in other countries. USAV has been helping those who want to come back to the U.S., although some have not wanted to (or could not) return because it could have contractual implications with their foreign clubs. Over half of the athletes came back to the U.S. quickly. Mr. Shoji thanked Mr. Davis and staff for their work on this. The USOPC yesterday shut their Training Centers, due to orders of the state.

Staff - as of last Friday, it is optional for staff to come into the office. He noted that USAV already had in place a policy allowing staff to work from home one day per week, so that made it easier to go to this new policy. He noted that some staff want to come in, and that is why the office has not simply been closed. All non-essential travel has been cancelled. Stacy will be putting out weekly reports on how this situation is affecting USAV financially. There are a lot of issues that are still fluid, so it is not easy to estimate, but he warned that this is likely to have a substantial impact. He noted that several NGBs have expressed severe financial challenges to the USOPC, and some might even be in a lack of going concern situation. Mr. Thompson complimented Mr. Davis on the job he is doing on this, and encouraged him to keep doing what he is doing. Mr. Davis has told staff to look at decisions from a perspective of "what must be done," as opposed to "what must be cut." Mr. Gentile asked Mr. Thompson how the stock market is impacting USAV. Mr. Thompson indicated that Beacon Point, the investment adviser, has positioned USAV pretty well. As of yesterday, although the S&P is down 21 percent, USAV's portfolio is down only 7.6 percent. Mr. Davis noted that operating capital is kept outside of the investment portfolio. The USOPC has asked for a report on the impact to NGBs possibly to be used to seek a congressional rescue package. Mr. Davis noted that USAV is already down some revenues that will not come back.

May meetings - There has been some talk of handling the May Board meeting electronically and perhaps cancel the Hall of Fame awards ceremony, which would mean significant savings for USAV, perhaps as much as \$50,000, which would help offset the losses. Mr. Bishop mentioned that there are plans to do training in Minneapolis on Sport Engine, so cancelling the May meetings would impact that. Mr. Gentile noted that the Junior Assembly meeting would be hard to do electronically, but could be done. He did note that this is the one time when the Junior Assembly and other assemblies meet face-to-face, but if the savings are needed, they would find a way to make it work. Mr. Rasmussen noted that having an in-person meeting and spending the money to do that might send the wrong message given the economic times. Ms. Reynaud stated that we will have to see where things stand at the appropriate time. Mr. Davis noted that this is not being done due to COVID, but rather for financial reasons. Mr. Thompson noted it is prudent to save money on the meetings. Mr. Peixoto asked if the meeting could be moved to a later date. Mr. Davis noted that a postponement would not have the desired financial savings, and could even cost USAV more. Mr. Peixoto asked if this should be discussed yet with the RVA. Mr. Davis indicated that he is open to this being discussed by the RVAA but if it got to the point where USAV could not afford to pay for the meetings, the financial decision might be made by USAV. The RVAA would, in that scenario, be free to explore funding the meetings by alternative means. Ms. Reynaud asked if the financial impact is hitting the RVA and Regions, and whether they need savings. Ms. Donaghy noted that some regions are being hit hard. Ms. Reynaud noted that we are not yet cancelling the May meetings. Mr. Davis noted that this is ultimately an RVAA decision, but his recommendation is to hold the May Board meeting electronically, and not hold the Hall of Fame event in-person. Mr. Gentile indicated that he will speak with the Junior Assembly Council and will get back to Mr. Davis next week. Ms. Reynaud asked if other Assemblies and committees could use Gotomeeting. Mr. Davis indicated that this is possible.

**Motion #3, made by Eldridge, seconded by Rasmussen, to waive Bylaw 6.03(a), requiring the Board to hold three in-person meetings per year, for the year 2020, with this motion to be sent to the full Board for an email vote.**

Ms. Reynaud asked how the Board would like to be updated on the fluid situation. Mr. Davis indicated that the most up-to-date information will be on the website, so Board members should look at that, and Board members can reach out to him with questions, and Mr. Davis will reach out to the Board when necessary.

## 5. **Adjournment**

**Motion #4, made by Gentile, seconded by Peixoto, to adjourn, approved unanimously.**